



**Wirral University
Teaching Hospital**
NHS Foundation Trust

Workforce Disability Equality Standards (WDES) Report

June 2024

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Background

Research has shown that disabled staff have poorer experiences in areas such as bullying and harassment and attending work when feeling ill, when compared to non-disabled staff. The Workforce Disability Equality Standard (WDES) is a set of specific measures (metrics) that have been reviewed as part of a consultation process with NHS staff across the country and seek to enable Trust to compare the experiences of disabled and non-disabled staff.

Full details of the metrics are attached at Appendix i.

The WDES has been mandated by the NHS Standard Contract since 1 April 2019 and all Trusts must ensure data is uploaded to a government portal by no later than 31 May each year. Detailed reports including action plans to address areas of further work needed must also be developed and made public by no later than 31 October.

WUTH has declared its commitment to supporting staff to feel they belong in our organisation as outlined in our People Strategy 2022 – 2026 and to address areas of inequality. This is delivered through our equality, diversity and inclusion strategic commitment:

“To create an inclusive and welcoming environment, where everyone feels a sense of belonging and the diversity of our staff is valued, supported and celebrated”.

WUTH is also committed to ensuring that it upholds the principles of the Public Sector Equality Duty to:

- To eliminate unlawful harassment and victimisation.
- To foster good relations between people who share a protected characteristic and those who do not.
- To advance equality of opportunity between people who share a protected characteristic and those who do not.

WRES data provides an invaluable opportunity to annually review staff experiences and Trust performance against a series of nationally agreed indicators and support identification of key areas of progress and areas requiring additional attention.

Executive Summary

WDES allows an enhanced insight into how disabled staff feel they are treated compared with non-disabled staff and whether any bias conscious or unconscious is shown during key Trust processes such as recruitment.

There are a number of pleasing results this year, with improvements seen in:

- Self-reporting on ESR – with more disabled staff declaring they have a disability.
- Likelihood of being appointed – disabled applicant now as likely to be appointed as non-disabled applicants.
- Experiences of bullying, harassment or abuse (BHA) by managers in the last 12 months – with less staff experiencing this compared to last year and results now above the national average.
- Reporting of the last experience of bullying, harassment or abuse – with more staff reporting this year and results are now above the national average.
- Pressure coming to work, despite not feeling well enough to perform their duties – disabled staff are feeling less pressure this year, with results now above the national average.

However, it is concerning to see a deterioration in experiences of our disabled staff, with disabled staff declaring they have experienced more bullying, harassment or abuse patients, relatives or the public and particularly concerning is that it has also increased from colleagues too. Results highlight increases from 21.87% of disabled staff in 2022 staff survey to 24.72% in the 2023 staff survey experiencing BHA from colleagues in the last 12 months.

Staff survey data also highlights a lower staff engagement score this year, with disabled staff feeling less valued by the organisation this year, with less provision of opportunities for career progression or promotion and less satisfaction with provision of adequate reasonable adjustments. Results for these all now unfortunately fall below the national average when compared to comparable Trusts.

Whilst a deterioration can be seen this year in a number of the staff experience related metrics (metrics 4-8), it is still pleasing to see an improved position from commencement of the WDES metrics in 2018 with all except one metric (4b) seeing improvements.

Appendix i outlines the national indicators that the Trust is required to submit data for and monitor progress against.

Appendix ii provides a summary overview of the Trust's performance against the required indicators, compared to national averages.

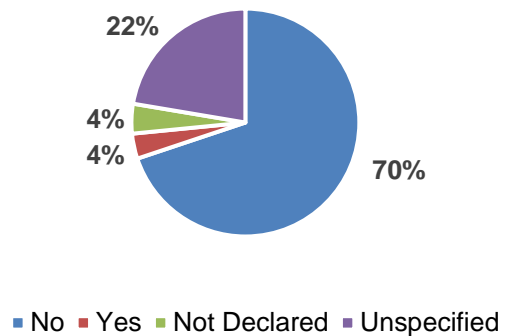
Appendix iii provides a summary overview of key actions required in order to sustain and improve further the experiences of our disabled staff.

Metric 1

Staff breakdown for 2023/4 (all staff)

As of 31st March 2024, the self-reporting rate for those staff with a disability within WUTH is 3.6%, 244 people (as entered on staff ESR records). This has continued to improve from last year, whereby only 2.8% of staff (186 people) had declared. Whilst it is positive to see continued improvements in declaration rates, rates continue to still be low, with 22% of staff ESR records still remaining unspecified. Work will therefore continue to support improvements.

