

Workforce Disability Equality Standard 2024

1. Purpose of the report

- 1.1. The WDES is a collection of 10 metrics that aim to compare the workplace and career experiences of disabled and non-disabled staff. NHS Trusts and NHS Foundation Trusts are required to report and publish data, on an annual basis, for each of these metrics.
- 1.2. This report presents the Trust's WDES metrics as a snapshot at 31 March 2024 and covers the year 1 April 2023 until 31 March 2024 which will be uploaded onto the online Data Collection Framework by 31 May 2024.

2. Data Quality

- 2.1. Data for the return is derived from a combination of sources; Electronic Staff Record (workforce composition and learning and development data), TRAC (recruitment), Assure HR Case (employee relations), is detailed in appendix 1. Trends from the WDES questions in the NHS Staff Survey 2023 are in appendix 2.

3. Supporting information

- 3.1. In 2023/24 focused work was undertaken to increase disability declaration rates with the Trust's 'Share or declare' campaign and staff census. Following this campaign, the number of employees declaring they have a disability has increased by 0.8%.
- 3.2. A significant proportion of the medical and dental workforce (33%) have chosen not to declare their disability status. Trainee grades have a high 'unknown' rate as this data is collected through the deanery and not shared directly by the employee.
- 3.3. The relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled candidates is 1.16, meaning that disabled candidates are less likely to be appointed from shortlisting than those without disabilities.
- 3.4. The relative likelihood of disabled employees entering the formal capability process compared to non-disabled employees is 2.5, indicating disabled employees are over twice as likely to enter into the formal capability process than non-disabled employees. It is important to note this figure is calculated on a small sample size of 5; there has been only one formal capability case against a disabled employee in the past 2 years.

4. Next Steps

- 4.1. Following the submission of the online return, the WDES annual report and action plan will be co-produced with stakeholders before ratification through Board and publishing on the Trust internet by 31 October 2024.

Appendix 1: Metric 1: Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce. (Data source: ESR)

1a. Non-clinical workforce

	Disabled staff in 2023	Disabled staff in 2024	Disabled staff in 2023 v 2024	Non-disabled staff in 2023	Non-disabled staff in 2024	Non-disabled staff in 2023 v 2024	Unknown staff in 2023	Unknown staff in 2024	Unknown staff in 2023 v 2024	Total staff in 2023	Total staff in 2024
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	7.2%	7.1%	- 0.1%	81.1%	81.8%	+ 0.7%	11.7%	11.1%	- 0.6%	783	754
Cluster 2 (Band 5 - 7)	6.9%	8.6%	+ 1.7%	87%	84.6%	- 2.4%	6.1%	6.8%	+ 0.7%	261	267
Cluster 3 (Bands 8a - 8b)	4.6%	11.6%	+ 7%	90.8%	81.2%	- 9.6%	4.6%	7.2%	+ 2.6%	65	69
Cluster 4 (Bands 8c – 9 & VSM)	9.1%	9.4%	+ 0.3%	66.7%	81.2%	+ 14.5%	24.2%	9.4%	- 14.8%	33	32

1b. Clinical workforce

	Disabled staff in 2023	Disabled staff in 2024	Disabled staff in 2023 v 2024	Non-disabled staff in 2023	Non-disabled staff in 2024	Non-disabled staff in 2023 v 2024	Unknown staff in 2023	Unknown staff in 2024	Unknown staff in 2023 v 2024	Total staff in 2023	Total staff in 2024
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	6.1%	8.7%	+ 2.6%	87.5%	85.2%	- 2.3%	6.4%	6.1%	- 0.3%	822	888
Cluster 2 (Band 5 - 7)	4.4%	4.6%	+ 0.2%	90.1%	90.9%	+ 0.8%	5.5%	4.5%	- 1%	1504	1701
Cluster 3 (Bands 8a - 8b)	3.2%	3.2%	0%	89.7%	90.4%	+ 0.7%	7.1%	6.4%	- 0.7%	126	125

