

WORKFORCE DISABILITY EQUALITY STANDARD DATA 2024

Symbol	Key
▲ ▼	Improvement / Increase
▼ ▲	Decline / Decrease
-	No Change
	Data for Disabled / LTC staff experience at time of reporting.

Workforce Metrics (Data taken from ESR, ER and recruitment teams, April 2023 – March 2024)		EPUT Progress			National 2023 WDES
		EPUT 2023	EPUT 2024	23 - 24 Diff.	
1	Percentage of staff in AfC (Agenda for Change) pay bands and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. <i>(full breakdown in Appendix A)</i> <i>Higher % = Improvement</i>	6.35%	7.56%	▲ 1.21%	4.9%
2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts. <i>“1” being equal likelihood. Figure below 1 means that Dis / LTC staff are more likely in comparison.</i>	1.31	0.92	▼ 0.39	0.99
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. <i>“1” being equal likelihood, Data taken as an average across two years.</i>	0	0	-	2.17

Staff Survey Metrics (data taken from NHS Staff Survey 2022) All figures rounded to 2dp.		EPUT Progress			National Average 2023
		EPUT 2022	EPUT 2023	22 / 23 Diff.	
4ai	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Patients/service users, their relatives or other members of the public in last 12 months <i>Lower % = Improvement</i>	Non-Dis 27.0%	Non-Dis 23.1%	▼ 3.9%	Non-Dis 21.9%
		Dis / LTC 32.9%	Dis / LTC 28.8%	▼ 4.1%	Dis / LTC 28.9%
4aii	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers in last 12 months <i>Lower % = Improvement</i>	Non-Dis 7.9%	Non-Dis 6.8%	▼ 1.1%	Non-Dis 6.1%
		Dis / LTC 15.0%	Dis / LTC 13.8%	▼ 1.2%	Dis / LTC 11.9%

Staff Survey Metrics (data taken from NHS Staff Survey 2022) All figures rounded to 2dp.		EPUT Progress			National Average 2023
		EPUT 2022	EPUT 2023	22 / 23 Diff.	
4aiii	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues in last 12 months <i>Lower % = Improvement</i>	Non-Dis 15.6%	Non-Dis 14.8%	▼ 0.8%	Non-Dis 11.4%
		Dis / LTC 24.4%	Dis / LTC 21.3%	▼ 3.1%	Dis / LTC 18.9%
4b	Percentage of disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. <i>Higher % = Improvement</i>	Non-Dis 58.3%	Non-Dis 66.3%	▲ 8%	Non-Dis 62.7%
		Dis / LTC 54.9%	Dis / LTC 62.4%	▲ 7.5%	Dis / LTC 59.9%
5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion. <i>Higher % = Improvement</i>	Non-Dis 62%	Non-Dis 62%	-	Non-Dis 61%
		Dis / LTC 54.7%	Dis / LTC 59.2%	▲ 4.5%	Dis / LTC 56.7%
6	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. <i>Lower % = Improvement</i>	Non-Dis 15.4%	Non-Dis 14.8%	▼ 0.6%	Non-Dis 12.3%
		Dis / LTC 20.7%	Dis / LTC 20%	▼ 0.7%	Dis / LTC 19.4%
7	Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work. <i>Higher % = Improvement</i>	Non-Dis 54.0%	Non-Dis 54.5%	▲ 0.5%	Non-Dis 54.4%
		Dis / LTC 40.5%	Dis / LTC 45.4%	▲ 4.9%	Dis / LTC 45.4%
8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. <i>Higher % = Improvement</i>	78.8%	81.3%	▲ 2.5%	79.3%
9a	The staff engagement score for disabled staff, compared to non-disabled staff. <i>Higher % = Improvement</i>	Non-Dis 7.2	Non-Dis 7.3	▲ 0.1	Non-Dis 7.2
		Dis / LTC 6.7	Dis / LTC 6.9	▲ 0.2	Dis / LTC 6.8

