

NHS Workforce Disability Equality Standard (WDES)

Annual Report – 2024





We are
compassionate
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Workforce Disability Equality Standard

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff.

NHS organisations use the metrics data to develop and publish an action plan, building on high impact actions shared in the first ever EDI improvement plan.

Year on year comparison enables NHS organisations to demonstrate progress against the indicators of disability equality to create the cultures of belonging and trust that will improve retention, recruit from the widest possible talent pool and provide sustainable careers.

Introduction

The data for indicators 1 to 3 and 10 are from the Trust's workforce data as of 31 March 2024. This includes information on disability-related demographics, workforce representation, and disability declaration rates. Indicators 4 to 9 have been obtained from the Trust's National Staff Survey results for the year 2023. These measures cover aspects such as workplace adjustments, perceived discrimination, bullying and harassment, career development opportunities, and satisfaction levels among disabled staff.

The data presented provides a better understanding of the experiences of our disabled workforce and highlights areas of success and areas requiring further attention. The Action Plan will include specific objectives, initiatives, and review of policies to further support disabled staff, promote inclusivity, and further develop a positive work environment.

The WDES Annual Report 2024 demonstrates the Trust's commitment to disability equality and improving the work experience of disabled staff. We will aim to create an environment that promotes equal opportunities and positive change for all staff.

WDES priorities

Indicator 1 - The representation of disability in the workforce based on the Electronic Staff Record

Percentage of staff declaring a disability compared to the percentage of staff not declaring their disability status, ESR, by year

	Reporting year					
	2019	2020	2021	2022	2023	2024
Disabled	2.7%	2.8%	2.7%	3.0%	4.0%	4.8%
Non-disabled	59.4%	61.3%	62.8%	69.1%	72.1%	75.9%
Unknown	37.9%	35.8%	34.5%	27.9%	24.0%	19.4%

Percentage of staff declaring a disability compared to the percentage of staff not declaring their disability status, NHS Staff Survey, by year

	Survey year				
	2019	2020	2021	2022	2023
Disabled	16.1%	18.4%	21.8%	20.7%	23.4%
Non-disabled	81.6%	80.8%	77.1%	77.8%	75.2%
Unknown	2.3%	0.8%	1.1%	1.6%	1.4%

Indicator 2 - The relative likelihood of non-disabled applicants being appointed from shortlisting compared to Disabled applicants

Reporting year					
2019	2020	2021	2022	2023	2024
1.02	1.97	1.58	1.07	1.74	1.55

WDES priorities

Indicator 7 -The percentage of staff who were satisfied with the extent to which their organisation values their work

Percentage of staff who were satisfied with the extent to which their organisation values their work, by disability

	Survey year				
	2019	2020	2021	2022	2023
non-disabled	55%	55%	44%	47%	49%
Disabled	39%	43%	37%	27%	40%

Indicator 10 - Overall board membership

At March 2024, the difference between Disabled representation on the board and in the workforce was -4.8%. Disabled members were underrepresented on the board by one member in terms of a headcount.

Reporting year					
2019	2020	2021	2022	2023	2024
-2.7%	-2.8%	-2.7%	-3.0%	-4.0%	-4.8%

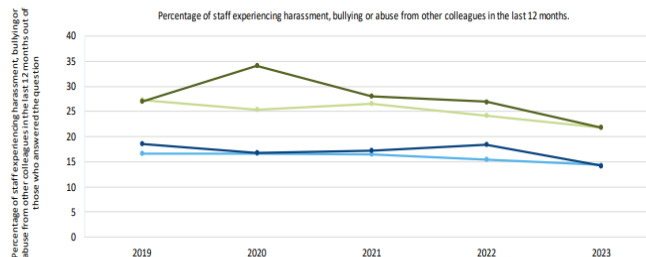
Key findings for 2023

Harassment, bullying or abuse from other colleagues in last 12 months for disabled staff has **DECREASED** from 26.90% in 2022 to 21.80% in 2023

