



The Robert Jones and Agnes Hunt
Orthopaedic Hospital
NHS Foundation Trust

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2025

Publish date October 2025

→ *Improving lives through excellent and innovative care*

NHS

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 at, **31 March 2025**.

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 2024. 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 2025** 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 Metric 1 to 2

Indicator 1- Workforce representation – Comparing the proportion of disabled staff in the workforce to the proportion of disabled people in the local working-age population. 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	2025
Disabled	2.70%	2.80%	2.70%	3.00%	4.00%	4.80%	6.25%
Non-Disabled	59.40%	61.30%	62.80%	69.10%	72.10%	75.90%	80.59%
Unknown	37.90%	35.80%	34.50%	27.90%	24.00%	19.40%	13.26%

Indicator	Snapshot of data as at 31st MARCH 2025						
	Disabled staff		Non-disabled staff		Disability Unknown or Null		Overall
	# Disabled	% Disabled	# Non-disabled	% Non-disabled	# Unknown/Null	% Unknown/Null	Total
Workforce representation – Comparing the proportion of disabled staff in the workforce to the proportion of disabled people in the local working-age population. The representation of disability in the workforce based on the Electronic Staff Record.	114	6.25%	1495	80.59%	246	13.26%	1855

Indicator 2 - Recruitment – Analysing the relative likelihood of disabled staff being appointed from shortlisting compared to non-disabled staff.

The relative likelihood of non-disabled applicants being appointed from shortlisting compared to Disabled applicants						
Reporting Year						
2019	2020	2021	2022	2023	2024	2025
1.02	1.97	1.58	1.07	1.74	1.55	1.5



WDES Metric 3

Indicator 3 -Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry in the formal capability process.



