

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2024

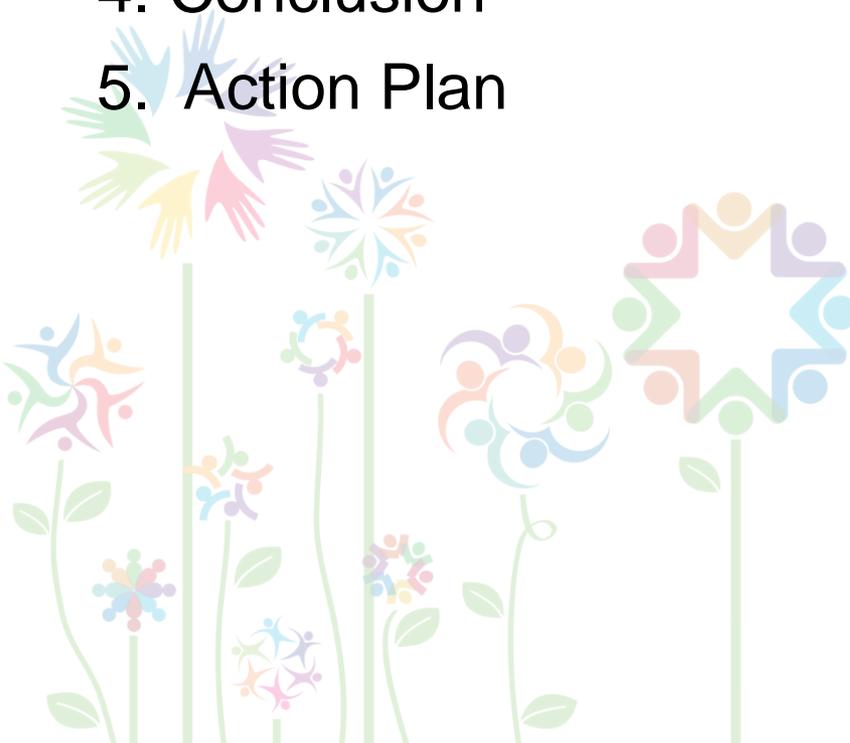


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Introduction

- The Workforce Disability Equality Standard (WDES) was launched in 2019 and aims to improve the workplace and career experiences of disabled colleagues in the NHS.
- The Workforce Disability Equality Standard is a set of ten specific measures (Metrics) that will enable the Trust to compare the experiences of disabled and non-disabled staff. This information will then be used to develop action plans, enabling the organisation to demonstrate progress against the indicators of disability equality.
- The Workforce Disability Equality Standard has been commissioned by the Equality and Diversity Council and mandated through the NHS Standard Contract.
- Metrics 5,6,7, 8, and 9a are based on staff survey results. As a Trust, we facilitate a full census of all staff; the 2023 staff survey had 45% staff participation.
- At The Dudley Group, we have a workforce of circa 6,000 staff. Our Electronic Staff Record (ESR) data shows that 6% of our workforce has declared themselves as having a disability. However, 27% of the workforce has not declared their disability status.
- Data from the 2023 staff survey states that 26% of the respondents who completed the survey declared that they have a disability or long-term condition (3%, an increase from 2022). Therefore, ESR monitoring information is inaccurate, and action needs to be taken to encourage this staff to update their information. This is also a national issue.
- The report provides an overview of key areas and should direct action – it has been used in previous years to focus on development areas.



Executive Summary (1 / 2)

Embedding an inclusive culture where diversity is valued and championed at all levels is essential to delivering high-quality services to patients (better patient care, satisfaction, and outcomes) and developing a capable, innovative, and effective workforce for our future at The Dudley Group. Research shows that organisations with diverse leadership are more successful and innovative. Staff who feel valued are more likely to be engaged with their work, and senior-level diversity increases productivity and efficiency in the workplace.

Key findings for 2024:

- Disability Representation is 6%, an improvement from 2023 (5%). 27% of staff have a disability status of unknown or not stated, an improvement from 2023 of 6% (33%).
- The overall relative likelihood of non-disabled staff being appointed from shortlisted compared to disabled staff ratio is 1.16. This is an improvement from our 2023 result of 1.34. A score of 1 would indicate equality in the process.
- A figure above 1:00 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process. Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff - The 2024 trust rate is 0; there were no capability cases for those with a disability or long-term condition.
- 30.9% of Disabled staff experienced harassment, bullying, or abuse from patients or the public in 2023. This is an improvement from 2022 of 2%. This compares to 24.6% of non-disabled staff experiencing incidents in 2023, which is an increase of 2% from 2022.
- Incidents of harassment, bullying or abuse from managers towards Disabled staff have remained consistent with 2022 results at 17.1%. There remains a gap between the experiences of disabled and non-disabled staff of 7.6%.
- In 2023, 25.9% of disabled staff experienced harassment, bullying, or abuse from colleagues, consistent with the previous year. This compares to 16.6% of non-disabled staff experiencing an incident, which increased by 1.6% in 2023.
- In 2023, equal opportunities for career progression or promotion remain consistent. In 2022, 55.5% of disabled staff believed they had equal opportunities for career progression or promotion, compared to 61.6% of non-disabled staff a variance of 6.1%.



Executive Summary (2 / 2)



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- In the 2023 survey, 32% of staff with a long-term condition or illness experienced presenteeism, higher than the previous year's 28.3%. Meanwhile, 19.4% of staff without a long-term condition or illness felt pressure from their manager to come to work despite not feeling well enough to perform their duties, a variance of 12.6%.
- 36.2% of disabled staff feel valued by the organisation, compared to 45.5% of non-disabled staff. Rates for disabled staff have increased by 7% this year, while rates for non-disabled staff have improved by 2%.
- The percentage of Disabled staff saying that their employer has made an adequate adjustment(s) to enable them to carry out their work has improved since last year by 5.7%. in(2022 the rate was 66.7% in 2023 it is 72.4%.
- The Staff Engagement score has been consistent at a Trust level over the last five years, with disabled staff scoring slightly lower each year. The 2023 staff engagement score for disabled staff demonstrates an improvement of 0.2 from 6.3 to 6.5, compared to the non-disabled staff rate of 7.
- Overall, 5% of board members have declared a disability; this compares to 6% of the total workforce.

