

Workforce Disability Equality Standard (WDES)

Results 2024

The WDES data is taken from ESR (April 2023 to March 2024) and the NHS National Staff Survey (2023).

	Disabled	Non Disabled	Unknown/Null
Non clinical staff			
Bands 1 – 4	6.3%	73.4%	20.3%
Bands 5 – 7	8.6%	80.0%	11.4%
Bands 8a and 8b	4.6%	88.5%	6.9%
Bands 8c – 9 & VSM	8.1%	68.9%	23.0%
Clinical staff			
Bands 1 – 4	4.9%	65.1%	30.0%
Bands 5 – 7	4.4%	67.0%	28.6%
Bands 8a and 8b	5.2%	73.7%	21.1%
Bands 8c – 9 & VSM	2.0%	79.6%	18.4%
Medical and Dental staff, Consultants	0.50%	75.6%	23.8%
Medical & Dental, Non Consultants career grade	0%	89.3%	10.6%
Medical & Dental, Medical and dental trainee grades	5.1%	88.2%	6.6%
Relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled candidates is 1.1 (where 1.0 is equity)			
Relative likelihood of disabled staff entering the formal capability process compared to non disabled staff is 1.6 Of these, how many on the grounds of ill health = 4			

2023 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	30.4%	24.6%
Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months	13.7%	7.7%
Percentage of staff experiencing harassment, bullying or abuse from colleagues in the last 12 months	23.2%	15.3%
Percentage of staff believing the Trust provides equal opportunities for career progression or promotion	54.0%	56.9%
Percentage of staff who have felt pressure by their manager to come to work despite not feeling well enough to perform their job	33.1%	18.9%
Percentage of staff satisfied with the extent to which their organisation values their work	38.5%	51.0%
Percentage of staff saying their employer has made reasonable adjustments to enable them to carry out their work	76.1%	N/A
Engagement score	6.7	7.2