Equal opportunities for career progression or promotion **INCREASED** from 47.40% in 2022 to 59.24% in 2023

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	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	27.03%	34.15%	28.02%	26.90%	21.80%
Staff without a LTC or illness: Your org	18.60%	16.78%	17.26%	18.45%	14.18%
Staff with a LTC or illness: Average	27.30%	25.39%	26.53%	24.22%	21.83%
Staff without a LTC or illness: Average	16.64%	16.63%	16.48%	15.43%	14.32%
Staff with a LTC or illness: Responses	148	164	182	171	211
Staff without a LTC or illness: Responses	758	721	643	645	677

Note: 2023 results for WDES metric 4c (Q14c) are now reported using corrected data. Please see <https://www.nhs.uk/healthcare-standards/documents/> for more details.

The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust Benchmark report

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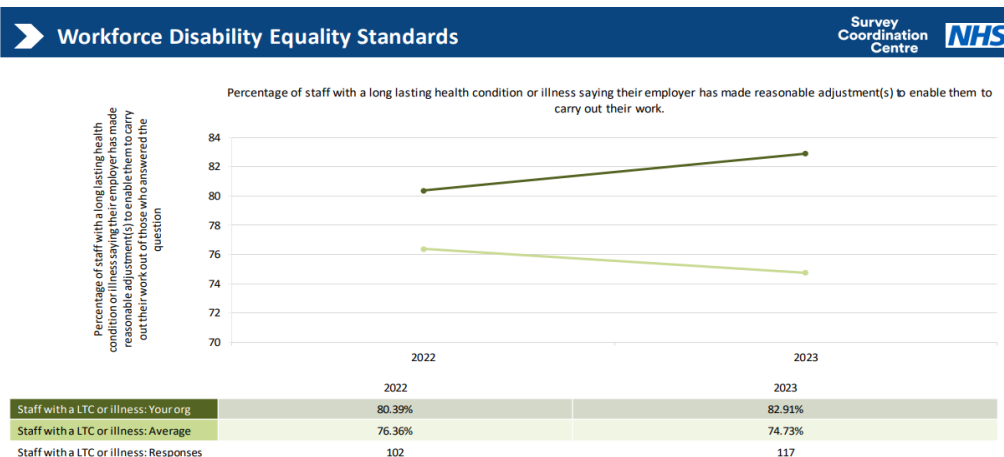


	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	51.97%	58.79%	59.56%	47.40%	59.24%
Staff without a LTC or illness: Your org	58.41%	61.46%	62.38%	59.47%	59.85%
Staff with a LTC or illness: Average	52.29%	51.17%	52.29%	52.34%	51.90%
Staff without a LTC or illness: Average	58.87%	59.25%	59.25%	59.28%	59.82%
Staff with a LTC or illness: Responses	152	165	183	173	211
Staff without a LTC or illness: Responses	767	724	646	644	675