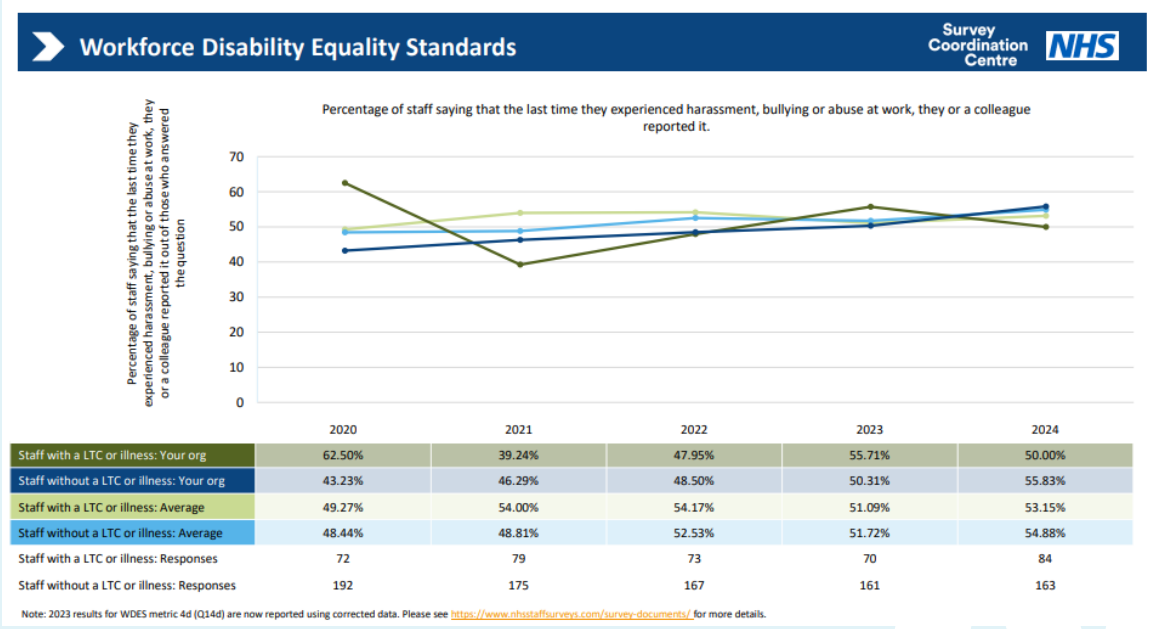
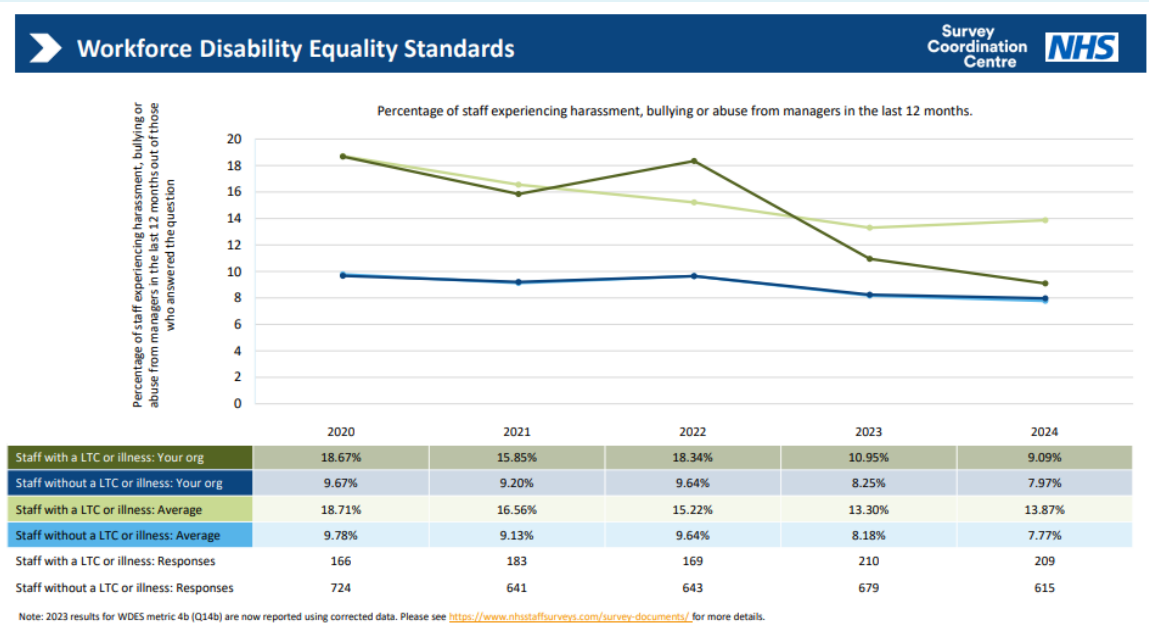
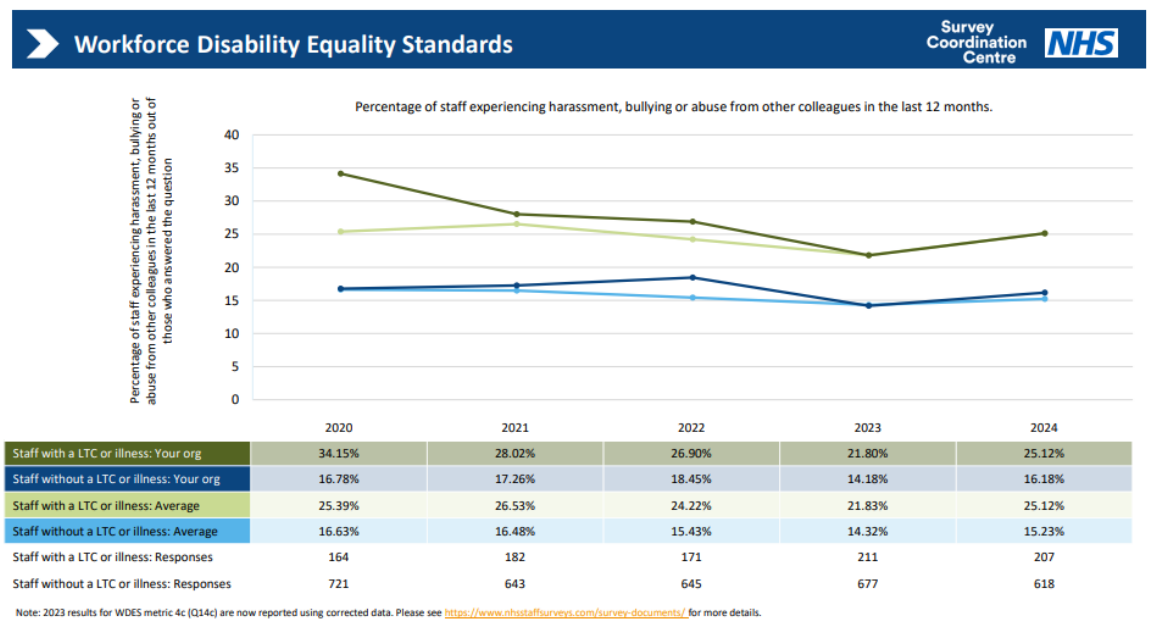
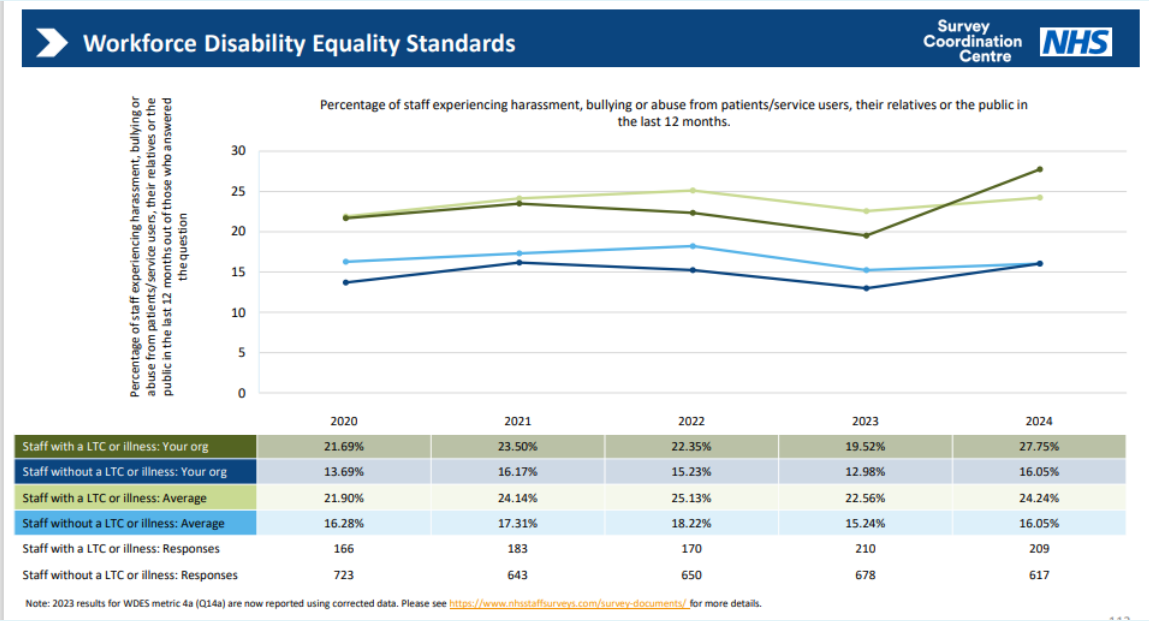
		Snapshot of data as at 31st MARCH 2025							
		Disabled staff		Non-disabled staff		Disability Unknown or Null		Overall	
Indicator		# Disabled	% Disabled	# Non-disabled	% Non-disabled	# Unknown/Null	% Unknown/Null	Total	Comment
Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	Average number of staff entering the formal capability process over the last 2 years for any reason. (i.e. Total divided by 2.)	2		13		3.5			
	Of these, how many were on the grounds of ill-health?	1.5		13		2.5			
	Likelihood of staff entering the formal capability process	0.004386		0.000000		0.004065			
	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	~DIV/0!							A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.

WDES Metric 4

Indicator 3 - Staff experiences – Examining the differences in staff survey responses between disabled and non-disabled staff regarding their experiences in the workplace.

