NHS Workforce Disability Equality Standard (WDES)

Annual Report 2023

Contents

Appendix A Summary Analysis of the WRES 2023

1. Introduction

In 2019, the Workforce Disability Equality Standards (WDES) were introduced with the primary objective of enhancing the working experiences of individuals with disabilities and those managing long-term health conditions (LTC) who are either currently employed by or seeking employment within the National Health Service (NHS). This initiative entails the systematic collection of evidence-based metrics, which serve as a valuable tool for organisations to gain deeper insights into the experiences of their workforce. Within this framework, there exist ten workforce metrics, as indicated in Table 1 below, facilitating a comparative analysis of data and responses from both disabled and non-disabled personnel.

The WDES report serves as a crucial instrument for pinpointing disparities and barriers encountered by disabled employees in the workplace, as compared to their non-disabled counterparts. The findings extracted from this report play a pivotal role in shaping the organisation's WDES Action Plan. This plan is strategically designed to directly confront and rectify the inequalities that disabled staff members may face.

Within this context, the present report serves as a means to highlight the progress achieved thus far, identify areas requiring improvement, and delineate actionable steps for the forthcoming year. These actions are intended to foster improved outcomes for both disabled staff and those grappling with long-term health conditions, specifically concerning the ten NHS WDES metrics.

To compile the data for the WDES return, information has been sourced from the South Central Ambulance Service's (SCAS) Electronic Staff Records (ESR). Notably, disability-related data is consistently collected through a voluntary self-reporting mechanism among our staff members. This emphasis on staff declaration of disability is of utmost importance, as it enables the South Central Ambulance Service (SCAS) to provide a comprehensive and accurate representation of the disability landscape within the organisation.

Table 1 WDES Metrics

Metric 1	% Disabled staff in AfC pay-bands (or medical and dental subgroups and VSMs) compared with the percentage of staff in the overall workforce (for both clinical and non-clinical groups)
Metric 2	Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts
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
Metric 4	Staff Survey Q13: % Disabled staff compared to non-disabled staff: a) experiencing harassment, bullying or abuse from different groups b) saying that the last time they experienced harassment, bullying or abuse at work they or a colleague reported it
Metric 5	Staff Survey Q14: % Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion
Metric 6	Staff Survey Q11: % 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: % Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work
Metric 8	Staff Survey Q28b: % Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work
Metric 9	a) The staff engagement score for Disabled staff, compared to non-disabled staff b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?
Metric 10	% Difference between the organisation's Board voting membership and its organisation's overall workforce