We are committed to being a more inclusive organisation, ensuring equal opportunity and celebrating diversity. Encouraging and supporting the workforce we employ to reach their potential. This will support our ultimate goal to be a brilliant place to work and thrive.

During 2023 / 2024, we have achieved the following:

- Developed and launched our Equality, Diversity, and Inclusion (EDI) Journey, a three-year strategic plan focused on six elements of the employee lifecycle. The Journey will continue supporting the Trust in embedding equality, diversity, and inclusion as a 'golden thread' throughout our organisation.
- Continuing to review our progress and delivery against statutory requirements and beyond, i.e. public sector equality duty, as well as a set of more ambitious objectives for embedding equality and inclusion across the organisation through both the response to WRES, WDES, Gender pay gap, Race Code and the NHS People Plan.
- Developed a robust framework that sets out how the Trust will embed inclusive leadership across all parts of the organisation through direct engagement and representation. This approach will engage with staff from all communities, professions and protected characteristics to improve the experience for everyone working at The Dudley Group.



Annual Submission Measures

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.

The Workforce Disability Equality Standard provides a high-level view, we have therefore completed a more detailed analysis to inform our conclusions and actions plans.

Workforce Disability Equality Standard Metrics:

1. Workforce Representation
2. Recruitment
3. Capability
4. Harassment, Bullying and Abuse from Patients / Public, Managers and other Colleagues
5. Career Progression
6. Feeling pressure to come to work
7. Value of work
8. Adequate Adjustments
9. Engagement score
10. Board Representation



Workforce Disability Equality Standard (WDES) Overview



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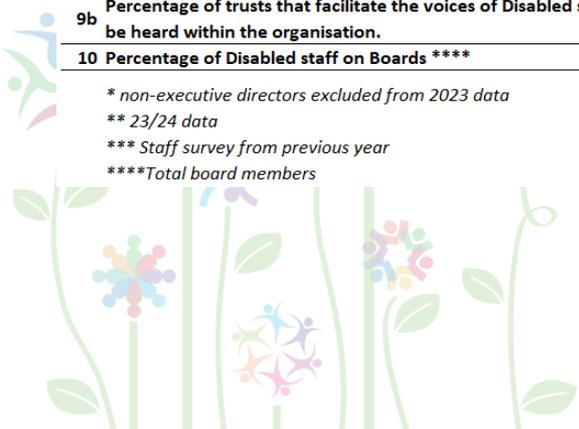
WDES Indicator	Reporting Year					Trend				
	2020	2021	2022	2023	2024					
1 Percentage of Disabled staff*	Overall					4%	4%	5%	6%	
2 Relative likelihood of non-disabled staff applicants being appointed from shortlisting across all posts compared to Disabled staff.	2.15	1.09	0.87	1.34	1.16					
3 (performance management rather than ill health) compared to non-disabled staff.**		1.75	6.34	0	0					
4 Percentage of staff experiencing harassment, bullying or abuse in the last 12 months ***	From Managers	Staff with a long lasting health condition or illness	21.7%	21.1%	14.5%	17.2%	17.1%			
		Staff without a long lasting health condition or illness	15.8%	13.0%	8.7%	8.8%	9.5%			
	From Other Colleagues	Staff with a long lasting health condition or illness	28.0%	29.4%	23.3%	25.3%	25.9%			
		Staff without a long lasting health condition or illness	19.4%	18.4%	14.3%	15.0%	16.6%			
	From Patients / Public	Staff with a long lasting health condition or illness	37.9%	32.3%	29.7%	33.0%	31.0%			
		Staff without a long lasting health condition or illness	30.3%	24.4%	24.7%	22.6%	24.6%			
5 Percentage of staff believing that trust provides equal opportunities for career progression or promotion ***		Staff with a long lasting health condition or illness	46.1%	54.8%	51.9%	55.3%	55.5%			
		Staff without a long lasting health condition or illness	56.1%	59.6%	60.3%	61.1%	61.6%			
6 Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties ***		Staff with a long lasting health condition or illness	35.8%	33.1%	33.1%	28.3%	32.0%			
		Staff without a long lasting health condition or illness	24.7%	28.7%	26.0%	20.4%	19.4%			
7 Percentage of staff saying that they are satisfied with the extent to which their organisation values their work ***		Staff with a long lasting health condition or illness	30.0%	35.2%	31.5%	29.3%	36.2%			
		Staff without a long lasting health condition or illness	39.6%	44.2%	39.1%	42.6%	45.5%			
8 Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work ***		Staff with a long lasting health condition or illness				66.7%	72.4%			
9a Staff engagement score (a composite of nine questions) ***		Staff with a long lasting health condition or illness	6.3	6.5	6.4	6.3	6.5			
		Staff without a long lasting health condition or illness	6.8	6.9	6.8	6.9	7.0			
9b Percentage of trusts that facilitate the voices of Disabled staff to be heard within the organisation.				Yes	Yes	Yes	Yes			
10 Percentage of Disabled staff on Boards ****	Overall					6%	11%	5%		