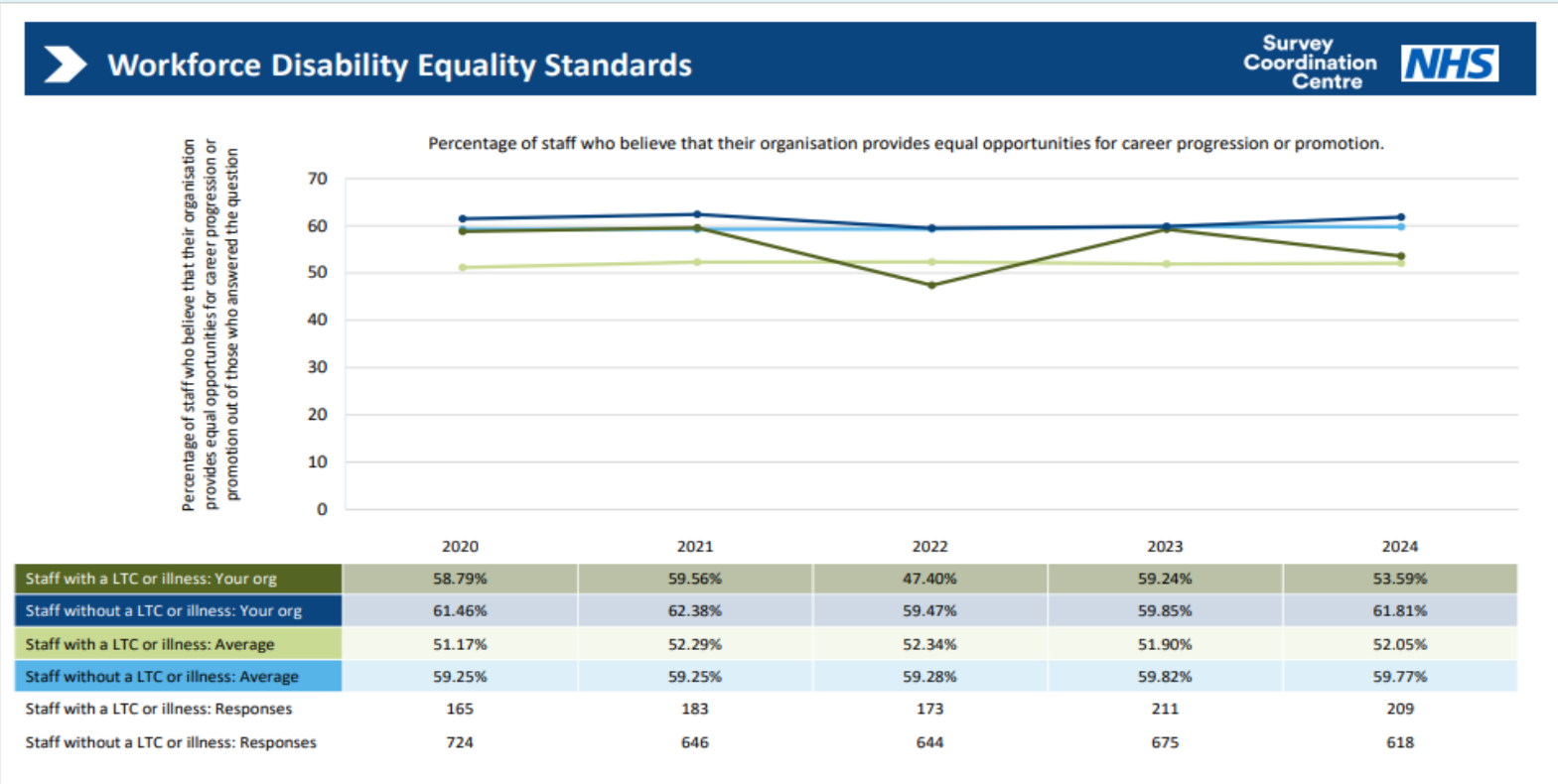


Indicator 4 - Bullying and harassment – Assessing the reported experiences of bullying and harassment and the support provided to disabled staff.

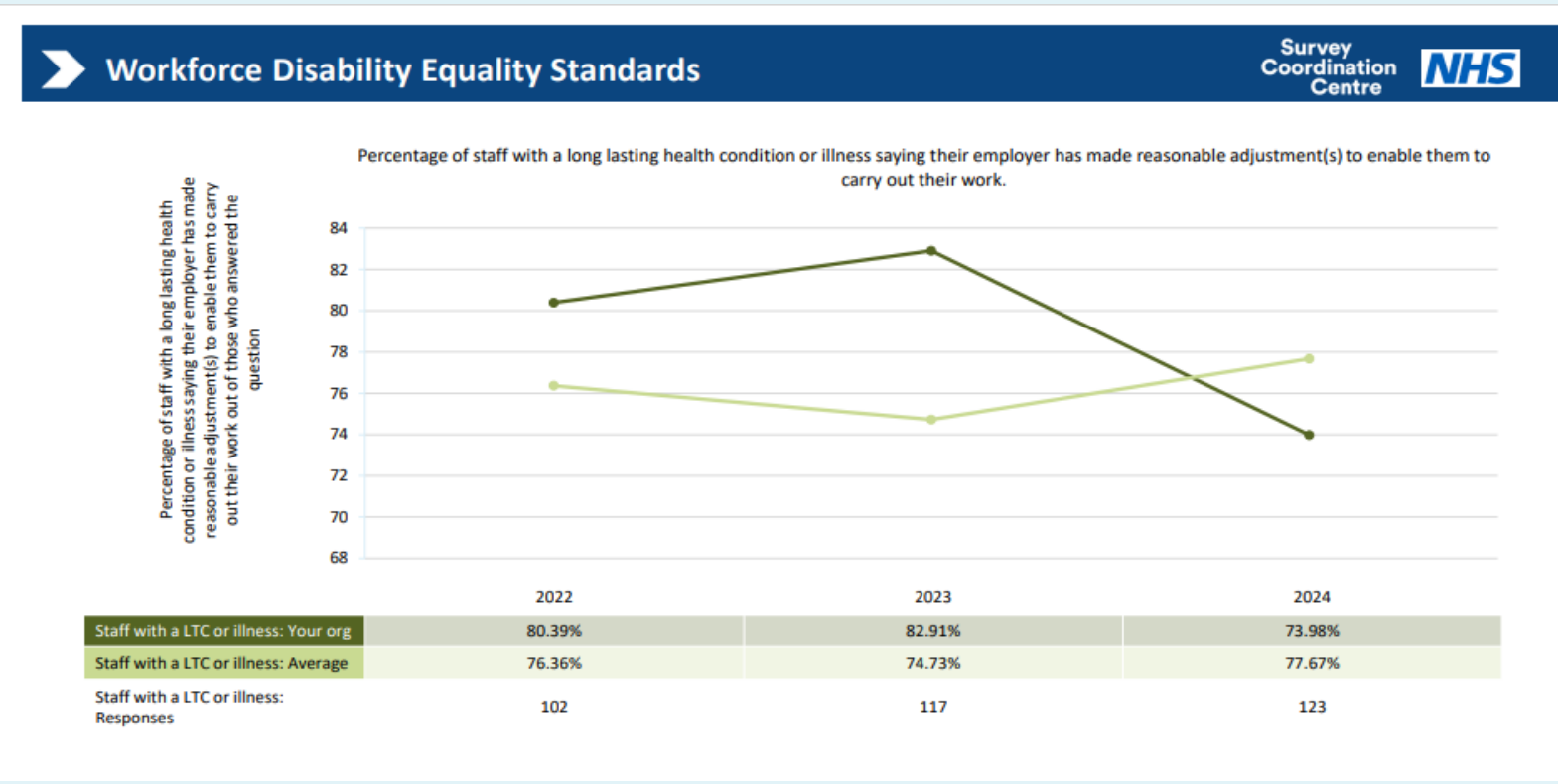


WDES Metric 5 to 6

Indicator 5 - Career progression – Evaluating the opportunities for career development and promotion available to disabled staff.