2.   Executive summary (A summary for this year is detailed in Appendix A.)
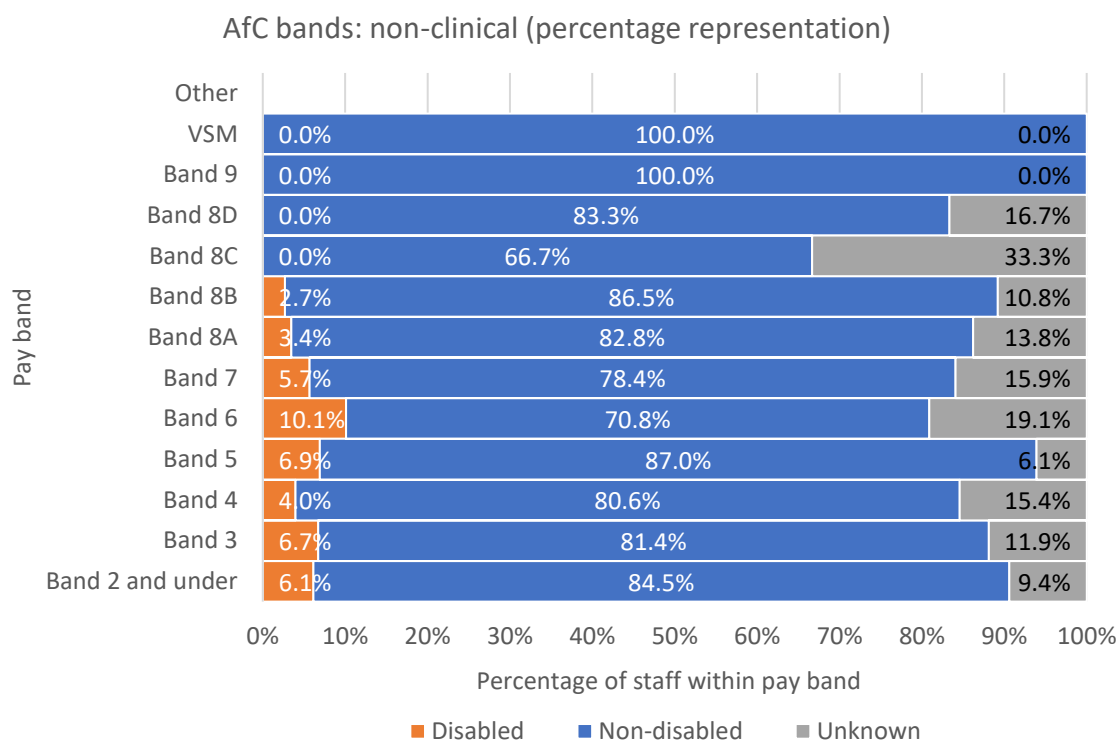
Metric 1 Disabled staffing across the bands

In 2023 (as of 31st March) there were 6.4% of staff that declared a disability across all pay bands in both clinical and non-clinical (5.7% last year), this represents a steady increase over the last 4 years. and 79.7% of staff declared that they had no disability (82.8% last year).

The Charts below refers to Agenda for Change (AfC) which is the current grading and pay system for NHS staff.

Non-clinical staff on AfC pay bands

Chart 1 AfC bands: non-clinical (percentage representation)

AfC bands: non-clinical (percentage representation)

Pay band	Disabled	Non-disabled	Unknown
Other			
VSM	0.0%	100.0%	0.0%
Band 9	0.0%	100.0%	0.0%
Band 8D	0.0%	83.3%	16.7%
Band 8C	0.0%	66.7%	33.3%
Band 8B	2.7%	86.5%	10.8%
Band 8A	3.4%	82.8%	13.8%
Band 7	5.7%	78.4%	15.9%
Band 6	10.1%	70.8%	19.1%
Band 5	6.9%	87.0%	6.1%
Band 4	4.0%	80.6%	15.4%
Band 3	6.7%	81.4%	11.9%
Band 2 and under	6.1%	84.5%	9.4%

Percentage of staff within pay band

■ Disabled ■ Non-disabled ■ Unknown

Disabled staff were represented at 6.3% in all non-clinical AfC roles.

