

Workforce Disability Equality Standard (WDES)

The WDES data is taken from ESR (April 2018 to March 2019) and the NHS National Staff Survey (2018). The number of staff declaring a disability on ESR is low.

	Disabled	Non-Disabled	Unknown/Null
Non clinical staff			
Bands 1 – 4	5%	68%	27%
Bands 5 – 7	3%	76%	21%
Bands 8a – 8b	5%	68%	27%
Bands 8c – 9 & VSM	0%	65%	35%
Clinical staff			
Bands 1 – 4	3%	67%	30%
Bands 5 – 7	3%	69%	28%
Bands 8a – 8b	2%	67%	32%
Bands 8c – 9 & VSM	0%	72%	28%
Medical & Dental Staff, Consultants	1%	57%	42%
Medical & Dental, Non Consultants career grade Medical & Dental, Medical and dental trainee grades	1%	73%	26%
	3%	91%	6%
Relative likelihood of disabled staff being appointed from shortlisting compared to Non Disabled staff is 0.61			
Relative likelihood of disabled staff entering the formal capability process compared to Non Disabled staff is 4.71			
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	35.7%	29.2%	
Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months	23.4%	11.8%	
Percentage of staff experiencing harassment, bullying or abuse from other staff in the last 12 months	29.8%	19.3%	
Percentage of staff saying that the last time they experience harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	33.1%	42.5%	

Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	71.1%	82.8%	
Percentage of staff saying that they are satisfied with the extent to which their organisation values their work	32.8%	45.3%	
Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work 73.8%			
The staff engagement score for Disabled staff, compared to non disabled staff and the overall engagement score for the organisation	6.4	7.1	