* non-executive directors excluded from 2023 data

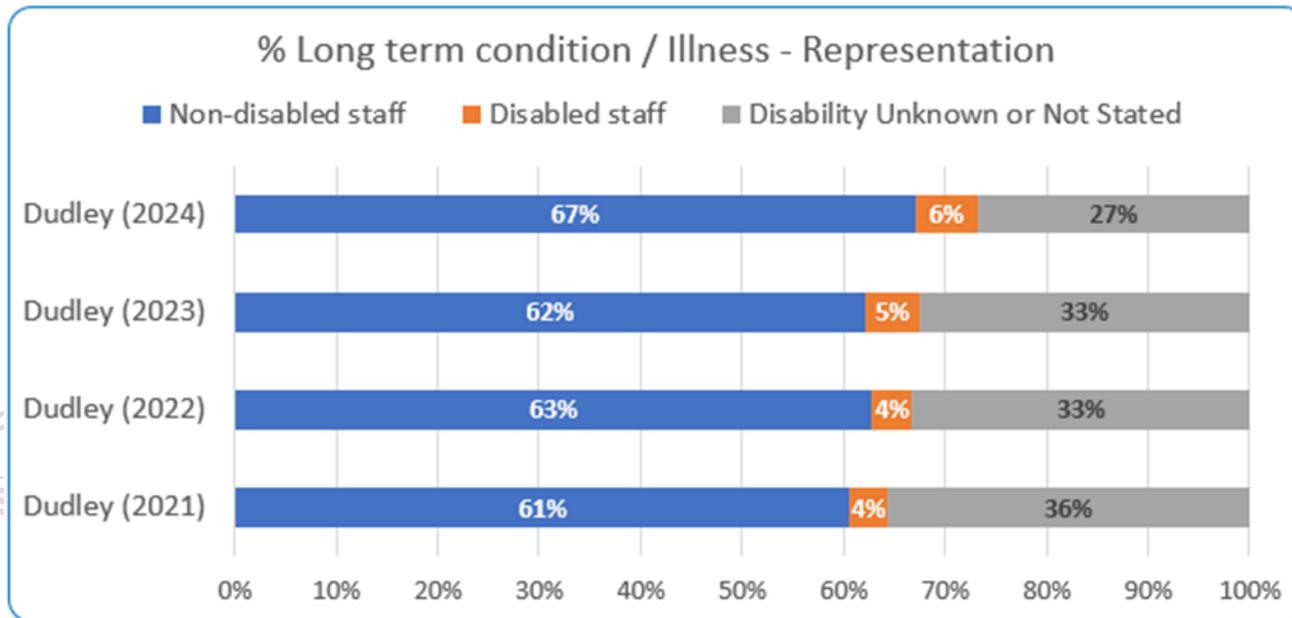
** 23/24 data

*** Staff survey from previous year

**** Total board members

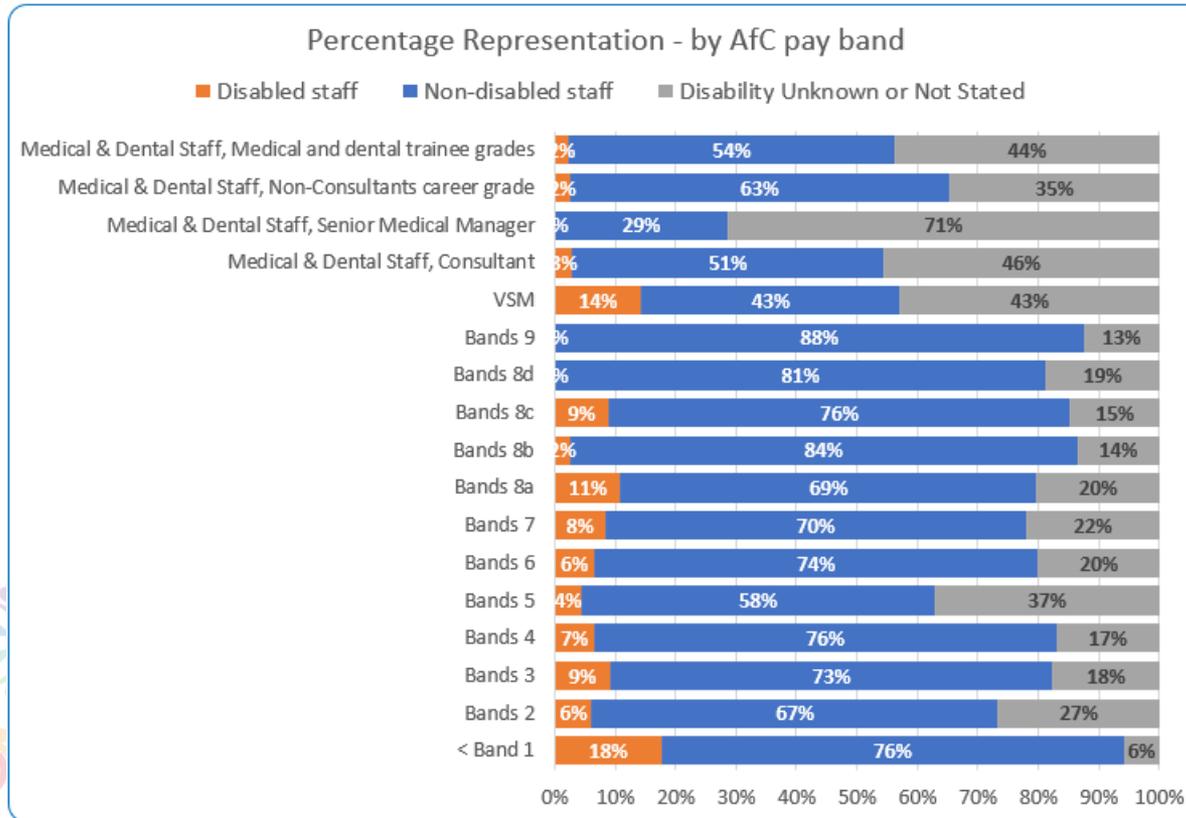


Metric 1 & 9 – Overall Disability Representation



Board member representation – Is currently 5%, (a decline of 6% since 2023) with a disability, this compares to a total workforce representation of 6%.

Metric 1 – Disability Representation Across the Workforce



Overall Disability representation is 6%, a 1% improvement from last year.

Disability Unknown or not stated has reduced from 33% in 2023 to 27% in 2024.