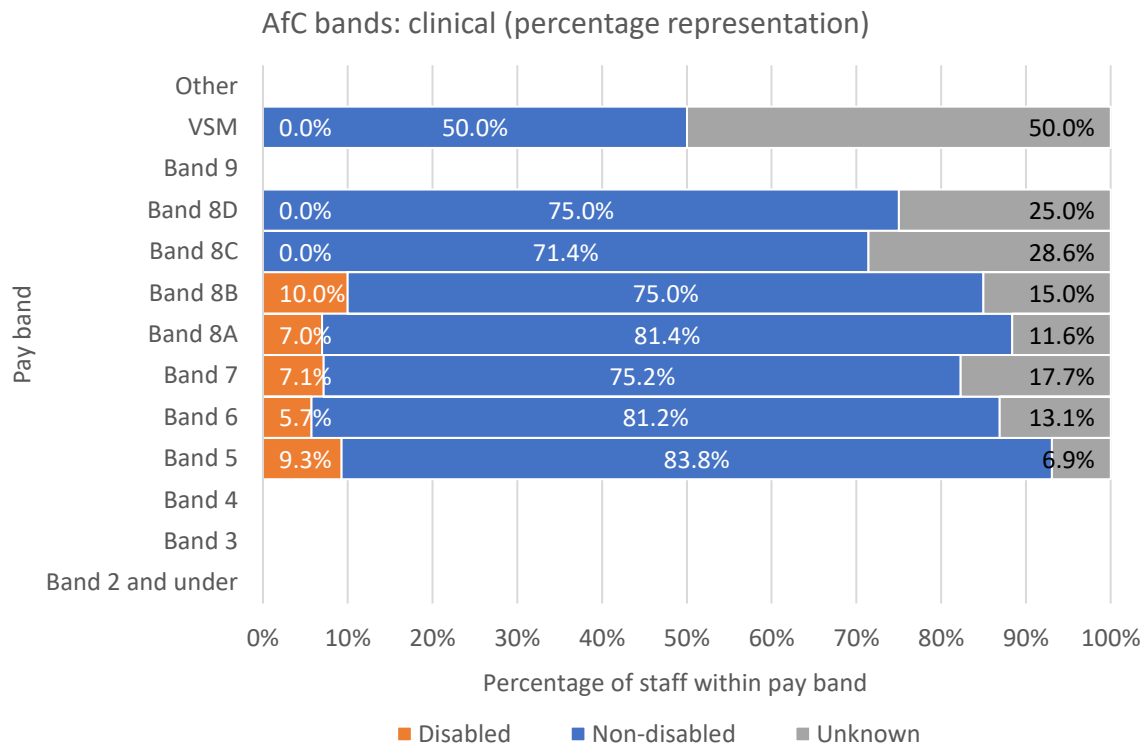At Band 4 and under (e.g., administrative, and technical support roles, estates officer):

•   Disabled representation was 6.2%, overall.
•   Disabled staff were proportionately represented by pay band.

At Band 5 and over (graduate and management level roles):

•   Disabled representation was 6.5%, overall.
•   Disabled staff were proportionately represented by pay band.

Clinical staff on AfC pay bands

Chart 2 AfC bands: clinical (percentage representation)

AfC bands: clinical (percentage representation)

Pay band	Disabled	Non-disabled	Unknown
Other			
VSM	0.0%	50.0%	50.0%
Band 9			
Band 8D	0.0%	75.0%	25.0%
Band 8C	0.0%	71.4%	28.6%
Band 8B	10.0%	75.0%	15.0%
Band 8A	7.0%	81.4%	11.6%
Band 7	7.1%	75.2%	17.7%
Band 6	5.7%	81.2%	13.1%
Band 5	9.3%	83.8%	6.9%
Band 4			
Band 3			
Band 2 and under			

Percentage of staff within pay band

■ Disabled ■ Non-disabled ■ Unknown

Disabled staff were represented at 6.7% in all clinical AfC roles.

At Band 4 and under (e.g., clinical support workers and healthcare assistants):

• N/A
• Disabled staff were proportionately represented by pay band.

At Band 5 and over (e.g., clinical roles requiring professional registration including nurses):

• Disabled representation was 6.7%, overall.

• Disabled staff were proportionately represented by pay band.

Metric 2 Appointment of Shortlisted Disabled applicants

The relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts (at March 2023 the likelihood ratio) was 1.28; higher than 1.0 (which is "equity") to a small degree. However, the ratio last year was 1.03, a figure below 1.00 indicates that Disabled candidates are more likely to be appointed from shortlisting.

Specifically, 1,083 out of 2,156 Non-disabled candidates were appointed from shortlisting (50.2% of Non-disabled candidates) compared to 81 out of 206 Disabled candidates (39.3% of Disabled candidates).

