

Workforce Disability Equality Standards (WDES) Report

June 2025

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Contents

Background	Page 1
Executive Summary	Page 1-2
Workforce Disability Equality Indicators	Page 3-8
Metric 1 – The make-up of our workforce	Page 3-4
Metric 2	Page 5
Metric 3	Page 5
Metric 4	Page 5-6
Metric 5	Page 6
Metric 6	Page 6
Metric 7	Page 6
Metric 8	Page 7
Metric 9	Page 7-8
Metric 10	Page 8-9
Conclusion	Page 8
Appendices Appendix i – Metrics Appendix ii – Summary of Trust performance Appendix iii – 2024/5 action plan progress update	Page 9

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.

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.

Data shows improvements in 10 of the 13 relevant WDES indicators this year, which is really pleasing to see. Board membership has remained the same and two areas have unfortunately declined:

- 1) Staff engagement score, which unfortunately declined for all staff this year;
- 2) % of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. Despite seeing improvements for all staff in this area this year, results have unfortunately reduced for disabled staff.

Where comparative data is shown, results identify the same trends for disabled and non-disabled staff e.g. reduced staff engagement score for disabled and non-disabled staff and improvements in experiences of all staff, with the exception of indicator 7. Disabled staff are more satisfied with the extent to which the organisation values their work when compared with non-disabled staff who feel less valued this year.

Whilst it is pleasing to see an improvement in the overall % of disabled staff, numbers of self-declarations continue to remain low at 3.8%.

It is also pleasing to see continued improvements in recruitment data, with results showing an equal likelihood that disabled staff will be appointed from shortlisting when compared with non-disabled applicants.

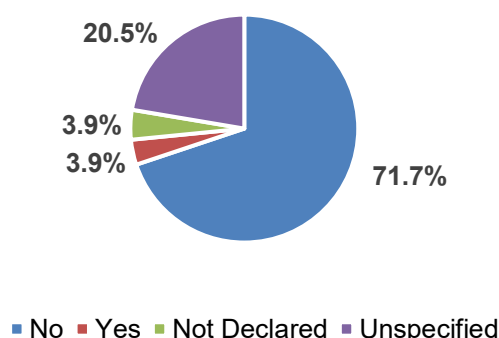
Appendix iii provides an update on progress against the actions identified for 2024/45 along with appendix iv that highlights key objectives identified as part of the Trust's overarching People Strategy, that seeks to ensure enhanced monitoring and improvement of staff experience in 2025/26.

Metric 1

Staff breakdown for 2024/25 (all staff)

As of 31st March 2025, the self-reporting rate for those staff with a disability within WUTH is 3.8%, 263 people (as entered on staff ESR records). Whilst only marginal, this is a further improvement from last year, when only 3.6% of staff (244 people) had declared. Whilst it is positive to see continued improvements in declaration rates, rates continue however to still be low, with 20.5% of staff ESR records still remaining unspecified. Work will therefore continue to support improvements.

Chart 1 – Disability Status as of 31 March 2025



Data shows slight improvements in representation of disabled staff across both clinical and non-clinical roles, with the biggest improvement seen however within non-clinical roles, improving from 4.2% (94 staff) in 2023/4 to 4.9% (104 staff) this year. Clinical staff representation has increased from 3.2% (150 staff) to 3.4% (159 staff) this year.

Breakdown of workforce data by disability status as of 31 March 2025 and compared to 2023/4 data.

Chart 2 - Breakdown of disability declaration categories by clinical and non-clinical as of 31 March 2025.

	Total Clinical Staff	% of clinical	Total non-clinical	% of non-clinical	Combined 2025	% overall 2025	% overall 2024
Disabled	159	3.4%	104	4.9%	263	3.8%	3.6%
Non-disabled	3512	73.9%	1406	65.8%	4918	71.7%	69.9%
Not declared	184	3.6%	87	4.1%	267	3.9%	4.3%
Unspecified	862	17.7%	541	25.3%	1403	20.5%	22.3%
Total	4717	100.0%	2138	100.0%	6855	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 of 31 March 2025.

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.