Chart 1 – Disability Status as of 31 March 2024



Data shows improvements in both clinical and non-clinical representation with 3.2% (150) staff in a clinical role, increasing from 2.7%, (121 staff) in 2022/23 and 4.2% (94 staff) in a non-clinical role, increasing from 3% (65 staff) in 2022/23.

Breakdown of workforce data by disability status as at 31 March 2024 and compared to 2022/23 data.

Chart 2 - Breakdown of disability declaration categories by clinical and non-clinical as at 31 March 2024

	Total Clinical Staff	% of clinical	Total non-clinical	% of non-clinical	Combined 2024	% overall 2024	% overall 2023
Disabled	150	3.2%	94	4.2%	244	3.6%	2.8%
Non-disabled	3363	72.7%	1414	63.9%	4777	69.9%	67.1%
Not declared	197	4.3%	94	4.2%	291	4.3%	4.7%
Unspecified	915	19.8%	610	27.6%	1525	22.3%	25.4%
Total	4625	100.0%	2212	100.0%	6837	100.0%	100.0%

Further work is still required to ensure staff are encouraged and supported to be able to update their disability status within ESR. This would then ensure that data can be truly representative of the disabled staff within the Trust and thus contribute to actions for improvement.

Percentage of staff in A4C paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce as at 31 March 2024.

Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of medical and dental staff, which are based upon grade codes.

		Non Clinical				Clinical				Total Headcount	Total WTE	Total % Of Column Total
Cluster	Disability	Headcount	WTE	% of Row Total	% Of Column Total	Headcount	WTE	% of Row Total	% Of Column Total			
Cluster 1 Bands 1-4	No	1137	811.42	50.35%	47.82%	964	800.23	49.65%	19.99%	2101	1611.65	28.28%
	Not Declared	82	55.42	62.02%	3.27%	44	33.94	37.98%	0.85%	126	89.36	1.57%
	Prefer Not To Answer			0.00%	0.00%	1	1.00	100.00%	0.02%	1	1.00	0.02%
	Unspecified	523	391.11	65.13%	23.05%	255	209.42	34.87%	5.23%	778	600.53	10.54%
	Yes	70	51.56	56.23%	3.04%	46	40.13	43.77%	1.00%	116	91.69	1.61%
Cluster 1 Total		1812	1309.51	54.69%	77.18%	1310	1084.72	45.31%	27.10%	3122	2394.23	42.01%
Cluster 2 Bands 5-7	No	179	173.81	10.04%	10.24%	1757	1557.31	89.96%	38.90%	1936	1731.12	30.37%
	Not Declared	10	9.56	9.26%	0.56%	117	93.65	90.74%	2.34%	127	103.21	1.81%
	Unspecified	70	65.33	13.00%	3.85%	520	437.32	87.00%	10.93%	590	502.65	8.82%
	Yes	15	14.24	17.21%	0.84%	80	68.50	82.79%	1.71%	95	82.74	1.45%
	Cluster 2 Total		274	262.94	10.87%	15.50%	2474	2156.79	89.13%	53.88%	2748	2419.73
Cluster 3 Bands 8a & 8b	No	70	69.25	32.75%	4.08%	153	142.23	67.25%	3.55%	223	211.49	3.71%
	Not Declared	2	2.00	23.57%	0.12%	7	6.48	76.43%	0.16%	9	8.48	0.15%
	Unspecified	14	13.60	17.92%	0.80%	68	62.31	82.08%	1.56%	82	75.91	1.33%
	Yes	5	4.80	50.10%	0.28%	5	4.78	49.90%	0.12%	10	9.58	0.17%
	Cluster 3 Total		91	89.65	29.35%	5.28%	233	215.81	70.65%	5.39%	324	305.46
Cluster 4 Bands 8c – 9 & VSM	No	28	27.60	58.69%	1.63%	21	19.43	41.31%	0.49%	49	47.03	0.83%
	Unspecified	3	3.00	60.00%	0.18%	2	2.00	40.00%	0.05%	5	5.00	0.09%
	Yes	4	4.00	100.00%	0.24%			0.00%	0.00%	4	4.00	0.07%
	Cluster 4 Total		35	34.60	61.76%	2.04%	23	21.43	38.24%	0.54%	58	56.03
Cluster 5 Consultants	No			0.00%	0.00%	238	223.14	100.00%	5.57%	238	223.14	3.91%
	Not Declared			0.00%	0.00%	13	12.50	100.00%	0.31%	13	12.50	0.22%
	Unspecified			0.00%	0.00%	59	55.52	100.00%	1.39%	59	55.52	0.97%
	Yes			0.00%	0.00%	3	3.00	100.00%	0.07%	3	3.00	0.05%
	Cluster 5 Total				0.00%	0.00%	313	294.16	100.00%	7.35%	313	294.16
Cluster 6 Career Grades	No			0.00%	0.00%	46	33.17	100.00%	0.83%	46	33.17	0.58%
	Not Declared			0.00%	0.00%	5	3.76	100.00%	0.09%	5	3.76	0.07%
	Unspecified			0.00%	0.00%	11	9.15	100.00%	0.23%	11	9.15	0.16%
	Yes			0.00%	0.00%	1	0.22	100.00%	0.01%	1	0.22	0.00%
	Cluster 6 Total				0.00%	0.00%	63	46.30	100.00%	1.16%	63	46.30
Cluster 7 Trainee Grades	No			0.00%	0.00%	184	163.20	100.00%	4.08%	184	163.20	2.86%
	Not Declared			0.00%	0.00%	8	5.07	100.00%	0.13%	8	5.07	0.09%
	Prefer Not To Answer			0.00%	0.00%	2	2.00	100.00%	0.05%	2	2.00	0.04%
	Yes			0.00%	0.00%	15	13.40	100.00%	0.33%	15	13.40	0.24%
	Cluster 7 Total				0.00%	0.00%	209	183.67	100.00%	4.59%	209	183.67
Grand Total		2212	1696.70	29.77%	100.00%	4625	4002.88	70.23%	100.00%	6837	5699.58	100.00%