Chart 3 likelihood of non-disabled staff compared to Disabled staff being appointed
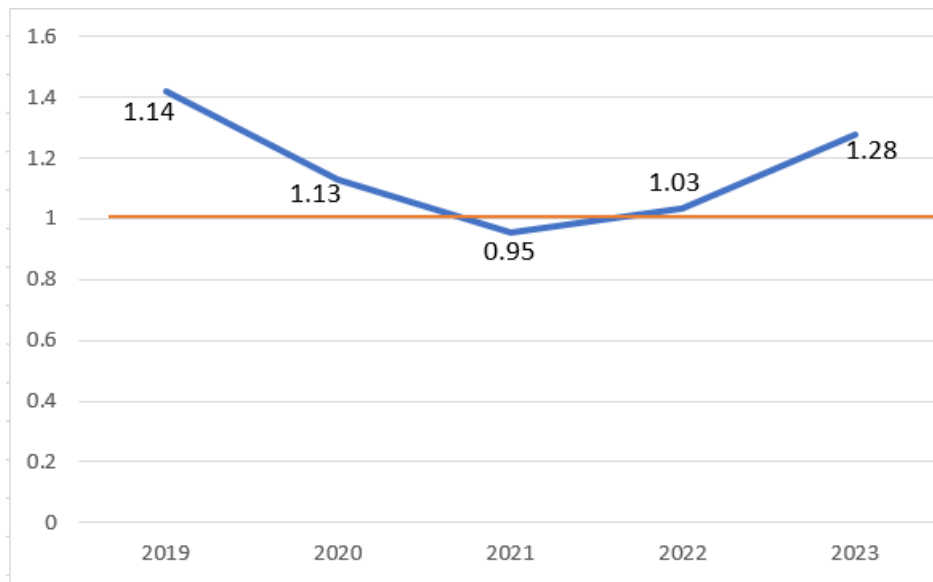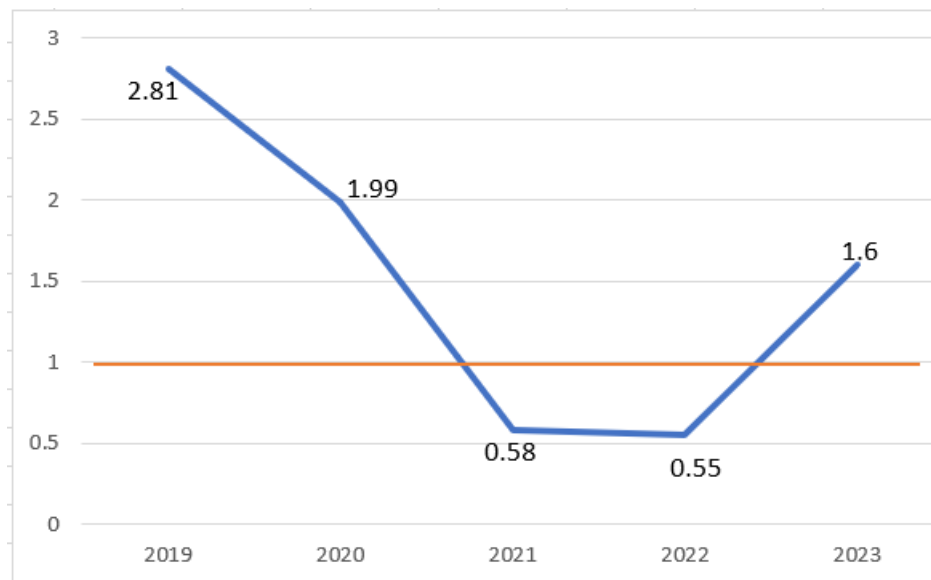

The Chart above shows the changes over a 5 year period, the red line at point 1 is the point of 'equity'.

Metric 3 Likelihood of Disabled staff entering the formal capability process

The relative likelihood of Disabled staff entering the formal Capability process (on the grounds of performance management) compared to Non-disabled staff (at March 2023 the likelihood ratio) was 1.60; however, it was 0.55 last year.

