

Workforce Disability Equality Standard (WDES)

Results 2021

The WDES data is taken from ESR (April 2020 to March 2021) and the NHS National Staff Survey (2020).

	Disabled	Non Disabled	Unknown/Null
Non clinical staff			
Bands 1 – 4	5.2%	68%	26.8%
Bands 5 – 7	4.1%	77.8%	18.1%
Bands 8a and 8b	4.1%	80.6%	15.3%
Bands 8c – 9 & VSM	0.0%	78%	22%
Clinical staff			
Bands 1 – 4	3.6%	67.1%	29.3%
Bands 5 – 7	3.9%	69.7%	26.5%
Bands 8a and 8b	2.7%	72.4%	24.9%
Bands 8c – 9 & VSM	0%	78.6%	21.4%
Medical and Dental staff, Consultants	1.63%	60.9%	37.4%
Medical & Dental, Non Consultants career grade	0.77%	71.5%	27.6%
Medical & Dental, Medical and dental trainee grades	3.78%	85.6%	10.5%
Relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff is 1.27			
Relative likelihood of disabled staff entering the formal capability process compared to non disabled staff is 0			