Metric 2

This refers to the relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

Data for this indicator has improved again this year with disabled applicants more likely to be appointed than non-disabled applicants. The relative likelihood is 1.19 and is now considered to be within an equal range as non-disabled applicants.

Metric 3

This indicator looks at the relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process. This metric is based on data from a two-year rolling average of the current year and the previous year.

The two-year rolling average of the current year and the previous year (April 2022 to March 2023 and April 2023 to March 2024) is 10 and none were identified as disabled. The relative likelihood is therefore "0" = zero likelihood of occurrence.

National NHS Staff Survey Findings

Metrics 4 - 8 are taken directly from the staff survey results and relate to staff experiences of bullying and harassment, career progression opportunities and personally experienced discrimination. A summary overview can also be found at appendix iii.

Metric 4

Results of this metric are based on Q14 of the National Staff survey.

- a) looks at the percentage of staff experiencing harassment, bullying or abuse from:
 - i) Patients, relatives or the public in last 12 months (chart 1)
 - ii) Managers (chart 2)
 - iii) Other colleagues (chart 3)

Chart 1 (4a.1) - Percentage of staff experiencing harassment, bullying or abuse from patients, service users, their relatives or other members of the public in last 12 months

	2018	2019	2020	2021	2022	2023	National Average 2023
Disabled staff	34.4%	31.86%	24.85%	27.54%	28.63%	28.83%	29.83%
Non-disabled staff	23.9%	23.95%	20.60%	22.64%	21.68%	20.17%	23.11%

Chart 2 (4a.2) - % of staff experiencing harassment, bullying or abuse at work from managers in the last 12 months

	2018	2019	2020	2021	2022	2023	National Average 2023
Disabled staff	26.3%	23.65%	18.09%	18.64%	15.88%	14.98%	15.33%
Non-disabled staff	15.5%	14.59%	12.26%	11.64%	9.89%	9.32%	8.56%

Chart 3 (4a.3) - Percentage of staff experiencing harassment, bullying or abuse at work from other colleagues in the last 12 months

	2018	2019	2020	2021	2022	2023	National Average 2023
Disabled staff	34.9%	28.74%	25.40%	25.19%	21.87%	24.72%	25.26%
Non-disabled staff	19.5%	19.35%	15.61%	17.49%	14.92%	16.25%	16.12%

Chart 4 (4b) - % of staff saying that the last time they experienced bullying, harassment or abuse at work, they or a colleague reported it

	2018	2019	2020	2021	2022	2023	National Average 2023
Disabled staff	55.3%	46.57%	49.21%	51.29%	53.05%	53.07%	50.64%
Non-disabled staff	43.8%	45.39%	43.06%	46.30%	47.34%	49.32%	49.31%

Metric 5

This metric is also taken from the national staff survey results and is the percentage of staff believing that the Trust provides equal opportunities for career progression or promotion (Q15).