Cluster 4 (Bands 8c – 9 & VSM)	0%	5.6%	+ 5.6%	100%	94.4%	- 5.6%	0%	0%	0%	15	18
Cluster 5 (Medical and Dental staff, Consultants)	0.9%	0.9%	0%	79%	80.1%	+ 1.1%	20.1%	19%	- 1.1%	224	232
Cluster 6 (Medical and Dental staff, Non- consultant career grade)	0%	0.8%	+ 0.8%	86.4%	86.5%	+ 0.1%	13.6%	12.7%	- 0.9%	132	126
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	1.2%	1.1%	- 0.1%	36.2%	33%	+ 0.8%	62.6%	65.9%	+ 3.3%	171	179

Metric 2 – Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts

(Data source: Trust’s recruitment data)

	Relative likelihood in 2023	Relative likelihood in 2024	Relative likelihood difference (+-)
Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting	0.26	1.16	+ 0.9

Metric 3 – Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

(Data source: Case Assure data)

	Relative likelihood in 2022/2023	Relative likelihood in 2023/2024	Relative likelihood difference (+-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	2.45	2.46	No change

Metric 4 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.
(Data source: Question 14, NHS Staff Survey)

	Disabled staff responses to 2022 NHS Staff Survey	Non-disabled staff responses to 2022 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2022	Disabled staff responses to 2023 NHS Staff Survey	Non-disabled staff responses to 2023 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2023
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
14a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	29.9%	24.8%	+ 5.1%	34.5%	25%	+ 9.5%
14b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	15.7%	9.8%	+ 5.9%	16%	6.3%	+9.7%
14c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	25.7%	17.4%	+ 8.3%	31.1%	17.7%	+ 13.4%
14d) Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	51.6%	54.4%	- 2.8%	58.3%	53.5%	+ 4.8%

Metrics 5 – 8

(Data source: Questions 15, 11e, 4b, 28b NHS Staff Survey)

	Disabled staff responses to 2022 NHS Staff Survey	Non-disabled staff responses to 2022 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2022	Disabled staff responses to 2023 NHS Staff Survey	Non-disabled staff responses to 2023 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2023
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
Metric 5 (Q15) - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	53.3%	60.2%	- 6.9%	54.2%	55.3%	- 1.1%
Metric 6 (Q11e) - Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	34.6%	20.2%	+ 14.4%	30.4%	19.8%	+ 10.6%
Metric 7 (Q4b) - Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	41.6%	57.2%	- 15.6%	38.5%	54.2%	- 15.7%
Metric 8 (Q28b) - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	72.7%	N/A	N/A	76.5%	N/A	N/A

Metric 9 – Disabled staff engagement

(Data source: Staff Engagement Theme, NHS Staff Survey)

	Disabled staff engagement score for 2022 NHS Staff Survey	Non-disabled staff engagement score for 2022 NHS Staff Survey	Difference (+/-) between disabled staff and non-disabled staff engagement scores 2022	Disabled staff engagement score for 2023 NHS Staff Survey	Non-disabled staff engagement score for 2023 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2023
The staff engagement score for Disabled staff, compared to non-disabled staff.	6.8	7.4	- 0.6	6.9	7.4	- 0.5

b) Has your organisation taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No) - YES

Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.

Example 1: The Trust have the Ability Network which gives a collective voice to disabled staff at MKUH. The network has an executive sponsor who drives the agenda at board level and in 2023/2024 the network continued to develop its collective voice.