		Clinical/Non-Clinical		Values								
		Clinical				Non-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	No	976	810.27	50.07%	19.79%	1122	808.11	49.93%	49.23%	2098	1618.39	28.21%
	Not Declared	40	29.57	35.88%	0.72%	76	52.85	64.12%	3.22%	116	82.41	1.44%
	Prefer Not To Answer	1	1.00	100.00%	0.02%			0.00%	0.00%	1	1.00	0.02%
	Unspecified	239	193.84	36.33%	4.73%	464	339.76	63.67%	20.70%	703	533.60	9.30%
	Yes	50	43.99	44.08%	1.07%	77	55.81	55.92%	3.40%	127	99.81	1.74%
Cluster 1 Total		1306	1078.67	46.19%	26.34%	1739	1256.54	53.81%	76.56%	3045	2335.21	40.71%
Cluster 2	No	1860	1654.03	90.32%	40.39%	183	177.25	9.68%	10.80%	2043	1831.28	31.93%
	Not Declared	111	90.35	90.07%	2.21%	10	9.96	9.93%	0.61%	121	100.31	1.75%
	Unspecified	486	405.03	87.55%	9.89%	63	57.60	12.45%	3.51%	549	462.63	8.07%
	Yes	90	79.84	83.18%	1.95%	17	16.15	16.82%	0.98%	107	95.99	1.67%
Cluster 2 Total		2547	2229.25	89.52%	54.44%	273	260.96	10.48%	15.90%	2820	2490.21	43.41%
Cluster 3	No	159	147.18	68.51%	3.59%	69	67.65	31.49%	4.12%	228	214.84	3.75%
	Not Declared	6	5.37	84.30%	0.13%	1	1.00	15.70%	0.06%	7	6.37	0.11%
	Unspecified	67	60.90	85.17%	1.49%	11	10.60	14.83%	0.65%	78	71.50	1.25%
	Yes	4	3.78	39.46%	0.09%	6	5.80	60.54%	0.35%	10	9.58	0.17%
	Cluster 3 Total		236	217.24	71.86%	5.31%	87	85.05	28.14%	5.18%	323	302.29
Cluster 4	No	21	19.83	38.40%	0.48%	32	31.80	61.60%	1.94%	53	51.63	0.90%
	Unspecified	3	2.87	48.86%	0.07%	3	3.00	51.14%	0.18%	6	5.87	0.10%
	Yes			0.00%	0.00%	4	4.00	100.00%	0.24%	4	4.00	0.07%
Cluster 4 Total		24	22.69	36.90%	0.55%	39	38.80	63.10%	2.36%	63	61.49	1.07%
Cluster 5	No	246	232.45	100.00%	5.68%			0.00%	0.00%	246	232.45	4.05%
	Not Declared	14	12.46	100.00%	0.30%			0.00%	0.00%	14	12.46	0.22%
	Unspecified	55	51.34	100.00%	1.25%			0.00%	0.00%	55	51.34	0.90%
	Yes	3	3.00	100.00%	0.07%			0.00%	0.00%	3	3.00	0.05%
Cluster 5 Total		318	299.25	100.00%	7.31%			0.00%	0.00%	318	299.25	5.22%
Cluster 6	No	49	34.53	100.00%	0.84%			0.00%	0.00%	49	34.53	0.60%
	Not Declared	4	2.64	100.00%	0.06%			0.00%	0.00%	4	2.64	0.05%
	Unspecified	11	8.87	100.00%	0.22%			0.00%	0.00%	11	8.87	0.15%
	Yes	1	0.22	100.00%	0.01%			0.00%	0.00%	1	0.22	0.00%
Cluster 6 Total		65	46.26	100.00%	1.13%			0.00%	0.00%	65	46.26	0.81%
Cluster 7	No	201	184.81	100.00%	4.51%			0.00%	0.00%	201	184.81	3.22%
	Not Declared	5	3.89	100.00%	0.10%			0.00%	0.00%	5	3.89	0.07%
	Prefer Not To Answer	3	3.00	100.00%	0.07%			0.00%	0.00%	3	3.00	0.05%
	Unspecified	1	1.00	100.00%	0.02%			0.00%	0.00%	1	1.00	0.02%
	Yes	11	8.69	100.00%	0.21%			0.00%	0.00%	11	8.69	0.15%
Cluster 7 Total		221	201.39	100.00%	4.92%			0.00%	0.00%	221	201.39	3.51%
Grand Total		4717	4094.75	71.39%	100.00%	2138	1641.35	28.61%	100.00%	6855	5736.10	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 continues to remain positive this year, with disabled applicants as likely to be appointed as non-disabled applicants. A relative likelihood of 1:1.