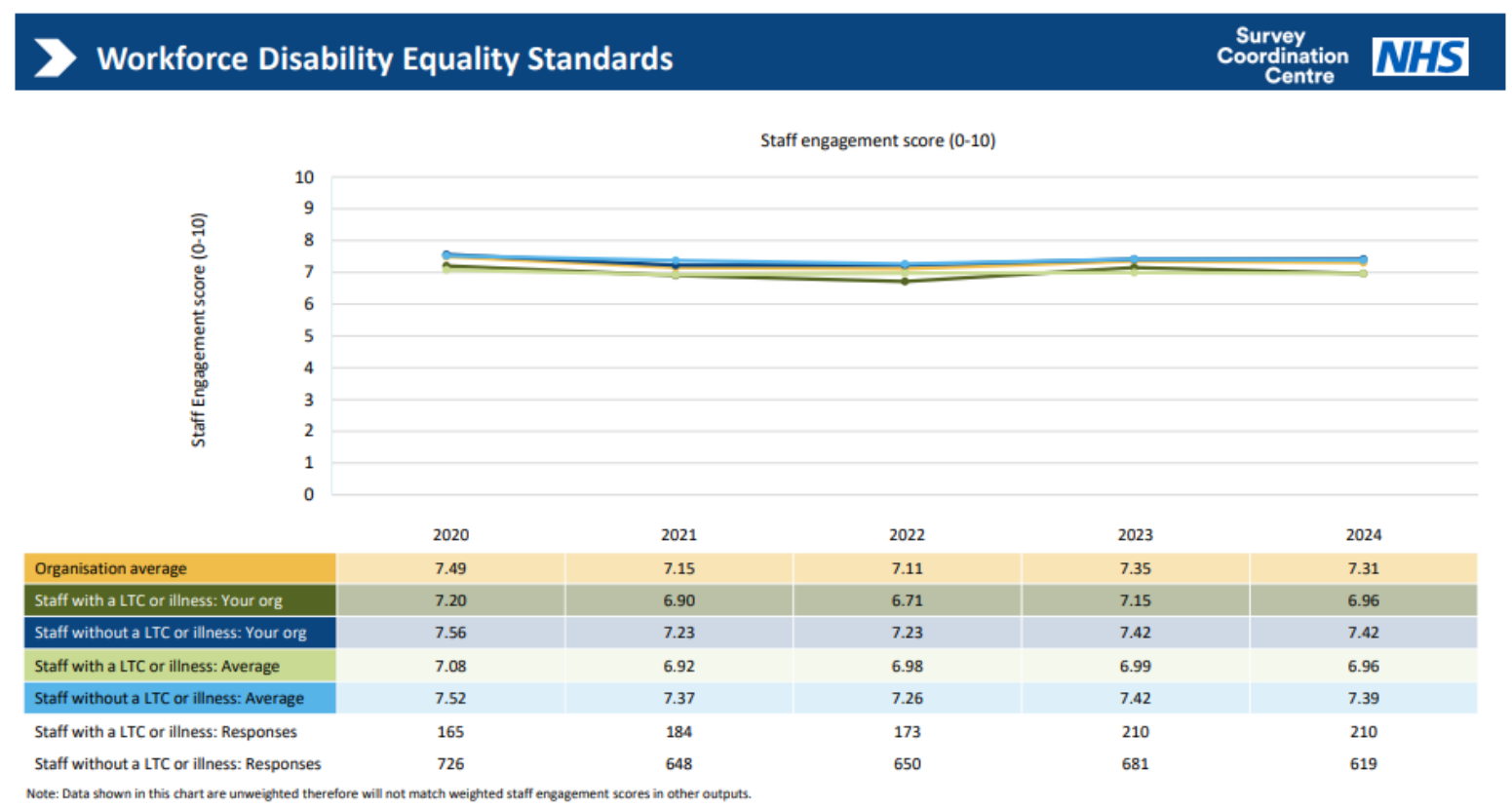


Indicator 6 - Reasonable adjustments – Monitoring the provision and effectiveness of reasonable adjustments made for disabled staff.