The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust Benchmark report

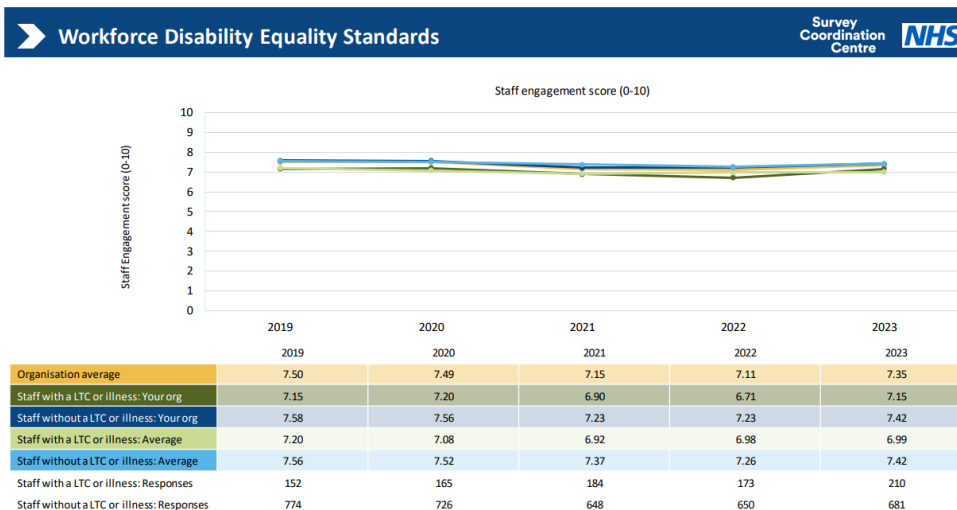
Key findings for 2023

Percentage of disabled staff saying that the employer has made reasonable adjustment(s) to enable them to carry out their work. Staff experience has INCREASED from 80.39% in 2022 to 82.91% in 2023



Key findings for 2023

Staff Engagement score for disabled staff has scored INCREASED from 6.71% in 2022 to 7.15% in 2023.



Note: Data shown in this chart are unweighted therefore will not match weighted staff engagement scores in other outputs.

Executive Summary (1 of 2)

The Trust continues to commit to being a more inclusive place to work , ensuring equal opportunities and celebrating our diversity. We support and encourage staff to share their experiences through a variety of feedback resources and in line with our Inclusion Strategy

Through 2023 / 2024, we have achieved;

- Worked with the Disability Staff Network Group on key priorities.
- Launched OurSpace wellbeing platform for support for all staff.
- Launched a NeuroDiverse Friends Staff Network.
- Celebrated Inclusion Week in September 2024.

Executive Summary (2 of 2)

Through 2023 / 2024, we have achieved;

- Received 52% response for our Staff Survey 2023 (40 more responses than previous year)
- Continuing to review our progress and delivery against statutory requirements, such as the public sector equality duty
- Published WRES, WDES, Workforce Report and Gender Pay Gap report
- Welcomed new members to the bi- monthly EDI meetings so that they are more inclusive for members to attend
- Completed the NHSE Diversity in Health and Care Partners programme with continued access to leading industry experts, good practice, guidance, resources and networking opportunities.

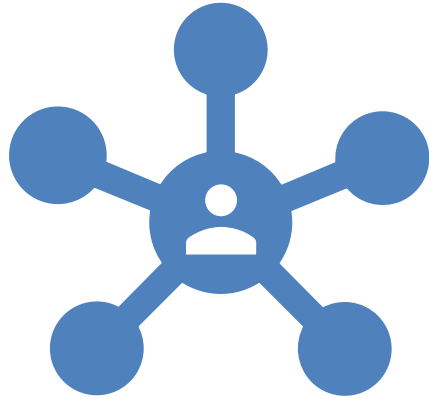
Our Inclusion Vision

We hold the principles of equality and inclusion at the heart of everything we do and all that we stand for.

We will connect and align our vision and ethics to everyone.

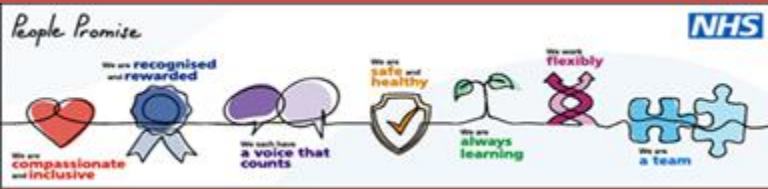
We want under-represented groups at senior levels (such as women, people with disabilities, ethnic diverse and LGBTQ+ communities) to realise their potential in a sustainable way.





Staff Network

The results of the WDES data for 2024 will be shared with our newly formed Staff Disability Network and the subsequent action plan will be shared for input and feedback. Amendments to the action plan will be made in line with the network recommendations.



Further enquiries

RJAH would welcome any enquiries about the details of our WDES and Action Plan

please contact
Caroline Nokes-Lawrence, Associate Chief People and Culture Officer
caroline.nokes-Lawrence@nhs.net
& Gina Huxley, Acting Senior OD & Inclusion Adviser
Gina.huxley@nhs.net