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.

23 staff entered the formal capability process over the last two years (April 2023 to March 2024 and April 2024 to March 2025), and none were identified as disabled. Whilst the relative likelihood of occurrence is therefore “0”, the disability status of 14 was unknown and therefore further work will be undertaken this year to improve declaration rates in this area where possible.

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	2024	Trend	National Average 2024
Disabled staff	34.40%	31.86%	24.85%	27.54%	28.63%	28.83%	28.68%		29.37%
Non-disabled staff	23.90%	23.95%	20.60%	22.64%	21.68%	20.17%	19.79%		22.71%

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

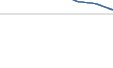
	2018	2019	2020	2021	2022	2023	2024	Trend	National Average 2024
Disabled staff	26.30%	23.65%	18.09%	18.64%	15.88%	14.98%	14.72%		15.10%
Non-disabled staff	15.50%	14.59%	12.26%	11.64%	9.89%	9.32%	8.00%		8.08%

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	2024	Trend	National Average 2024
Disabled staff	34.90%	28.74%	25.40%	25.19%	21.87%	24.72%	24.09%		25.24%
Non-disabled staff	19.50%	19.35%	15.61%	17.49%	14.92%	16.25%	13.56%		16.22%

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	2024	Trend	National Average 2024
Disabled staff	55.30%	46.57%	49.21%	51.29%	53.05%	53.07%	58.77%		51.82%
Non-disabled staff	43.80%	45.39%	43.06%	46.30%	47.34%	49.32%	54.27%		51.71%

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	2024	Trend	National Average 2024
Disabled staff	51.50%	51.51%	46.25%	45.81%	52.51%	51.12%	51.13%		51.30%
Non-disabled staff	56.50%	56.52%	56.56%	56.57%	58.07%	57.72%	58.60%		57.57%

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	2024	Trend	National Average 2024
Disabled staff	39.90%	35.13%	30.00%	32.15%	30.67%	27.84%	25.57%		26.85%
Non-disabled staff	26.80%	23.44%	27.56%	25.74%	25.29%	21.62%	19.03%		18.71%

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	2024	Trend	National Average 2024
Disabled staff	29.10%	32.48%	30.12%	28.85%	32.42%	30.43%	31.53%		34.73%
Non-disabled staff	40.80%	44.13%	44.30%	40.20%	41.23%	42.93%	41.44%		46.98%

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	2024	Trend	National Average 2024
Disabled staff	66.50%	72.90%	75.40%	70.20%	71.10%	70.80%	70.40%		73.98%

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	2024	Trend	National Average 2024
Disabled staff	6.3	6.39	6.45	6.28	6.26	6.19	6.07		6.40
Non-disabled staff	6.8	6.93	6.94	6.8	6.82	6.86	6.75		7.00

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. Network co-chairs were new in post this year and have been working hard to reach staff; offering bi-monthly drop-in sessions across both main hospital sites and supporting Trust led combined “one network” meetings and workshops to ensure an intersectional approach. WUTH has however added a risk to the risk register regarding staffs ability to attend and support network activities. Current pressures within the organisation are resulting in staff struggling to support network activities, with challenges faced across all networks. Work to promote and support staff does however continue.

WUTH supports network co-chairs with two days per month per network, although work pressures can impact on time to support network activities. A network toolkit has been developed, along with a development plan for co-chairs. A small budget has been allocated for network activities, however due to current financial restrictions, networks are asked to think creatively about network activities, to unfortunately limit financial spending where possible.

An action on disability co-creation task and finish group was established in 2023/24 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 concluded in June 2024 and actions completed were included within a revised version of the Trust’s Disability and long-term health condition policy and promoted through Trust communications, network activities and EDI Steering group.