	2018	2019	2020	2021	2022	2023	National Average 2023
Disabled staff	51.5%	51.51%	46.25%	45.81%	52.51%	51.12%	51.54%
Non-disabled staff	56.5%	56.52%	56.56%	56.57%	58.07%	57.72%	57.52%

Metric 6

This metric is again taken from the national staff survey results (Q11e) and looks at the percentage of disabled staff compared to non-disabled staff who say that they have felt pressure coming to work, despite not feeling well enough to perform their duties.

	2018	2019	2020	2021	2022	2023	National Average 2023
Disabled staff	39.9%	35.13%	30.00%	32.15%	30.67%	27.84%	28.55%
Non-disabled staff	26.8%	23.44%	27.56%	25.74%	25.29%	21.62%	19.46%

Metric 7

This metric looks at the percentage of disabled staff compared with non-disabled staff saying that they are satisfied with the extent to which the organisation values their work (Q4b).

	2018	2019	2020	2021	2022	2023	National Average 2023
Disabled staff	29.1%	32.48%	30.12%	28.85%	32.42%	30.43%	35.66%
Non-disabled staff	40.8%	44.13%	44.30%	40.20%	41.23%	42.93%	47.19%

Metric 8

This metric is also taken from the national staff survey results and seeks to identify the number of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work (Q28b)

	2018	2019	2020	2021	2022	2023	National Average 2023
Disabled staff	66.5%	72.9%	75.4%	70.2%	71.1%	70.8%	70.9%

Metric 9

This metric is also taken from the national staff survey results and comprises of two elements:

- The staff engagement score for disabled staff, compared to non-disabled staff and the overall staff engagement score for the organisation.
- Has the Trust taken action to facilitate the voices of disabled staff in the organisation being heard?

Part a - Staff Engagement Scores

	2018	2019	2020	2021	2022	2023	National Average 2023
Disabled staff	6.3	6.39	6.45	6.28	6.26	6.19	6.46
Non-disabled staff	6.8	6.93	6.94	6.80	6.82	6.86	7.04

Part b

A number of actions have taken place to facilitate the voices of disabled staff.

The Trust has a WUTH Sunflowers staff network for staff with disabilities and long-term conditions. The network has two staff network co-chairs and an Executive Partner. That said, there have been some challenges this year that have impacted on network members meeting together. The network has lost both co-chairs due to differing reasons and the changeover to a new intersectional meeting approach has however led to meetings being stood down due to industrial action.

An action on disability co-creation task and finish group was however established which involved a number of key stakeholders and WUTH Sunflower staff network members. Key priorities were identified and actions undertaken to ensure achievement. Engagement events were held with staff to understand experiences and key actions needed and these were the focus for 2023/24. The group has now concluded (June 2024) and a series of promotional opportunities will commence to highlight work undertaken and support available for staff and managers.

WUTH has agreed for two days per month per network to be granted for all networks, with a network toolkit developed, development plan for co-chairs and recruitment for replacement co-chairs has commenced and a budget allocated for network activities. Building capacity and capability of our network will be a focus for 2024/25.

Staff stories continue to be shared across the Trust, with a number of staff network members sharing video and written narratives, also linked to national and international awareness days e.g. Deaf Awareness Week.

Staff network members are invited to a range of different events and engagement opportunities to shape decision making and meet together to have some fun too, with invitations shared for other network activities to ensure an intersectional approach.

WUTH continues to roll out the Hidden Disabilities sunflower initiative and give badges out to staff with hidden / invisible disabilities if they want one, including on our induction programme for all new starters.

Regular communications are produced to raise awareness of key national and international awareness days and links made to areas for consideration, action needed and support services available for both staff and patients.