Workforce Metrics (Data taken from April 2023 – March 2024)		EPUT Progress		
		EPUT 2023	EPUT 2024	Difference Gap
10	Percentage difference between the organisation's Total Board membership and its organisation's overall workforce, <i>A score of 0 = equality of representation. Minus numbers caused by larger percentage in overall workforce</i>	Non-Dis 82.4% / 76.9% 5.5%	Non-Dis 88.9% / 78.3% 10.6%	Larger
		Dis / LTC 17.7% / 6.4% 11.3%	Dis / LTC 11.1% / 7.6% 3.5%	Smaller
	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, <i>A score of 0 = equality of representation. Minus numbers caused by larger percentage in overall workforce</i>	Non-Dis 86.7% / 76.9% 9.8%	Non-Dis 93.3% / 78.3% 15%	Larger
		Dis / LTC 13.3% / 6.4% 6.9%	Dis / LTC 6.7% / 7.6% -0.9%	Smaller
	Percentage difference between the organisation's Executive Board membership and its organisation's overall workforce, <i>A score of 0 = equality of representation. Minus numbers caused by larger percentage in overall workforce</i>	Non-Dis 88.9% / 76.9% 12%	Non-Dis 90% / 78.3% 11.7%	Smaller
		Dis / LTC 11.1% / 6.4% 4.7%	Dis / LTC 10% / 7.6% 2.4%	Smaller

Summary of Key Figures Taken from WDES DCF	WDES 2023	WDES 2024
Number of Non – dis staff in overall workforce	4894	5366
Number of dis / LTC staff in overall workforce	404	518
Number of staff in overall workforce whose status is recorded as unknown	1066	971
Total workforce	6364	6855
Number of shortlisted applicants (Non – dis)	4173	4769
Number appointed (Non – dis)	1446	958
Percentage of successful appointments	(35%)	(20%)
Number of shortlisted applicants (Dis / LTC)	403	480
Number appointed (Dis / LTC)	107	105
Percentage of successful appointments	(27%)	(22%)
Number of shortlisted applicants (unknown status)	212	200
Number appointed (unknown status)	37	49
Percentage of successful appointments	(17%)	(25%)
Number of Non – dis staff entering formal capability process (on the grounds of ill health)	8	0
Number of dis / LTC staff entering formal capability process (on the grounds of ill health)	0	2
Number of (unknown status) staff entering formal capability process (on the grounds of ill health)	0	25
Non – dis Board Members	14	16
Non- dis Executive Board Members	8	9
Dis / LTC Board Members (Exec Board)	3	2
Dis / LTC Executive Board Members	1	1
(Unknown status) Board Members (Exec Board)	0	0

Summary of Key Figures Taken from WDES DCF	WDES 2023	WDES 2024
(Unknown status) Executive Board Members	0	0

Cluster (Bandings)	Disabled / LTC Staff (Non-Clinical Workforce)	
	2023	2024
C1 (1-4)	71 (5.7%)	96 (7.2%)
C2 (5-7)	23 (6.0%)	33 (8.2%)
C3 (8a / 8b)	7 (9.2%)	4 (5.1%)
C4 (8c +)	2 (4.8%)	3 (4.3%)
Cluster (Bandings)	Disabled / LTC Staff (Clinical Workforce)	
	2023	2024
C1 (1-4)	92 (6.1%)	103 (6.8%)
C2 (5-7)	162 (6.8%)	225 (8.4%)
C3 (8a / 8b)	32 (9.2%)	36 (9.3%)
C4 (8c +)	4 (7.1%)	5 (8.5%)
Clinical Workforce (Medical and Dental)		
C5 (Consultants)	1 (1%)	2 (1.8%)
C6 (Career Grade)	1 (1.61%)	4 (5.8%)
C7 (Trainees)	8 (6.35%)	7 (4.9%)