AfC = Agenda for Change



Metric 2 - Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff



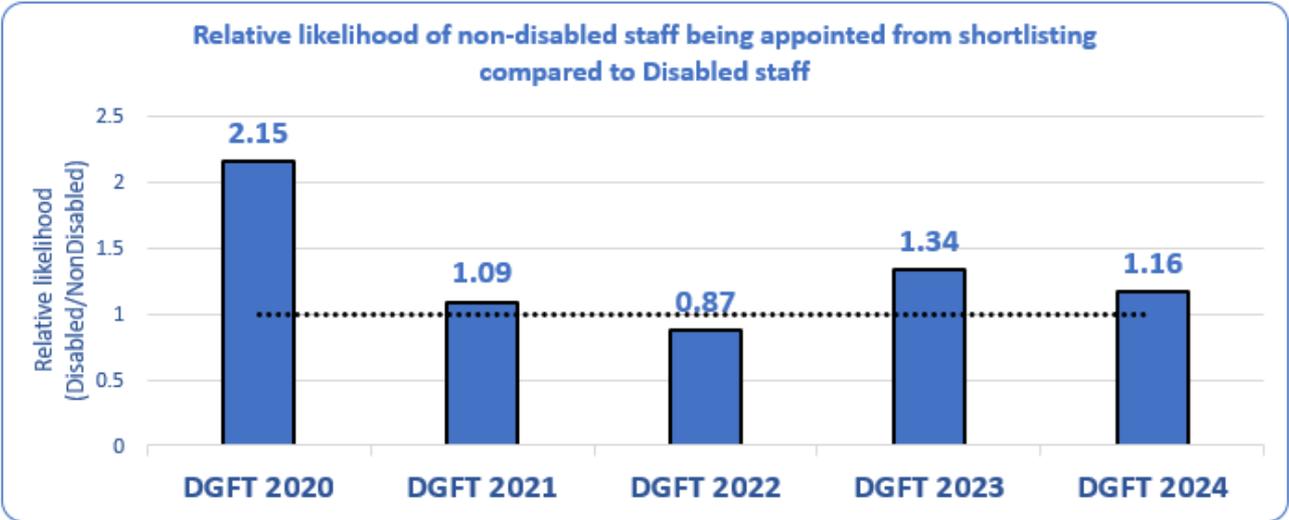
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A value of 1.0 would indicate equal rates of appointment, the Trust's latest rate is 1.16.

This measure can also be expressed as the absolute % ratio of candidates moving from the shortlist to being appointed:

15% of shortlisted Disabled candidates are recruited
18% of shortlisted Non-Disabled candidates are recruited

Values	Disabled Staff	Non-Disabled Staff	Not Disclosed / Unknown	Grand Total
Number of Shortlisted Applicants	344	4491	115	4950
Number Appointed from Shortlisting	53	806	18	877
Relative Likelihood of appointment from shortlisting	15%	18%	16%	18%
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	1.16			



Metric 3 - The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff

Disciplinary count based on last 2 years of data. A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.

The latest trust rate for 2023 is 0; this compares to 0.76 in 2022.

Indicator 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

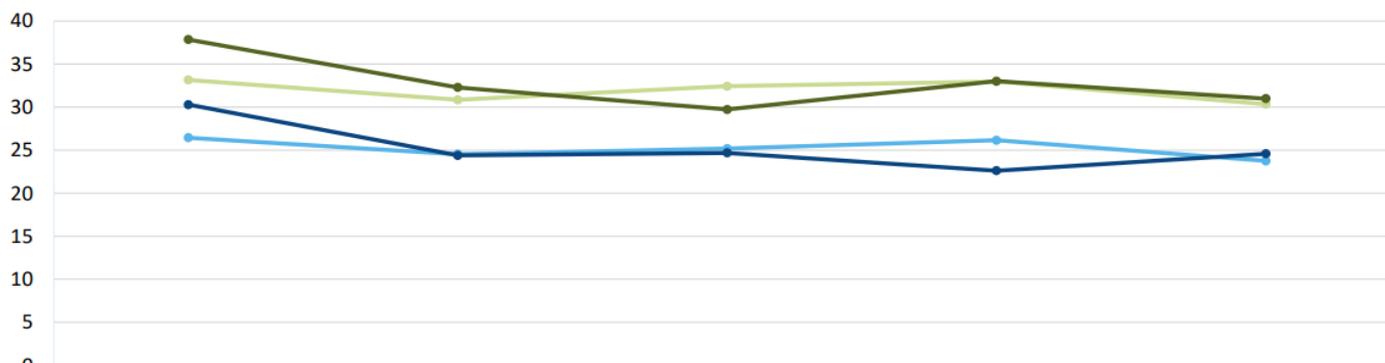


Metric 4 - Percentage of staff experiencing harassment, bullying or abuse from patients/ service users, their relative or the public in the last 12 months

Workforce Disability Equality Standards

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months.