A hidden disabilities group was also established under the Trusts Patient Experience strategy and saw a number of staff involved in sharing experiences and contributing to improvements for both staff and patients.

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.

WUTH continues to roll out the Hidden Disabilities sunflower initiative and give badges or lanyards out to staff with hidden / invisible disabilities if they want one. Promotion of this commences at recruitment and induction and is integrated within our management and leadership development programmes.

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.

Equality, diversity and inclusion (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 was developed and launched in 2023/24 to support wider recognition and engagement for all staff. As part of this plan, a new approach was taken to promote and support uptake of this years' staff survey and as such, an increased response rate was achieved (9%) including disabled staff. 26.45% of staff identified in the staff survey as having a physical or mental health condition or illness lasting or expected to last for 12 months or more. This was 2% higher than the national average of 24.25% and 0.2% higher than last year.

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

Data shows improvements in 10 of the 13 relevant WDES indicators this year, which is really pleasing to see. Board membership has remained the same and two areas have unfortunately declined:

- 1) Staff engagement score, which unfortunately declined for all staff this year;

- 2) % of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. Despite seeing improvements for all staff in this area this year, results have unfortunately reduced for disabled staff.

Where comparative data is shown, results identify the same trends for disabled and non-disabled staff e.g. reduced staff engagement score for disabled and non-disabled staff and improvements in experiences of all staff, with the exception of indicator 7. Disabled staff are more satisfied with the extent to which the organisation values their work when compared with non-disabled staff who feel less valued this year.

Whilst it is pleasing to see an improvement in the overall % of disabled staff, numbers of self - declarations continue to remain low at 3.8%.

It is also pleasing to see continued improvements in recruitment data, with results showing an equal likelihood that disabled staff will be appointed from shortlisting when compared with non-disabled applicants.

Appendix iii provides an update on progress against the actions identified for 2024/45 along with appendix iv that highlights key objectives identified as part of the Trust's overarching People Strategy, that seeks to ensure enhanced monitoring and improvement of staff experience in 2025/26.



WDES Metrics

Workforce Metrics

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

Metric 1	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. 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 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.
Metric 2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. Note: 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.
Metric 3	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. Note: 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.

Metric 4 Staff Survey Q13	a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: i. Patients/service users, their relatives or other members of the public ii. Managers iii. Other colleagues 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.
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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	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No) 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.
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: • By voting membership of the Board. • By Executive membership of the Board.

2024/5 WDES Indicator Summary of Indicators Compared to Regional and National Comparators

WDES Indicator			National Average 2024 where available / Aim	WUTH 2021-22	WUTH 2022-23	WUTH 2023-24	WUTH 2024-25
1	% of disabled staff			2.0%	2.8%	3.6%	3.8%
2	Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts			1.8	1.3	1.19	1
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			0	0	0	0
4a.1	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	Disabled	29.37%	27.54%	28.63%	28.83%	28.68%
		Non-Disabled	22.71%	22.64%	21.68%	20.17%	19.79%
4a.2	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled	15.10%	18.64%	15.88%	14.98%	14.72%
		Non-Disabled	8.08%	11.64%	9.89%	9.32%	8.00%
4a.3	% of staff experiencing harassment, bullying or abuse from colleagues in the last 12 months	Disabled	25.24%	25.19%	21.87%	24.72%	24.09%
		Non-Disabled	16.22%	17.49%	14.92%	16.25%	13.56%
4b	% of staff saying that the last time they experienced bullying, harassment or abuse at work, they or a colleague reported it	Disabled	51.82%	51.29%	53.05%	53.07%	58.77%
		Non-Disabled	51.71%	46.30%	47.34%	49.32%	54.27%
5	% of staff believing that the Trust provides equal opportunities for career progression or promotion	Disabled	51.30%	45.81%	52.51%	51.12%	51.13%
		Non-Disabled	57.57%	56.57%	58.07%	57.72%	58.60%
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	26.85%	32.15%	30.67%	27.84%	25.57%
		Non-Disabled	18.71%	25.74%	25.29%	21.62%	19.03%
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	34.73%	28.85%	32.42%	30.43%	31.53%
		Non-Disabled	46.98%	40.20%	41.23%	42.93%	41.44%
8	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Disabled	73.98%	70.20%	71.12%	70.79%	70.40%
9a	Staff engagement score	Disabled	6.40%	6.28	6.26	6.19	6.07
		Non-Disabled	7.00%	6.80	6.82	6.86	6.75
9b	Has the Trust taken action to facilitate the voices of disabled staff in the organisation being heard?		N/A	Yes	Yes	Yes	Yes
10	Board membership			3.60%	-2.80%	-4%	-4%