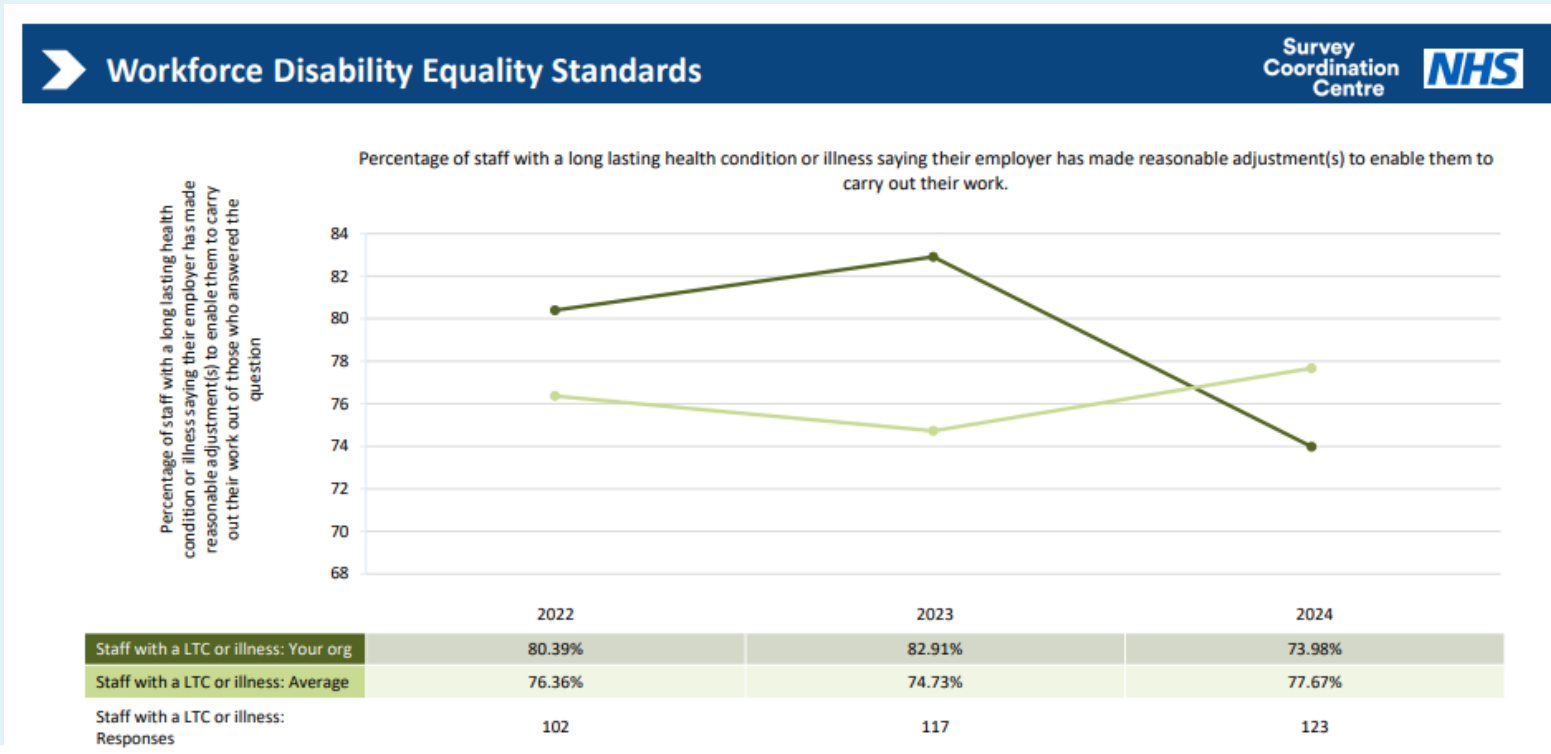


WDES Metric 7 to 8

Indicator 7 - Staff engagement – Measuring the levels of engagement and satisfaction among disabled staff.



Indicator 8 - Staff health and wellbeing – Investigating the physical and mental health outcomes for disabled staff.



WDES Metric 9 to 10

Indicator 9 - Leadership representation – Comparing the representation of disabled staff in leadership roles to the overall workforce.

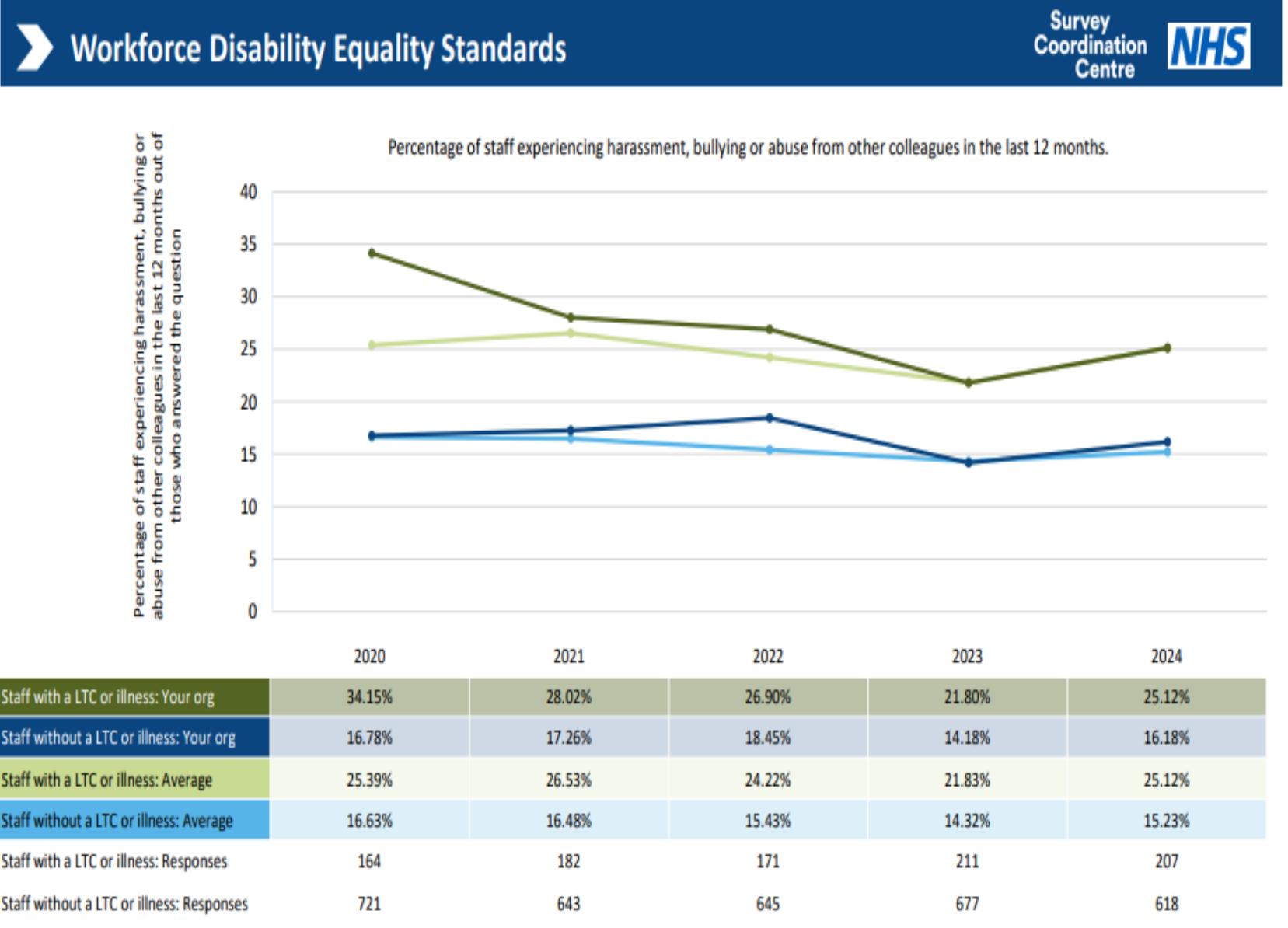
		Snapshot of data as at 31st MARCH 2025						
		Disabled staff		Non-disabled staff		Disability Unknown or Null		Overall
Indicator		# Disabled	% Disabled	# Non-disabled	% Non-disabled	# Unknown/Null	% Unknown/Null	Total
% of staff in AFC banding or medical & dental subgroups and very senior managers (including Executive Board Members) compared with the % of staff in the overall workforce.	Cluster 1: AfC Bands <1 to 4	20	6.20%	277	85.50%	27	8.30%	324
	Cluster 2: AfC bands 5 to 7	36	6.00%	479	80.10%	83	13.90%	598
	Cluster 3: AfC bands 8a and 8b	4	6.90%	43	74.10%	11	19.00%	58
	Cluster 4: AfC bands 8c to VSM	0	0.00%	8	88.90%	1	11.10%	9
	Total Clinical	60	6.10%	807	81.60%	122	12.30%	989
	Medical & Dental Staff, Consultants	4	3.81%	71	67.62%	30	28.57%	105
	Medical & Dental Staff, Non-Consultants career grade	0	0.00%	27	84.38%	5	15.63%	32
	Medical & Dental Staff, Medical and dental trainee grades	0	0.00%	14	77.78%	4	22.22%	18
	Total Medical and Dental	4	2.58%	112	72.26%	39	25.16%	155
	Number of staff in workforce	114	6.15%	1495	80.59%	246	13.26%	1855

Indicator 10 - Overall board membership reviewing the representation of disabled individuals on the Boards.