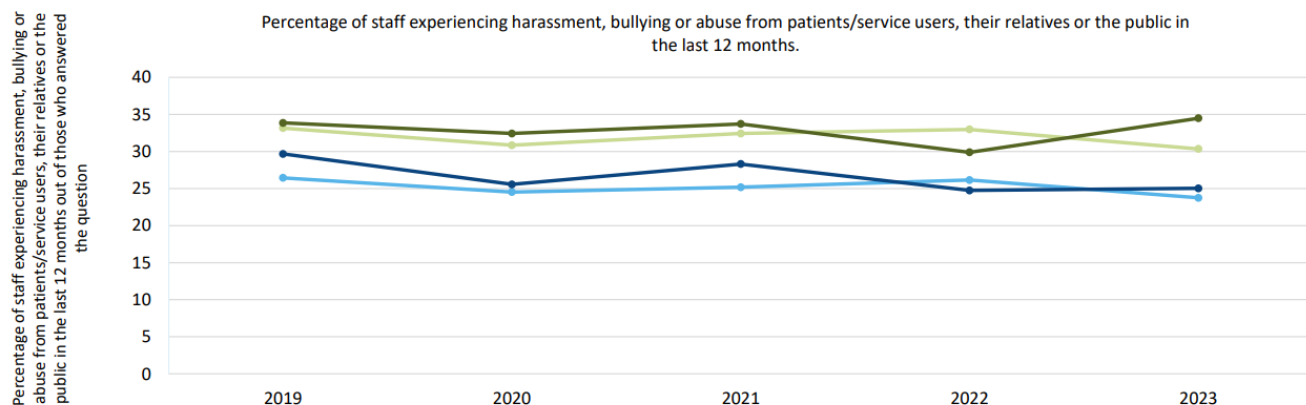
Example 2: In 2024, the Trust launched the Neurodiversity Network to support those employees who are neurodiverse, this followed workshops in 2022 focusing on the lived experiences of those working with neurodiversity. The network has an executive sponsor who drives the agenda at board level.

Metric 10 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce
(Data source: ESR)

	Disabled Board members in 2023	Non-disabled Board members in 2023	Board members with disability status unknown in 2023	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce in 2023	Disabled Board members in 2024	Non-disabled Board members in 2024	Board members with disability status unknown in 2024	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce in 2024
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)		
Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.	Exec = 22.2%	Exec = 55.6%	Exec = 22.2%	Total Board = 16.7%	Exec = 25%	Exec = 75%	Exec = 0%	Total Board = 11.7%
	Non-exec = 11.1%	Non-exec = 55.6%	Non-exec = 33.3%	Overall workforce = 4.9%	Non-exec = 0%	Non-exec = 100%	Non-exec = 0%	Overall workforce = 5.7%
	Voting = 21.4%	Voting = 57.2%	Voting = 21.4%	Difference = +11.8% percentage points	Voting = 15.4%	Voting = 84.6%	Voting = 0%	Difference = +6% percentage points
	Non-voting = 0%	Non-voting = 50%	Non-voting = 50%		Non-voting = 0%	Non-voting = 100%	Non-voting = 0%	