Key:

	≥ last year and ≥ the national average
	≥ last year < national average or < last year ≥ national average
	< last year and < national average

Elements		Action	Responsibility	Deadline	Progress	Comments
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 Services	30/09/2024	Amber	Process developed and piloted, however due to capacity within the service, this has been unable to be embedded as yet.
	2	Enhanced review of 2024 staff survey results to understand potential impact of action on disability co-creation group and associated actions.	People Experience	31/03/25	Green	Actions reviewed and presented to EDI steering, with involvement of staff network members. For further review with network members as part of WDES findings.
	3	Develop a process to identify and triangulate data relating to incidents/concerns and employee relations case linked to protected characteristics	People Experience	31/12/24	Green	Completed and included within ER reports and individual subject areas as required e.g. sexual safety and bullying and harassment
Support	1	Build capacity and capability of Trust staff networks, with appointment of new co-chairs and re-establishment of regular meetings.	Co-chairs / Exec Partners	31/03/2025	Amber	New co-chairs appointed and offering bi-monthly drop-ins, with quarterly dates scheduled.
	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	Green	Whilst promotion has taken place, the disability policy has been updated with new documentation and promotion undertaken, more work continues to be needed to promote.
	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	Green	The number of unspecified staff continues to drop as staff are updating their disability status, with support from ESR drop-in sessions and various promotional opportunities. More is still needed to ensure further increases in declarations.
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	Amber	Zero tolerance posters and communications have been issued; however a new approach is being taken to staff safety and managing challenging behaviours. Stakeholder review sessions have been held, with a new strategy in development
	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	Green	A variety of sessions have been held including monthly deaf awareness session neurodiversity and autism awareness sessions and mini manager essentials sessions. Session held with solicitors and priorities reviewed with WCHC colleagues and further education to be launched. EDI training included as part of leadership and management development programmes,

						with specific examples relating to disability used.
	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	Green	As with the above section. Key messages are also shared as part of induction programmes for all staff and both through internal and external articles. Letters have also been sent to staff to promote sexual safety in the workplace and offer support for staff, along with the launch of eLearning for managers on sexual safety.
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	People Experience	Ongoing	Green	In place and ongoing
	2	Promoting WUTH as an inclusive employer that celebrates diversity and harnesses individuality	People Experience / Comms / Recruitment	Ongoing	Green	Regular Trust wide promotions are undertaken. WUTH was recredited as a Disability Confident Employer. WUTH was recredited with the Navajo chartermark that seeks to recognise inclusive employers.
	3	Launch and promote actions completed by the Action on Disability Co-Creation group	OH / Comms / People Experience	31/08/24	Green	Actions were integrated within a revised Disability and Long-term conditions policy and promoted, with Trust wide communications. More work is needed to ensure promotion to all staff with actions identified as part of a recent lessons learnt session.

Objective	Deliverable / Output
Deliver the 2025 elements of the NHS England EDI High Impact Actions	1) Development of an EDI Dashboard that incorporates NHSE High Impact Actions 2) Robust reporting of High Impact Actions through workforce governance 3) Recruitment audit undertaken on a quarterly basis 4) Relative likelihood of staff being appointed from shortlisting, monitored for all protected characteristics 5) Undertake a review to identify the experience of career progression for staff who hold protected characteristics 6) Development and implementation of an inclusive recruitment toolkit 7) Undertake a health assessment for the workforce to identify health inequalities and identify key actions to address.
Implement regular Cultural assessment at Trust and divisional level.	1) Agree a methodology for assessing and monitoring culture 2) Monitoring tool / dashboard developed 3) Divisions are engaged and understand framework for assessing and monitoring culture 4) Data triangulation undertaken, with key findings and analysis embedded within Trust reporting processes.