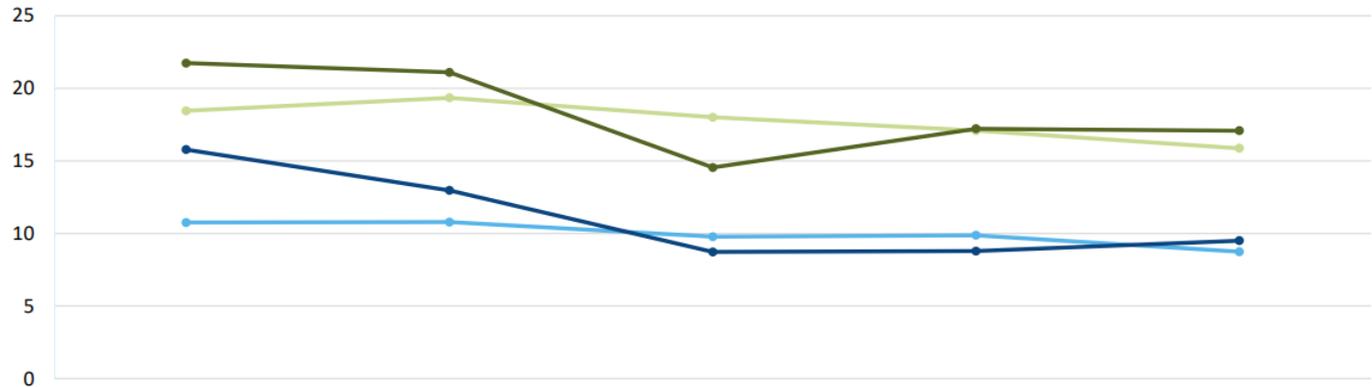
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	37.86%	32.30%	29.73%	33.02%	30.99%
Staff without a LTC or illness: Your org	30.29%	24.39%	24.68%	22.62%	24.58%
Staff with a LTC or illness: Average	33.17%	30.86%	32.43%	32.98%	30.35%
Staff without a LTC or illness: Average	26.45%	24.53%	25.19%	26.16%	23.76%
Staff with a LTC or illness: Responses	346	418	676	639	726
Staff without a LTC or illness: Responses	1598	1722	2285	2078	1924

Metric 4 - Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months

Workforce Disability Equality Standards Survey Coordination Centre

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months.



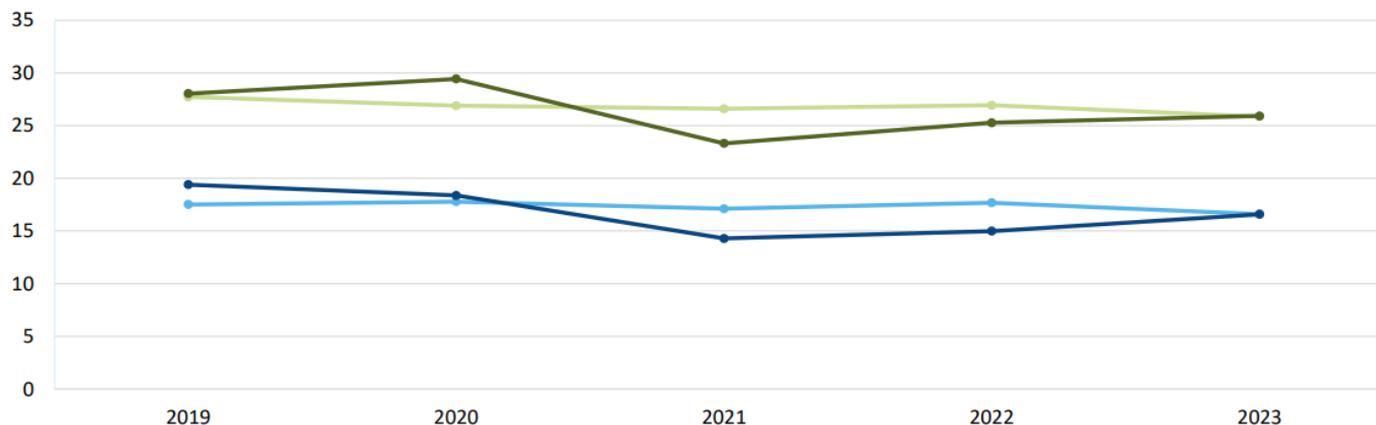
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	21.74%	21.10%	14.54%	17.21%	17.08%
Staff without a LTC or illness: Your org	15.78%	12.97%	8.72%	8.79%	9.50%
Staff with a LTC or illness: Average	18.45%	19.35%	18.00%	17.09%	15.87%
Staff without a LTC or illness: Average	10.76%	10.78%	9.77%	9.88%	8.74%
Staff with a LTC or illness: Responses	345	417	674	639	720
Staff without a LTC or illness: Responses	1591	1720	2281	2071	1905

Metric 4 - Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

Workforce Disability Equality Standards

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	28.03%	29.43%	23.32%	25.28%	25.91%
Staff without a LTC or illness: Your org	19.40%	18.37%	14.29%	14.98%	16.58%
Staff with a LTC or illness: Average	27.71%	26.89%	26.60%	26.93%	25.86%
Staff without a LTC or illness: Average	17.51%	17.79%	17.11%	17.67%	16.60%
Staff with a LTC or illness: Responses	346	418	669	633	714
Staff without a LTC or illness: Responses	1593	1720	2267	2063	1894

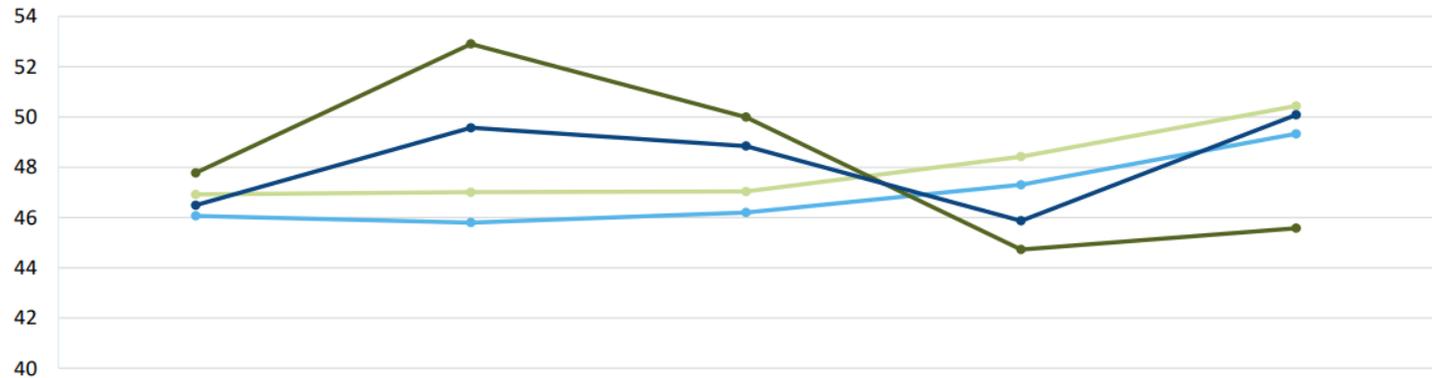


Metric 4 - Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months

Workforce Disability Equality Standards Survey Coordination Centre

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it out of those who answered the question