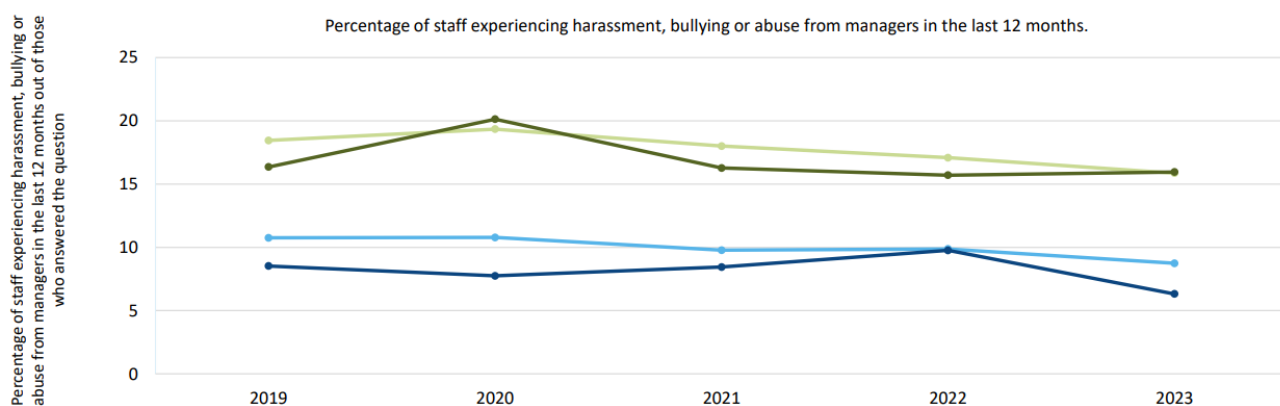
Appendix 2 – 2023 Staff Survey Data

Question 14a



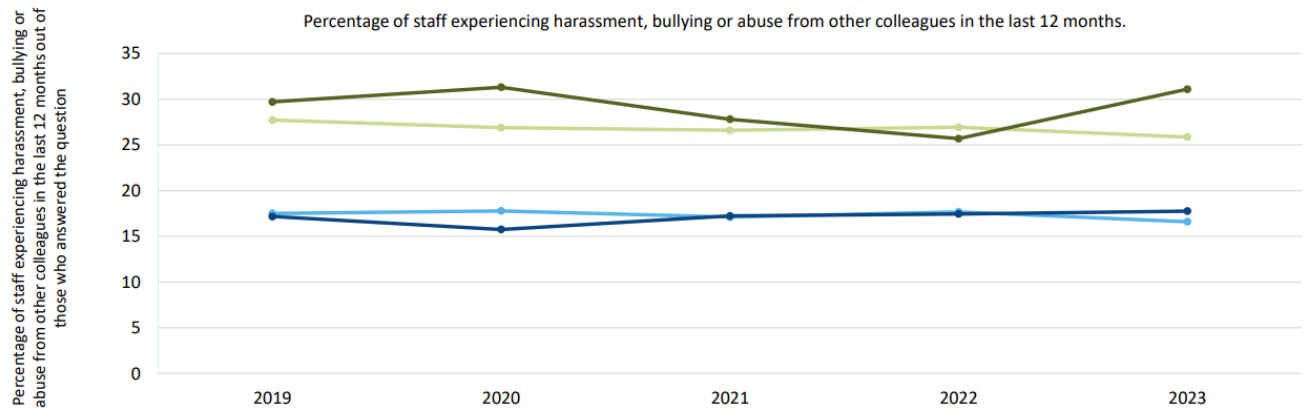
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	33.86%	32.44%	33.72%	29.89%	34.49%
Staff without a LTC or illness: Your org	29.68%	25.57%	28.31%	24.76%	25.03%
Staff with a LTC or illness: Average	33.17%	30.86%	32.43%	32.98%	30.35%
Staff without a LTC or illness: Average	26.45%	24.53%	25.19%	26.16%	23.76%