Specifically, 2 out of 294 Disabled staff entered formal Capability proceedings (0.68% of the Disabled workforce) compared to 16 out of 3,752 Non-disabled staff (0.43% of the Non-disabled workforce).

Chart 4 Relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff

The Chart above shows the changes over a 5 year period, the red line at point 1 is the point of 'equity'
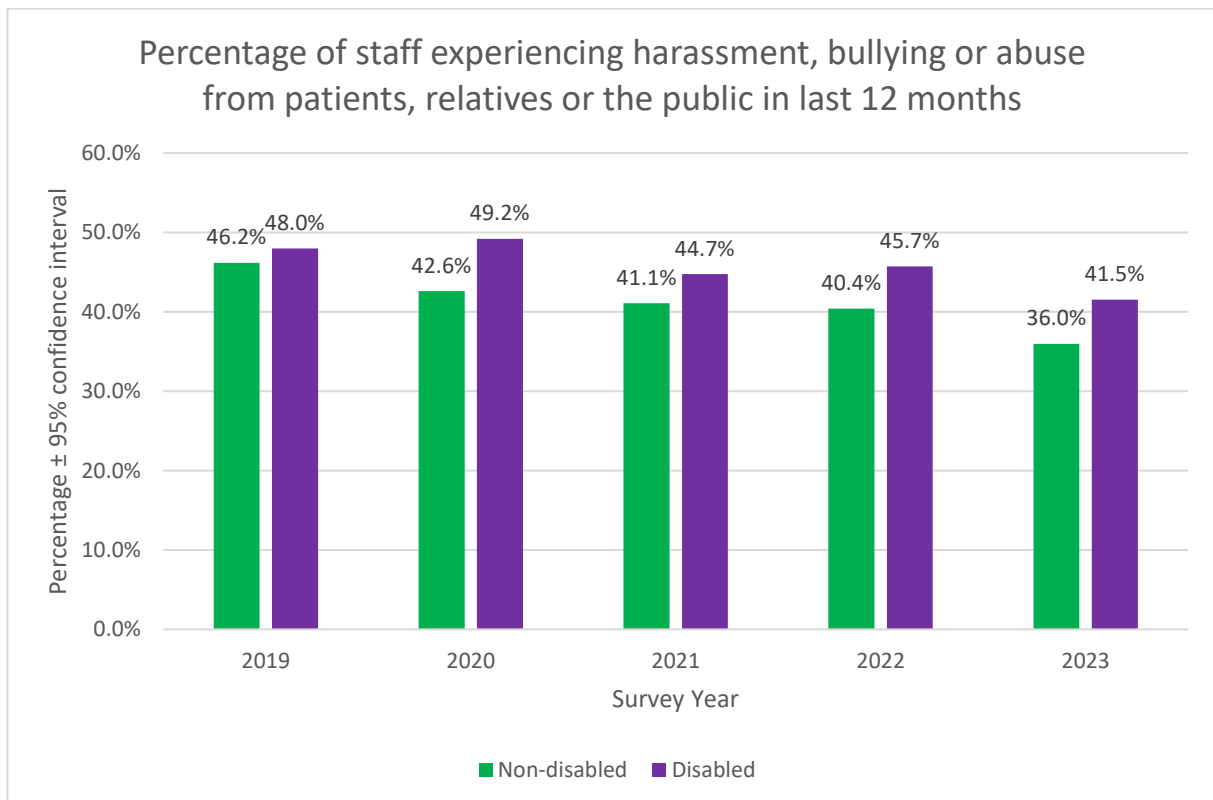
Metrics 4 to 9a relate to the 2022 NHS Staff Survey (published March 2023). Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public, managers, and colleagues

Metric 4 (a) Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public

The percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months was higher for Disabled staff (41.5%) than for Non-disabled staff (36.0%).