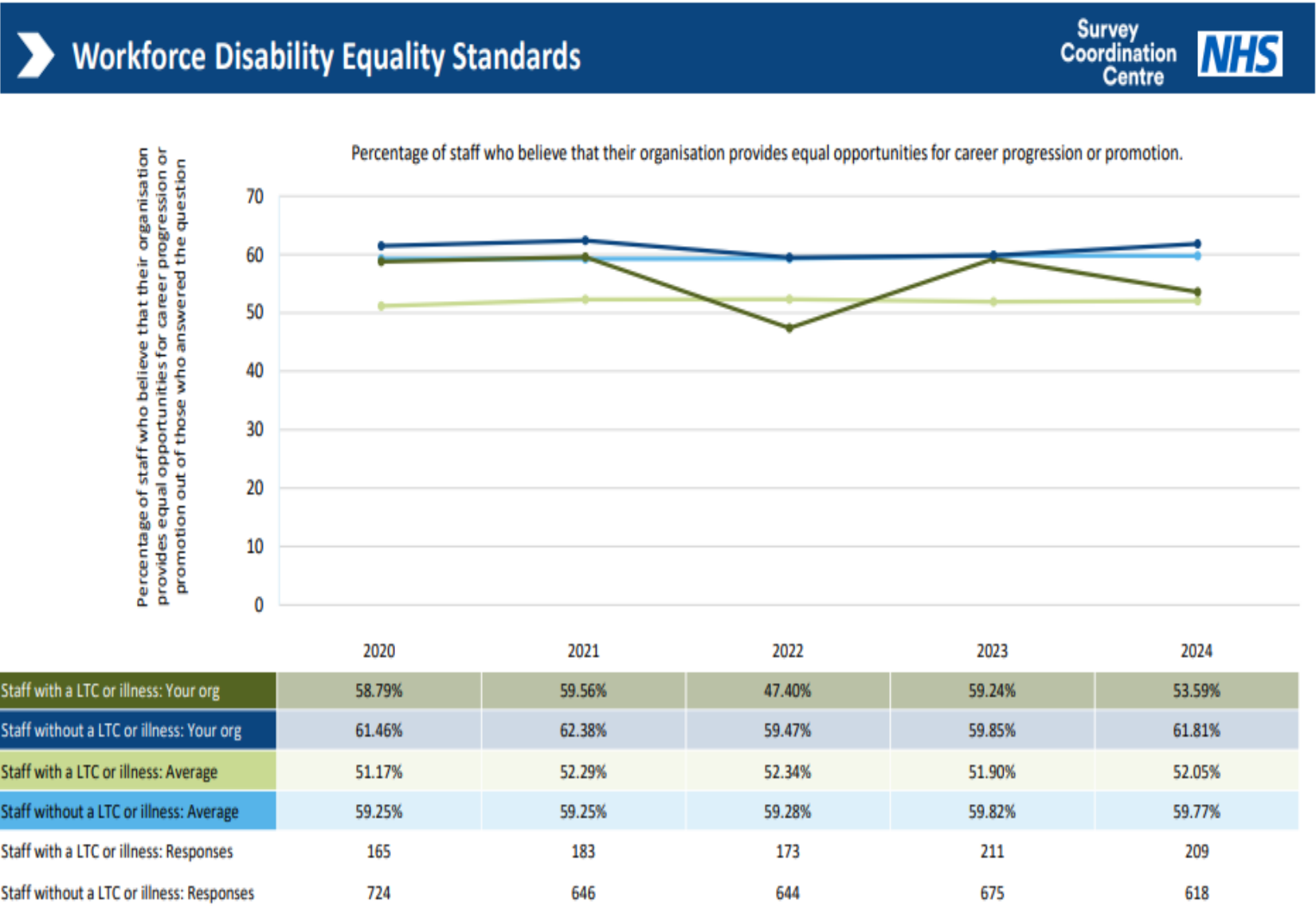
		Snapshot of data as at 31st MARCH 2025						
		Disabled staff		Non-disabled staff		Disability Unknown or Null		Overall
Indicator		# Disabled	% Disabled	# Non-disabled	% Non-disabled	# Unknown/Null	% Unknown/Null	Total
Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:	Total Board members	1		14		0		15
	of which: Voting Board members	1		9		0		10
	: Non Voting Board members	0		5		0		5
	of which: Exec Board members	1		6		0		7
	: Non Executive Board members	0		8		0		8
• By Voting membership of the Board								
• By Executive membership of the Board	Difference (Total Board - Overall workforce)							
	Difference (Voting membership - Overall Workforce)							
This is a snapshot as of at 31st March 2025.	Difference (Executive membership - Overall Workforce)							

Key findings for 2024

Harassment, bullying or abuse from other colleagues in last 12 months for disabled staff has **INCREASED** from 21.80% in 2023 to 25.12% in 2024.