Question 14b



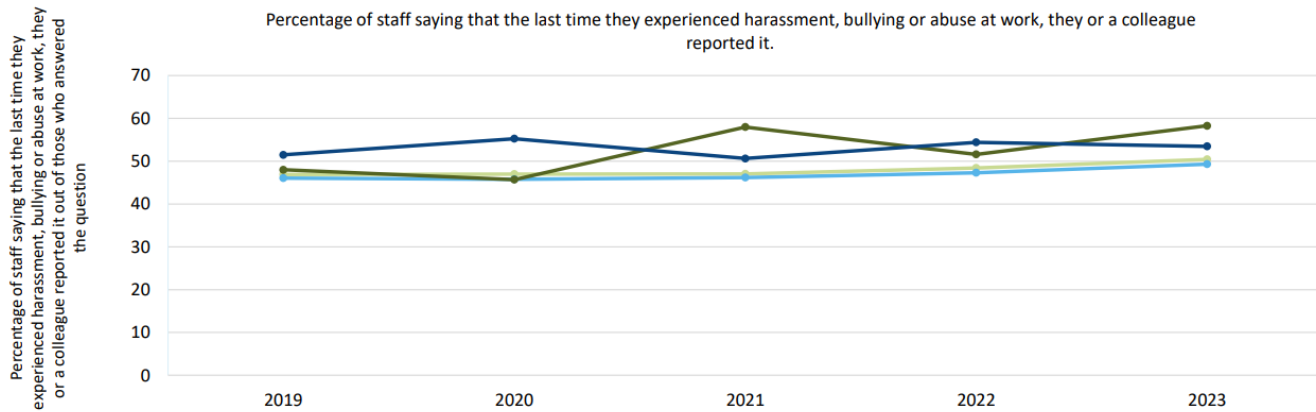
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	16.35%	20.13%	16.27%	15.70%	15.96%
Staff without a LTC or illness: Your org	8.53%	7.75%	8.45%	9.76%	6.32%
Staff with a LTC or illness: Average	18.45%	19.35%	18.00%	17.09%	15.87%
Staff without a LTC or illness: Average	10.76%	10.78%	9.77%	9.88%	8.74%

Question 14c



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	29.71%	31.31%	27.81%	25.68%	31.09%
Staff without a LTC or illness: Your org	17.17%	15.75%	17.24%	17.44%	17.76%
Staff with a LTC or illness: Average	27.71%	26.89%	26.60%	26.93%	25.86%
Staff without a LTC or illness: Average	17.51%	17.79%	17.11%	17.67%	16.60%

Question 14d

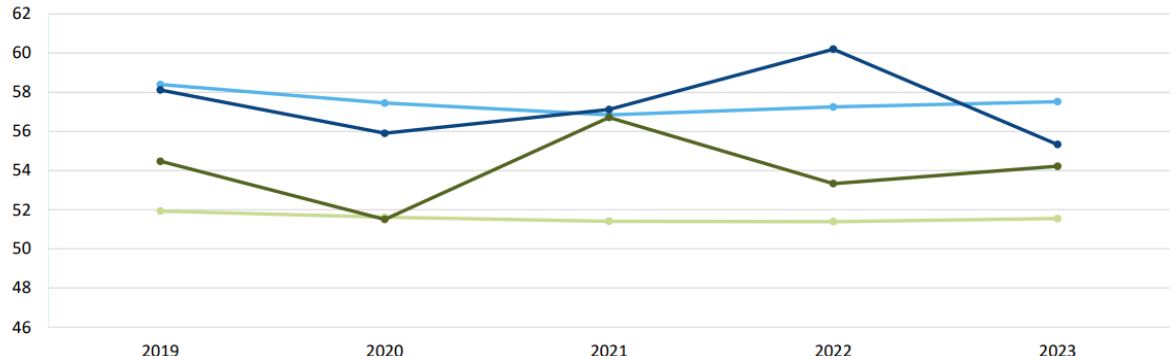


	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	48.00%	45.71%	58.00%	51.61%	58.29%
Staff without a LTC or illness: Your org	51.48%	55.28%	50.65%	54.42%	53.47%
Staff with a LTC or illness: Average	46.92%	47.01%	47.03%	48.43%	50.44%
Staff without a LTC or illness: Average	46.07%	45.80%	46.20%	47.30%	49.33%

Question 15

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion out of those who answered the question

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.