The Trust's equality, diversity and inclusion (EDI) strategic commitment underpins the Trust's People Strategy and seeks to ensure that EDI is a golden thread throughout all of our people practices and processes.

EDI has been embedded within our new leadership for all and management development programmes and individuals encouraged to seek support for themselves and offer support and compassionate and inclusive leadership to others.

Dedicated EDI sessions are also held as part of Manager Essential and Leading Teams programmes, with themes of Inclusive Leadership and Inclusive Recruitment delivered.

A new engagement plan has been developed and launched which aims to also support wider recognition and engagement for all staff.

Metric 10

Percentage difference between the organisations Board voting membership and its overall workforce disaggregated:

- **By voting membership of the Board**
- **By executive membership of the Board**

The Trust has 14 Board member, 12 of whom are voting members and none identify as disabled.

Conclusion

There are a number of pleasing results this year, with improvements seen in:

- Self-reporting on ESR – with more disabled staff declaring they have a disability.
- Likelihood of being appointed – disabled applicant now as likely to be appointed as non-disabled applicants.
- Experiences of bullying, harassment or abuse (BHA) by managers in the last 12 months.
- Reporting of the last experience of bullying, harassment or abuse.
- Pressure coming to work, despite not feeling well enough to perform their duties – disabled staff are feeling less pressure this year, with results now above the national average.

However, it is concerning to see a deterioration in experiences of our disabled staff, with disabled staff declaring they have experienced more bullying, harassment or abuse patients, relatives or the public and particularly concerning is that it has also increased from colleagues too. Results highlight increases from 21.87% of disabled staff in 2022 staff survey to 24.72% in the 2023 staff survey experiencing BHA from colleagues in the last 12 months.

Staff survey data also highlights a lower staff engagement score this year, with disabled staff feeling less valued by the organisation this year, with less provision of opportunities for career progression or promotion and less satisfaction with provision of adequate reasonable adjustments.

Whilst a deterioration can be seen this year in a number of the staff experience related metrics (metrics 4-8), it is still pleasing to see an improved position from commencement of the WDES metrics in 2018 with all except one metric (4b) seeing improvements.



WDES Metrics

Workforce Metrics

For the following three workforce Metrics, compare the data for both Disabled and non-disabled staff.

<p>Metric 1</p>	<p>Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.</p> <p>Cluster 1: AfC Band 1, 2, 3 and 4 Cluster 2: AfC Band 5, 6 and 7 Cluster 3: AfC Band 8a and 8b Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members) Cluster 5: Medical and Dental staff, Consultants Cluster 6: Medical and Dental staff, Non-consultant career grade Cluster 7: Medical and Dental staff, Medical and dental trainee grades</p> <p>Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of medical and dental staff, which are based upon grade codes.</p>
<p>Metric 2</p>	<p>Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.</p> <p>Note:</p> <ul style="list-style-type: none"> i) This refers to both external and internal posts. ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the WDES online reporting form to ensure comparability between organisations.
<p>Metric 3</p>	<p>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.</p> <p>Note:</p> <ul style="list-style-type: none"> i) This Metric will be based on data from a two-year rolling average of the current year and the previous year. ii) This Metric is voluntary in year one.

National NHS Staff Survey Metrics

For each of the following four Staff Survey Metrics, compare the responses for both Disabled and non-disabled staff.

<p>Metric 4 Staff Survey Q13</p>	<p>a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> i. Patients/service users, their relatives or other members of the public ii. Managers iii. Other colleagues <p>b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.</p>
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WDES Metrics

Metric 5 Staff Survey Q14	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
Metric 6 Staff Survey Q11	Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
Metric 7 Staff Survey Q5	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.
The following NHS Staff Survey Metric only includes the responses of Disabled staff	
Metric 8 Staff Survey Q28b	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
NHS Staff Survey and the engagement of Disabled staff For part a) of the following Metric, compare the staff engagement scores for Disabled, non-disabled staff and the overall Trust's score For part b) add evidence to the Trust's WDES Annual Report	
Metric 9	<p>a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.</p> <p>b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)</p> <p>Note: For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the WDES technical guidance.</p>
Board representation Metric For this Metric, compare the difference for Disabled and non-disabled staff.	
Metric 10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: <ul style="list-style-type: none"> • By voting membership of the Board. • By Executive membership of the Board.