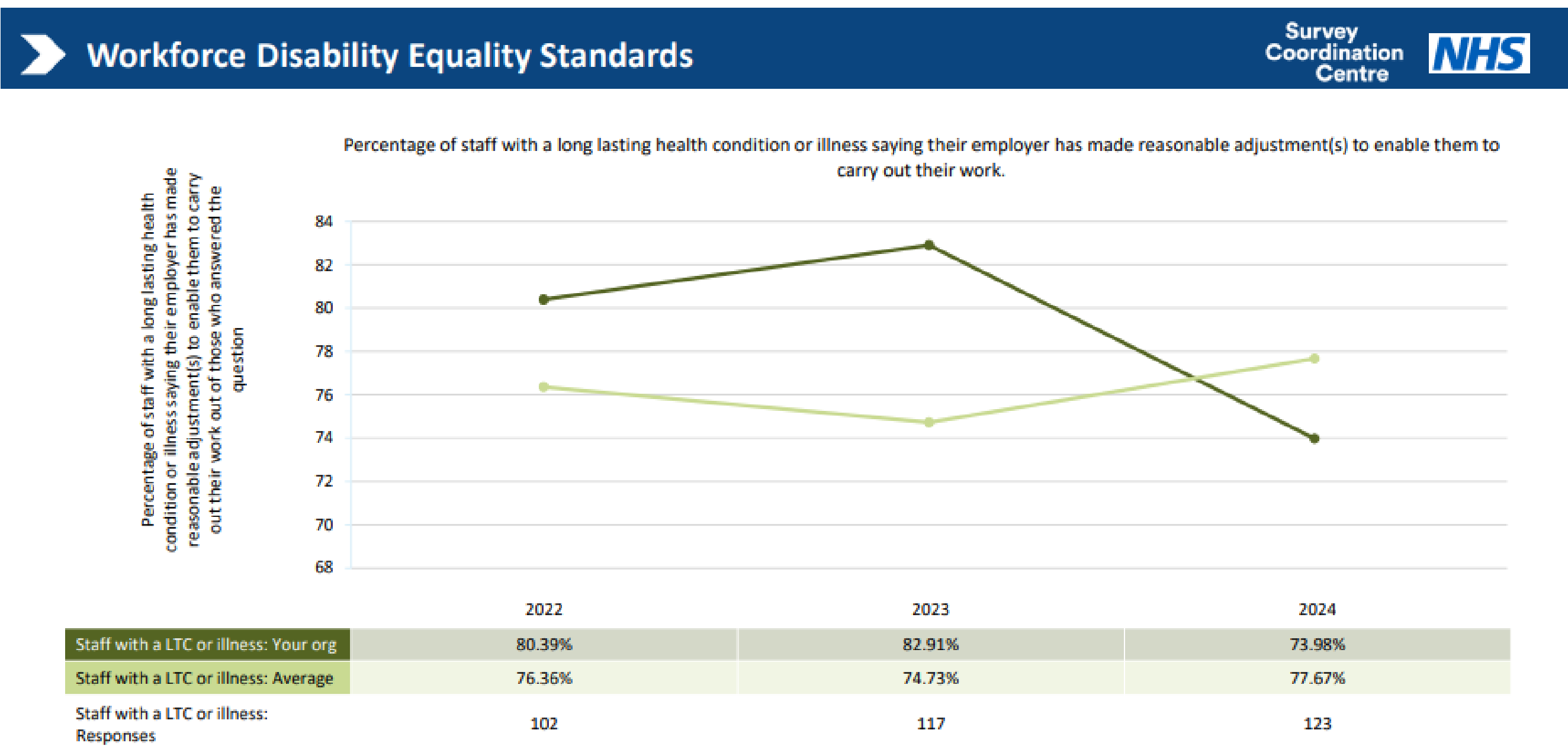


Equal opportunities for career progression or promotion **DECREASED** from 59.24% in 2023 to 53.59% in 2024.



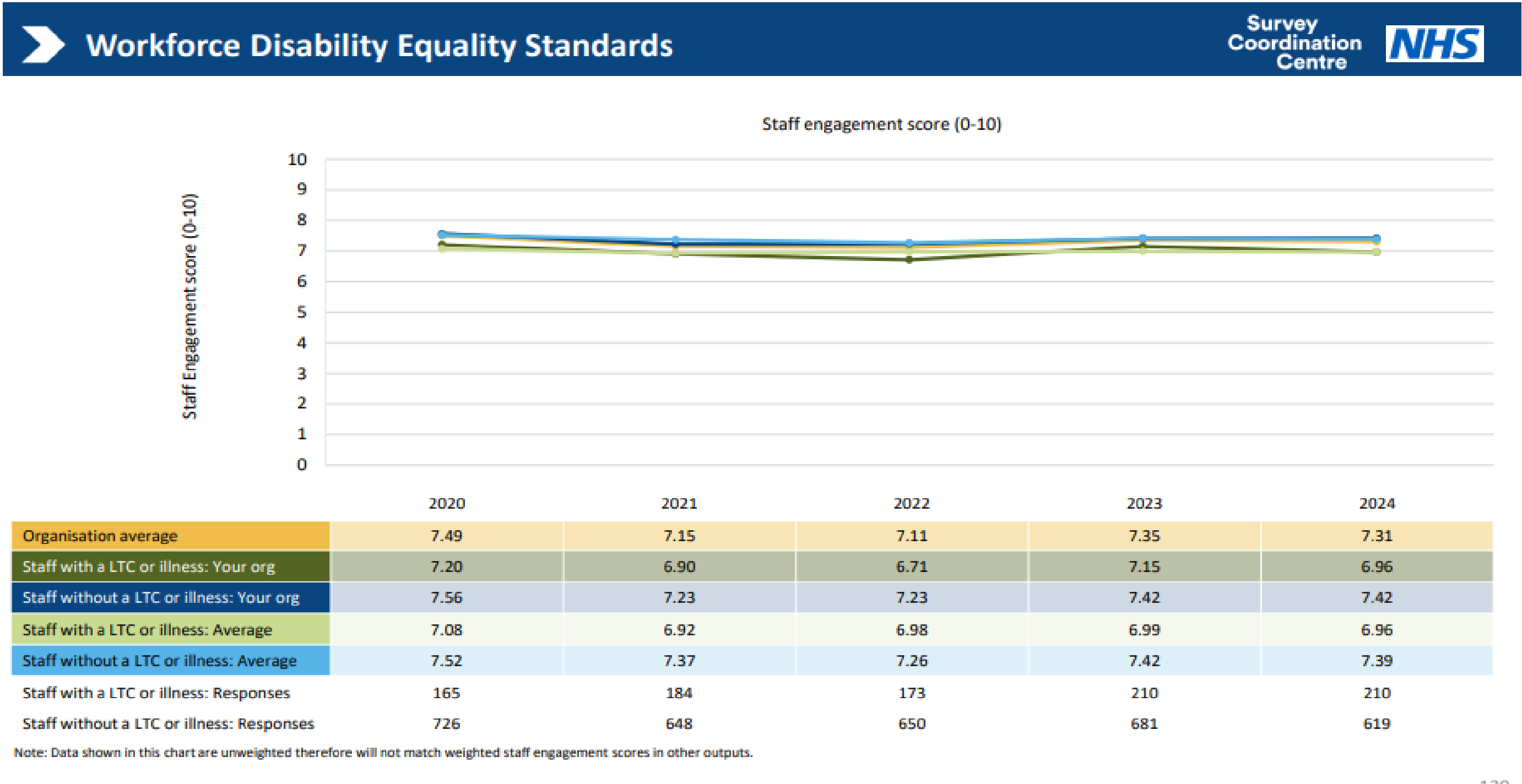
Key findings for 2024

Percentage of disabled staff saying that the employer has made reasonable adjustment(s) to enable them to carry out their work. Staff experience has **DECREASED** from 82.91% in 2023 to 73.98% in 2024.



Key findings for 2024

Staff Engagement score for disabled staff has scored **SLIGHTLY DECREASED** from 7.15% in 2023 to 6.96% in 2024.



