

Workforce Disability Equality Standard (WDES)

Results 2022

The WDES data is taken from ESR (April 2021 to March 2022) and the NHS National Staff Survey (2020).

	Disabled	Non Disabled	Unknown/Null
Non clinical staff			
Bands 1 – 4	5.6%	71.1%	23.3%
Bands 5 – 7	6.6%	78.0%	15.3%
Bands 8a and 8b	3.5%	82.3%	14.2%
Bands 8c – 9 & VSM	1.7%	81.0%	17.2%
Clinical staff			
Bands 1 – 4	3.8%	70.6%	25.6%
Bands 5 – 7	4.0%	70.9%	25.1%
Bands 8a and 8b	3.1%	72.9%	24.0%
Bands 8c – 9 & VSM	0%	77.1%	25.1%
Medical and Dental staff, Consultants	0.90%	66.8%	32.2%
Medical & Dental, Non Consultants career grade	0.54%	84.4%	15.05%
Medical & Dental, Medical and dental trainee grades	3.87%	87.8%	8.33%
Relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff is 1.33			
Relative likelihood of disabled staff entering the formal capability process compared to non disabled staff is 1.17 Of these, how many on the grounds of ill health = 0			

2021 National Staff Survey	Disabled	Non Disabled
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	34.6%	26.4%
Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months	16.7%	10.6%
Percentage of staff experiencing harassment, bullying or abuse from colleagues in the last 12 months	26.6%	18.6%
Percentage of staff believing the Trust provides equal opportunities for career progression or promotion	55.7%	56.7%
Percentage of staff who have felt pressure by their manager to come to work despite not feeling well enough to perform their job	33.9%	24.2%
Percentage of staff satisfied with the extent to which their organisation values their work	36.2%	47.2%
Engagement score	6.6	7.0