2023/24 WDES Indicator Summary of Indicators Compared to Regional and National Comparators

WDES Indicator		National Average 2023 where available / Aim	WUTH 2021	WUTH 2022	WUTH 2023	
1	% of disabled staff		2%	2.8%	3.6%	
2	Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts	1	1.8	1.3	1.19	
3	Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process. This metric is based on data from a two-year rolling average of the current year and the previous year	1	0	0	0	
4a.1	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	Disabled	29.83%	27.5%	28.63%	28.83%
		Non-Disabled	23.11%	22.6%	21.7%	20.17%
4a.2	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled	15.33%	18.6%	15.88%	14.98%
		Non-Disabled	8.56%	11.6%	9.9%	9.32%
4a.3	% of staff experiencing harassment, bullying or abuse from colleagues in the last 12 months	Disabled	25.26%	25.2%	21.9%	24.72%
		Non-Disabled	16.12%	17.5%	14.9%	16.25%
4b	% of staff saying that the last time they experienced bullying, harassment or abuse at work, they or a colleague reported it	Disabled	50.64%	51.3%	53.0%	53.07%
		Non-Disabled	49.31%	46.3%	47.3%	49.32%
5	% of staff believing that the Trust provides equal opportunities for career progression or promotion	Disabled	51.54%	45.8%	52.5%	51.12%
		Non-Disabled	57.52%	56.6%	58.1%	57.72%
6	% of disabled staff compared to non-disabled staff who say that they have felt pressure coming to work, despite not feeling well enough to perform their duties	Disabled	28.55%	32.2%	30.7%	27.84%
		Non-Disabled	19.46%	25.7%	25.3%	21.62%
7	% of disabled staff compared with non-disabled staff saying that they are satisfied with the extent to which the organisation values their work.	Disabled	35.66%	28.8%	32.4%	30.43%
		Non-Disabled	47.19%	40.2%	41.2%	42.93%
8	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Disabled	73.38%	70.2%	71.1%	70.79%
9a	Staff engagement score	Disabled	6.46	6.3	6.3	6.2
		Non-Disabled	7.04	6.8	6.8	6.86
9b	Has the Trust taken action to facilitate the voices of disabled staff in the organisation being heard?		N/A	Yes	Yes	Yes
10	Board membership			+3.6	-2.8%	-4%

Key:

- Improved from last year and above the national average
- Improved from last year however below the national average **or** reduced from last year however above the national average
- Reduced from last year and below the national average

WDES Action Plan for 2024-25

Elements		Action	Responsibility	Deadline
Seek to Understand	1	Develop process of regular recruitment audits of processes for under-represented areas / roles to understand challenges / barriers or areas of potential bias	Recruitment / SL	30/09/2024
	2	Enhanced review of 2024 staff survey results to understand potential impact of action on disability co-creation group and associated actions.	SL	31/03/25
	3	Develop a process to identify and triangulate data relating to incidents/concerns and employee relations case linked to protected characteristics	TN / SL	31/12/24
Support	1	Build capacity and capability of Trust staff networks, with appointment of new co-chairs and re-establishment of regular meetings.	SL / Exec Partners	31/03/2025
	2	Enhanced promotion of support available, including staff network, access to work and examples of reasonable adjustments and health passport for staff	DG / SL / Sunflowers	31/03/25
	3	Continue to encourage staff to enter/update personal information via ESR self-service, with guidance documents and support offered to complete.	Comms / Workforce Information / SL	31/03/25
Educate and Develop	1	Visible Respect at Work campaign to promote zero tolerance to bullying, harassment or abuse within the workplace	HR / H&S	Ongoing
	2	Deliver education and training sessions to promote key priorities e.g. Deaf awareness, neurodiversity awareness and general advice and support for manager	SL / DG	31/03/25
	3	EDI training to support leaders in understanding how to ensure WUTH is an anti-racist organisation and upholds the principles of the sexual safety charter.	CPO	31/03/25
Celebrate and Promote	1	Annual calendar of events to ensure proactive celebration of diversity and raising awareness of key EDI events / festivals/ awareness days sharing staff experiences and linking external / internal support mechanisms to aid and enhance understanding and support	SL	Ongoing
	2	Promoting WUTH as an inclusive employer that celebrates diversity and harnesses individuality	SL / Comms / Recruitment	Ongoing
	3	Launch and promote actions completed by the Action on Disability Co-Creation group	SL / DG	31/08/24