Executive Summary



**The Robert Jones and Agnes Hunt
Orthopaedic Hospital**
NHS Foundation Trust

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 2024 / 2025, we have achieved;

- Worked with the Disability Staff Network Group on key priorities.
- OurSpace wellbeing platform continues to be a support digital tool for all staff.
- Staff event to celebrate Neurodiversity Celebration Week with live Webinar. Stalls from RJAH Library providing literature, Unison with advice and our League of Friends in attendance.
- Celebrated Inclusion Week in September 2024.
- Staff Network Celebration Day May 2025.

Through 2024/2025, we have achieved;

- Received 47% (851 completed questionnaires) response for our Staff Survey 2024 compared to 52% rate in 2023 (907 completed questionnaires).
- Bank Staff Included in the National Staff Survey for 2024. This achievement marked a significant step forward in the Trust's commitment to inclusivity and comprehensive staff engagement. 2024 response rate 23% for 2024 (48 completed questionnaires out of 205 questionnaires sent). Achieving Top in the benchmarking group (Acute Specialist Trusts).
- Continuing to review our progress and delivery against statutory requirements, such as the public sector equality duty.
- Welcomed new members to the bi-monthly EDI meetings so that they are more inclusive for members to attend.
- Guest Speaker Jo Southall from The Ehlers-Danlos Support UK attended 24th Jan 2025 Disability Staff Network Group.
- Health Passport ... The Health Passport has undergone an extensive trial phase, with staff members actively using and providing feedback on its efficacy and usability. This document outlines the steps involved in the trial, amendment, and approval process, leading up to its final communication and training rollout to line managers.



Staff Survey Results by Organisation

Shropshire, Telford and Wrekin	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff engagement	Morale	Median to Best	Below Median to Worst
NHS Shropshire, Telford And Wrekin Integrated Care Board	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95	4	5
The Robert Jones And Agnes Hunt Orthopaedic Hospital NHS Foundation Trust	7.67	6.14	6.84	6.46	5.73	6.58	6.97	7.34	6.28	5	4
Shropshire Community Health NHS Trust	7.73	6.43	7.02	6.43	5.85	6.76	7.23	7.20	6.21	2	7
The Shrewsbury And Telford Hospital NHS Trust	7.08	5.81	6.47	6.02	5.48	6.26	6.61	6.59	5.84	1	8

- **Robert Jones and Agnes Hunt** has scored Median to Best for 5 out of the 8 elements/themes, and 4 Below Median to Worst, with no national best or worst.
- **Shropshire Community Health** has scored Median to Best for 2 elements/themes and Below Median to Worst in 7 elements/themes.
- **Shrewsbury and Telford** has scored Below Median to Worst in 1 elements and Below Median to Worst in 8 elements/themes.
- **Shropshire, Telford and Wrekin ICB** scored Median to Best in 4 elements/themes and Below Median to Worst for 5 element/themes.

Do not 'read across' element or theme scores as these are not directly comparable. Themes are made up of different questions that all have varying evaluative context.

Comparisons should not be made at organisation level as they include different benchmarking groups and the shadings relate to comparisons within the Trust benchmarking groups for each theme.



Conclusion

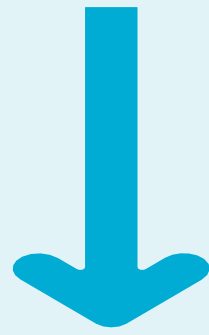


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The Workforce Disability Equality Standard (WDES) is a transformative initiative that empowers NHS organisations to create more inclusive and equitable workplaces for disabled staff. By using the WDES metrics to develop action plans and track progress over time, organisations can ensure that they are meeting the needs of their disabled workforce and fostering a culture of belonging and trust. Ultimately, the WDES contributes to the broader goal of improving staff retention, attracting diverse talent, and providing sustainable careers within the NHS.

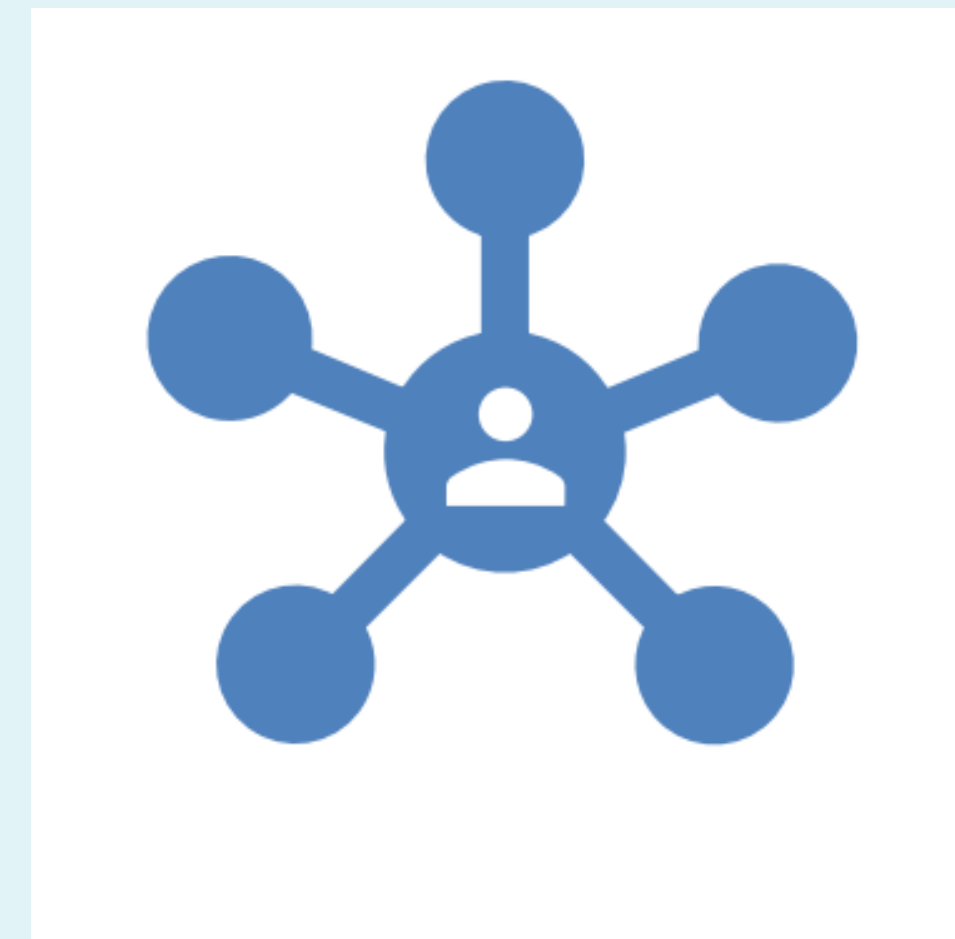




Staff Network

The results of the WDES data for 2025 will be shared with our 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.



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

Please contact:

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