

EPUT 2021 Workforce Disability Equality Standard (WDES) Progress

As we work to improve the experiences of our disabled staff in EPUT as well as eliminating discrimination, our current WDES report (2020 - 2021) shows us the following:

In comparison to their non-disabled counterparts the total number of disabled staff in the workforce has **increased** to 3.6%, compared to 3% in 2019.



In comparison to their non-disabled counterparts the relative likelihood of staff with a disability are **less likely** to be appointed from shortlisting.



The relative likelihood of Disabled staff compared to Non-Disabled staff entering the Formal capability process has **increased** since 2020.



The percentage of disabled staff reporting experiences of bullying, harassment or abuse has **improved**:



•Patients, Relatives and The Public: Remains at 39%

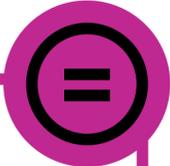
•Managers: 20% down to 18%



•Colleagues: 26% down to 22%

The rate of staff (or their colleagues reporting it) remains at 52%.

The percentage of disabled staff believing the Trust provides **equal opportunities** for career progression or promotion has **increased** from 75% to 79%



The Percentage of disabled staff compared to non-disabled staff saying that they are **satisfied** with the extent to which their organisation **values** their work has **increased** from 38% to 43% and is **higher** than national comparison.



The percentage of Disabled Staff feeling **pressure** from their manager to come into work despite not feeling well enough to perform their duties has **increased** by 2%



The Staff Engagement score for disabled staff has increased from 6.5 to 6.8 and is higher than the national comparison.



The percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work has **increased** from 72% to 78%, this is **higher** than national comparison



See what we are doing to improve these metrics on the intranet, go to: 'Working Here' > 'Equality & Inclusion' > 'WDES' or ask your manager.



We have **significantly increased** Board Representation for Disability, with 12.5% percent of our Board declaring that they have a disability in comparison to no representation the previous year.