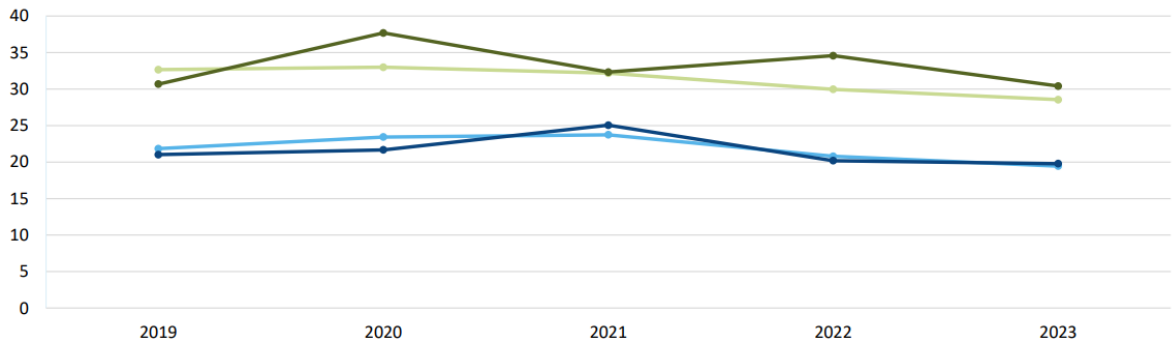


	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	54.47%	51.51%	56.72%	53.33%	54.22%
Staff without a LTC or illness: Your org	58.12%	55.91%	57.12%	60.20%	55.33%
Staff with a LTC or illness: Average	51.93%	51.61%	51.41%	51.39%	51.54%
Staff without a LTC or illness: Average	58.39%	57.45%	56.84%	57.25%	57.52%

Question 11e

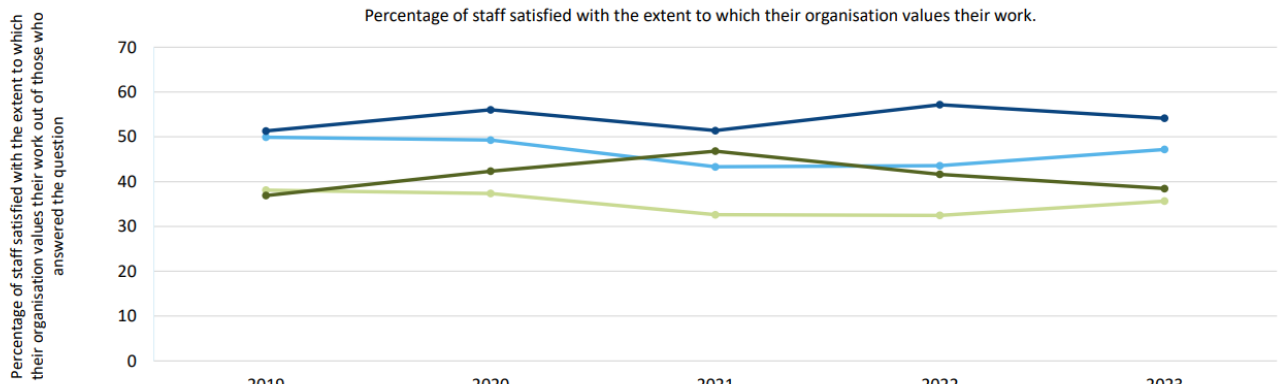
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.