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	47.78%	52.91%	50.00%	44.73%	45.57%
Staff without a LTC or illness: Your org	46.49%	49.57%	48.84%	45.87%	50.09%
Staff with a LTC or illness: Average	46.92%	47.01%	47.03%	48.43%	50.44%
Staff without a LTC or illness: Average	46.07%	45.80%	46.20%	47.30%	49.33%
Staff with a LTC or illness: Responses	180	206	274	275	305
Staff without a LTC or illness: Responses	641	587	692	593	569

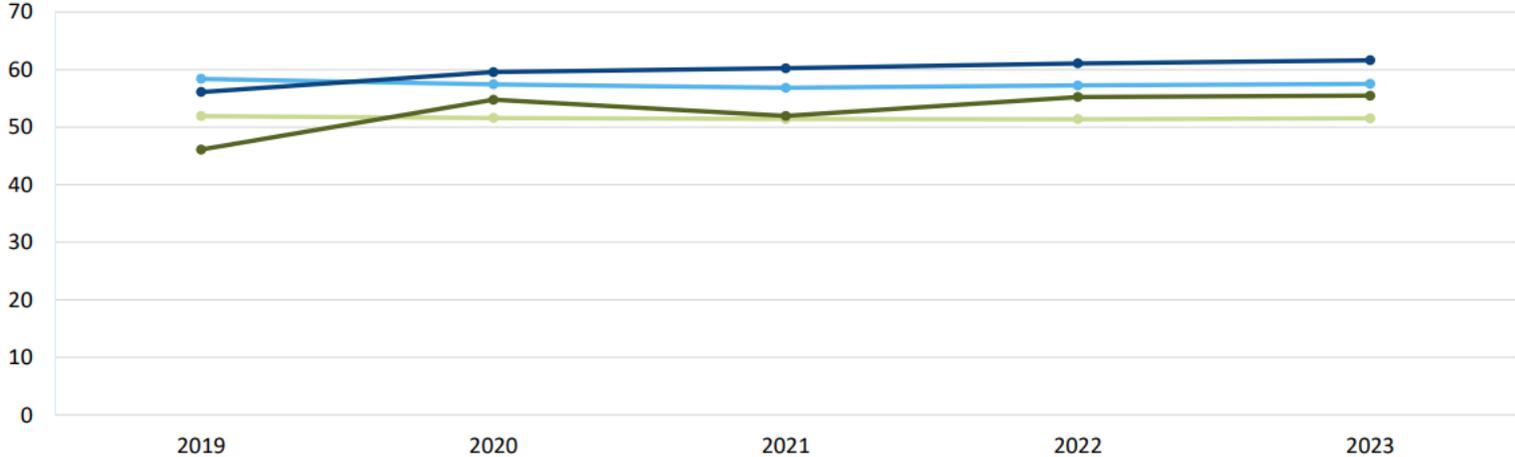
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that their organisation provides equal opportunities for career progression or promotion.



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Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion out of those who answered the question

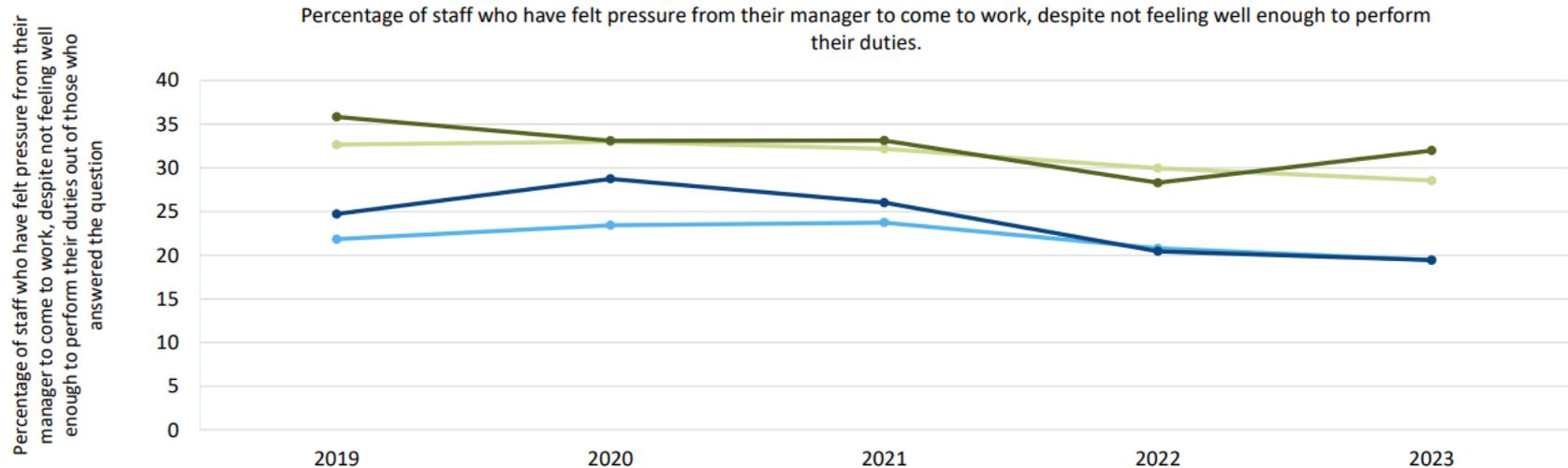
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	46.11%	54.78%	51.95%	55.26%	55.48%
Staff without a LTC or illness: Your org	56.11%	59.59%	60.25%	61.10%	61.62%
Staff with a LTC or illness: Average	51.93%	51.61%	51.41%	51.39%	51.54%
Staff without a LTC or illness: Average	58.39%	57.45%	56.84%	57.25%	57.52%
Staff with a LTC or illness: Responses	347	429	693	637	721
Staff without a LTC or illness: Responses	1595	1762	2355	2077	1910



Metric 6 - 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.



Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question

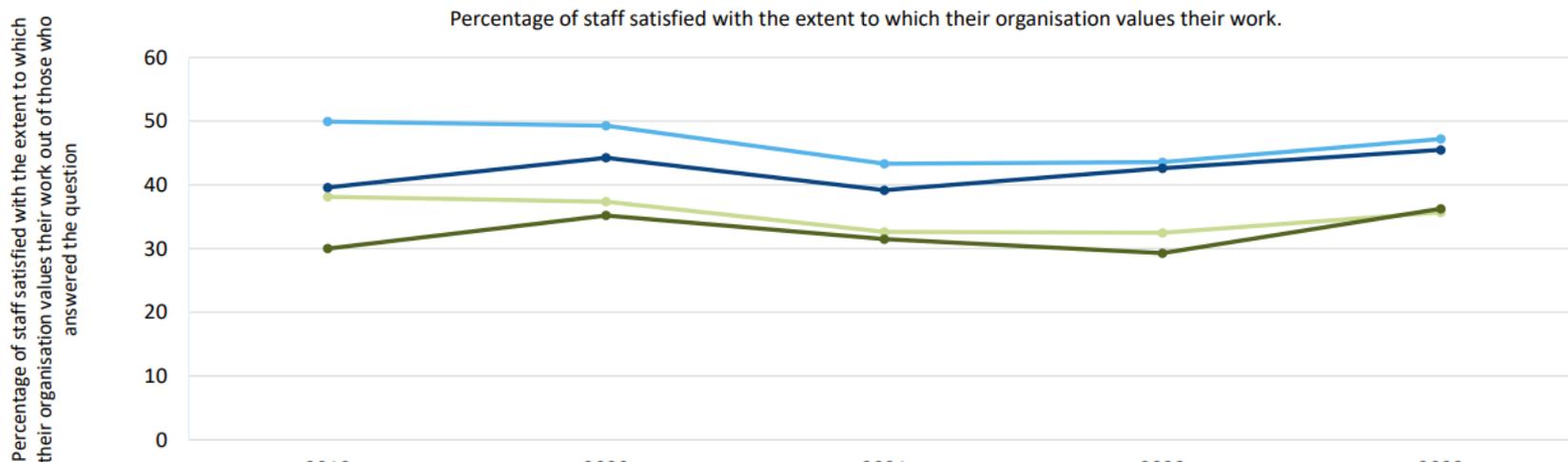
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	35.84%	33.11%	33.13%	28.30%	31.98%
Staff without a LTC or illness: Your org	24.73%	28.74%	26.03%	20.45%	19.44%
Staff with a LTC or illness: Average	32.66%	33.00%	32.18%	29.97%	28.55%
Staff without a LTC or illness: Average	21.84%	23.44%	23.74%	20.80%	19.46%
Staff with a LTC or illness: Responses	279	305	504	470	494
Staff without a LTC or illness: Responses	914	842	1218	1076	962



Metric 7 - Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.



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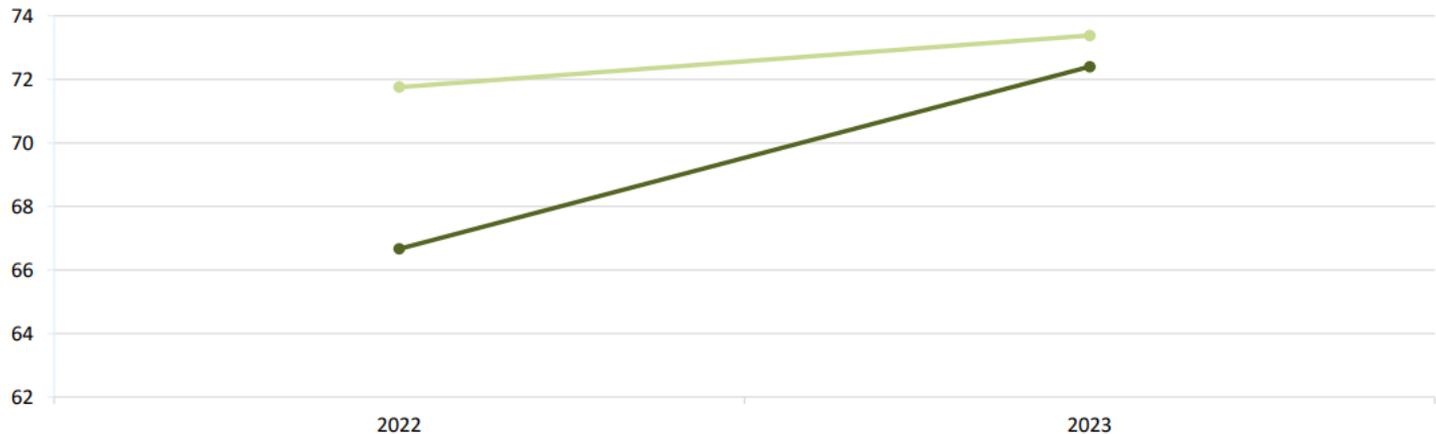
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	30.00%	35.19%	31.47%	29.26%	36.24%
Staff without a LTC or illness: Your org	39.58%	44.24%	39.15%	42.60%	45.47%
Staff with a LTC or illness: Average	38.11%	37.36%	32.62%	32.46%	35.66%
Staff without a LTC or illness: Average	49.92%	49.27%	43.30%	43.56%	47.19%
Staff with a LTC or illness: Responses	350	432	699	639	723
Staff without a LTC or illness: Responses	1602	1781	2373	2087	1920



Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.

Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work out of those who answered the question



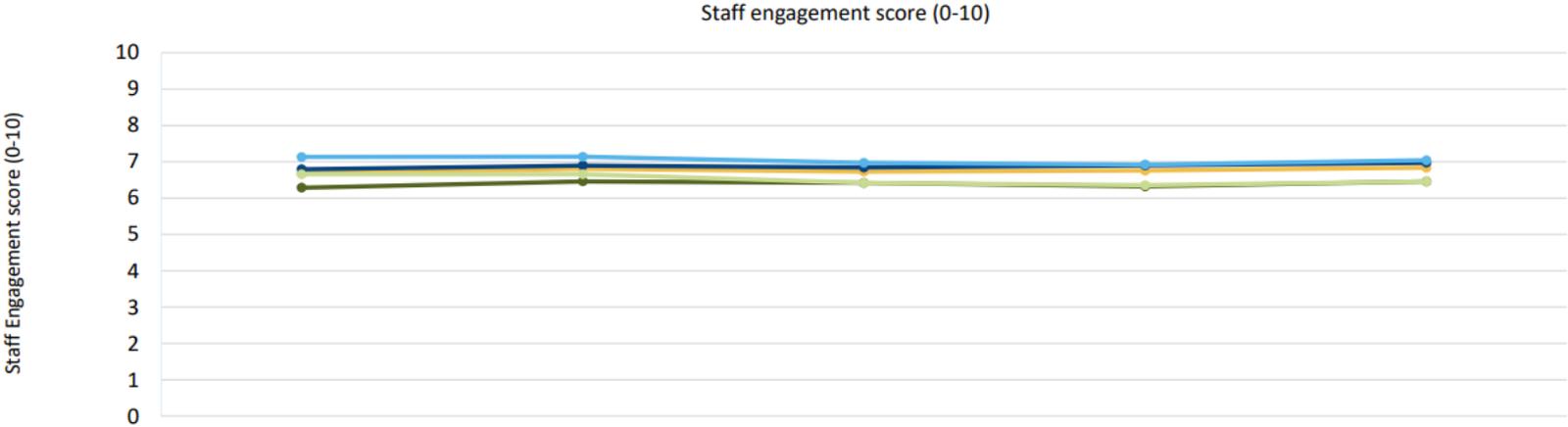
	2022	2023
Staff with a LTC or illness: Your org	66.67%	72.40%
Staff with a LTC or illness: Average	71.76%	73.38%
Staff with a LTC or illness: Responses	381	442



Metric 9a - The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation



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	2019	2020	2021	2022	2023
Organisation average	6.68	6.81	6.73	6.76	6.83
Staff with a LTC or illness: Your org	6.29	6.46	6.42	6.32	6.46
Staff without a LTC or illness: Your org	6.79	6.90	6.84	6.90	6.97
Staff with a LTC or illness: Average	6.65	6.65	6.42	6.35	6.46
Staff without a LTC or illness: Average	7.13	7.14	6.97	6.92	7.04
Staff with a LTC or illness: Responses	350	432	699	641	726
Staff without a LTC or illness: Responses	1605	1785	2378	2094	1932

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



Metric 9b - Has your organisation taken action to facilitate the voices of your Disabled staff to be heard? Provide at least one practical example of action taken over the past 12 months:



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Over the last 12 months, we have continued to increase the visibility of our Disability Staff Network. The Network has focused on raising awareness of disabilities and long-term conditions, the support available and encouraging staff to share their lived experiences with us so we can implement actions to improve their working lives and fulfil our strategic aim to be a brilliant place to work and thrive.

We continue with a programme of work entitled 'This is who I am' encouraging staff with disabilities and long-term conditions to share or update their equality status with us. We have improved this rate from 3.6% to over 6%. We aim to continue to understand the demographics of our staff to ensure we provide key information, support and services.

In 2023, we launched a project to centralise reasonable adjustments for those with a disability or long-term condition, utilising the Access to Work scheme. We have also launched a neurodiversity toolkit accompanied by training for staff and managers. We will continue to promote and work on improving and sustaining a healthy work balance for all employees.



Have you updated your equality data?
Update your data and tell us your story about working in the NHS. It takes just 5 minutes. All data shared is confidential.

SCAN HERE

Disability **LGBTQ+** **women's** **EMBRACE**
STAFF NETWORK STAFF NETWORK STAFF NETWORK STAFF NETWORK

For more information about equality please contact the EDI time:
✉ dgft.edi@nhs.net @DudleyGroupEDI



Conclusion and Action planning

Our vision statement is Excellent healthcare, improved health for all, and we are a values-based, aspiring for excellence organisation. We intend to build on and uphold our pledge to become a more inclusive Trust. The Equality, Diversity and Inclusion (EDI) Workforce Journey provides a framework to support the delivery of this vision.

The Equality, Diversity & Inclusion Journey is integral to our organisational 'Shaping #Our Future Strategy' and covers three years from 2023-2025 and identifies six core workforce priorities with key actions anchored in the employee life cycle. We reflect on national and regional workforce equality and inclusion strategies and priorities, including The Race Equality Code.

The EDI Journey is aligned with the Public Sector Equality Duty (PSED) compliance requirements under the Equality Act 2010. Taking into account national compliance drivers:

- Equality Delivery Systems (EDS)
- Work Race Equality Standard (WRES)
- Work Disability Equality Standard (WDES)
- Accessible Information Standard (AIS)
- Sexual Orientation Monitoring Standard (SOMS)
- Gender Pay Gap (GPG)

We are determined to do more than just meet our legal requirements. Our journey sets out our aims over the next 3 years to support the organisation in becoming a brilliant place to work and thrive for all. Alongside our Journey, you will find our detailed action plan, we report our progress bi-monthly At our Equality, Diversity, and Inclusion Steering Group meetings. To view actions, click here:

[Equality, Diversity, & Inclusion Journey Action Plan](#)