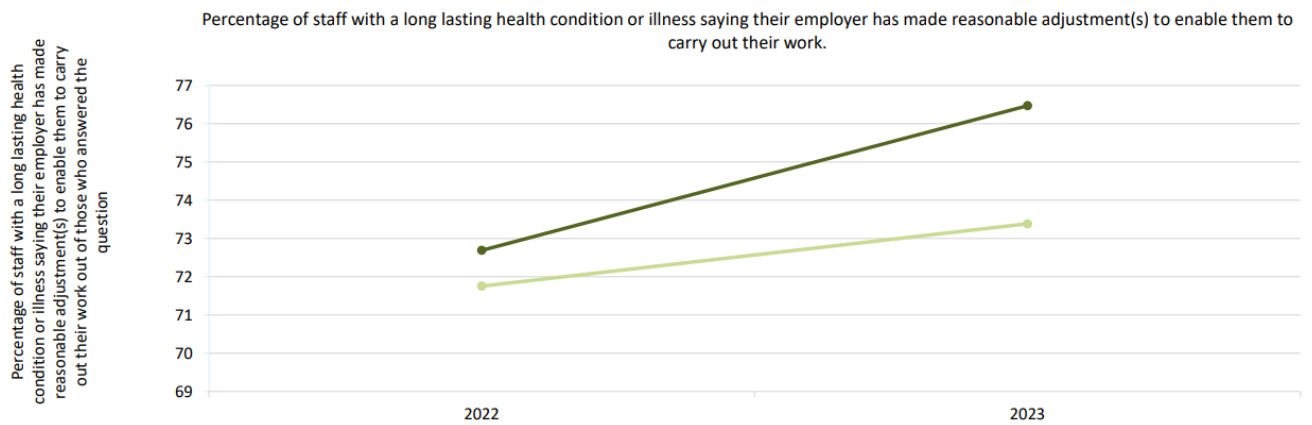
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	30.69%	37.70%	32.34%	34.58%	30.42%
Staff without a LTC or illness: Your org	21.03%	21.68%	25.05%	20.20%	19.78%
Staff with a LTC or illness: Average	32.66%	33.00%	32.18%	29.97%	28.55%
Staff without a LTC or illness: Average	21.84%	23.44%	23.74%	20.80%	19.46%

Question 4b



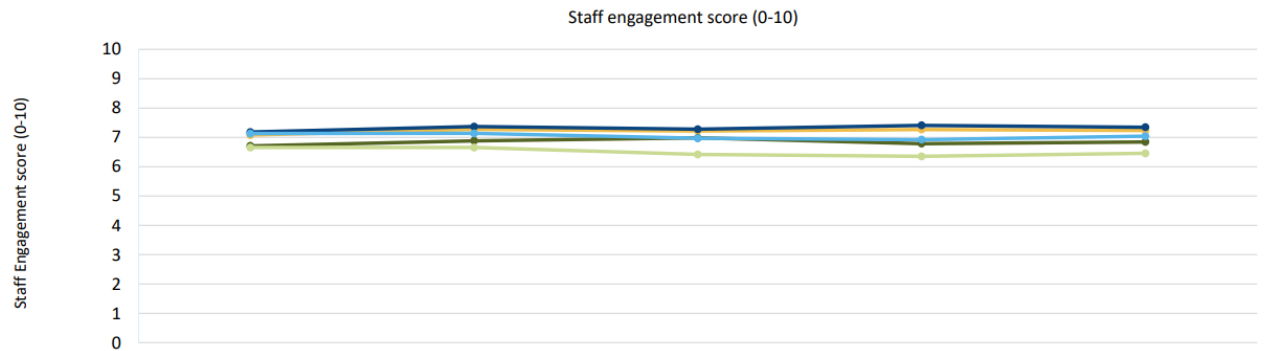
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	36.91%	42.33%	46.82%	41.62%	38.46%
Staff without a LTC or illness: Your org	51.32%	56.04%	51.39%	57.17%	54.16%
Staff with a LTC or illness: Average	38.11%	37.36%	32.62%	32.46%	35.66%
Staff without a LTC or illness: Average	49.92%	49.27%	43.30%	43.56%	47.19%

Question 31b



	2022	2023
Staff with a LTC or illness: Your org	72.69%	76.47%
Staff with a LTC or illness: Average	71.76%	73.38%

Theme - Engagement



	2019	2020	2021	2022	2023
Organisation average	7.08	7.27	7.22	7.27	7.23
Staff with a LTC or illness: Your org	6.71	6.88	6.98	6.79	6.85
Staff without a LTC or illness: Your org	7.18	7.37	7.28	7.41	7.35
Staff with a LTC or illness: Average	6.65	6.65	6.42	6.35	6.46
Staff without a LTC or illness: Average	7.13	7.14	6.97	6.92	7.04