Chart 5 disabled staff experiencing harassment/bullying or abuse from patients, relatives, or the public

Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
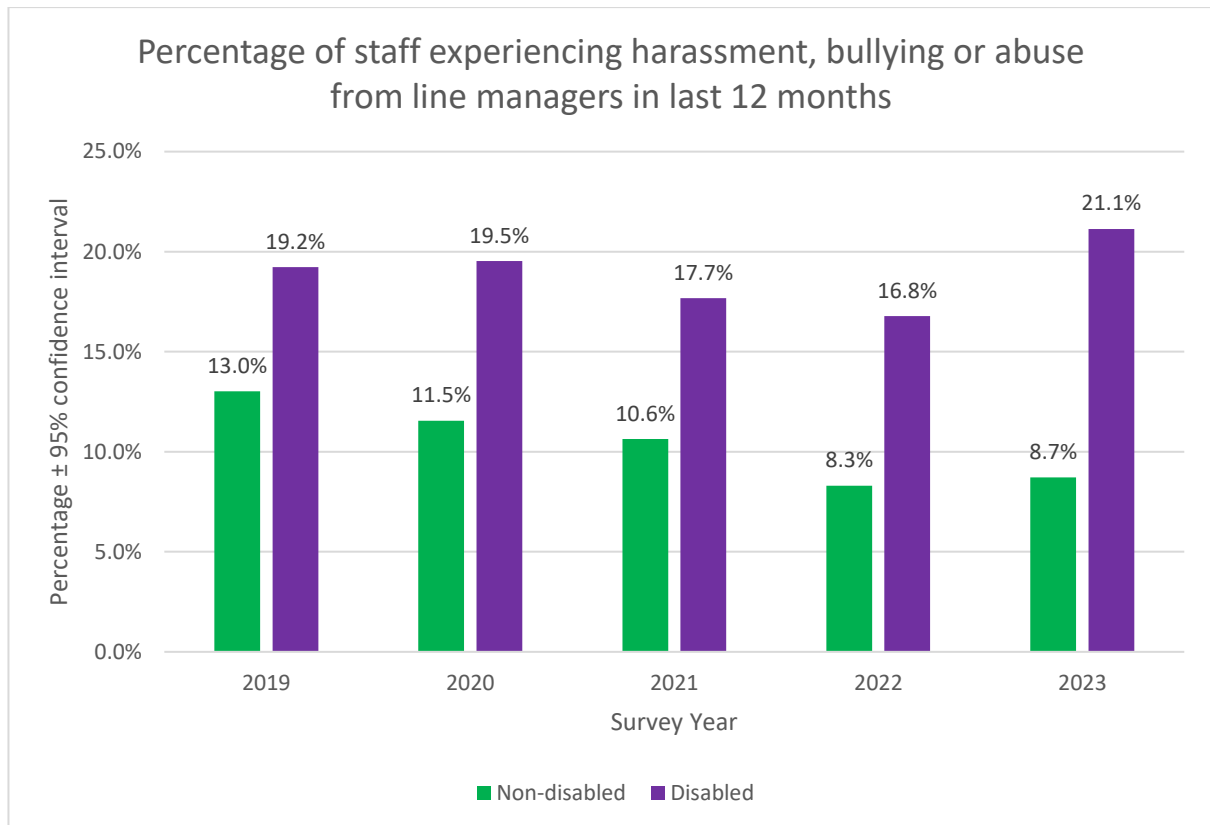
- The percentage of disabled staff experiencing harassment, bullying or abuse from patients, relatives, or the public for during this year's National Staff Survey (NSS) was **41.5%** a drop from the previous year (45.7%). We are also better than the comparable Ambulance Trusts average for disabled/LTC staff at **50.2%.**

Metric 4 (b) Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months

The percentage of staff experiencing harassment, bullying or abuse from line managers in last 12 months was higher for Disabled staff (21.1%) than for Non-disabled staff (8.7%).

Chart 6 percentage of disabled staff experiencing harassment, bullying or abuse from managers

Percentage of staff experiencing harassment, bullying or abuse from line managers in last 12 months
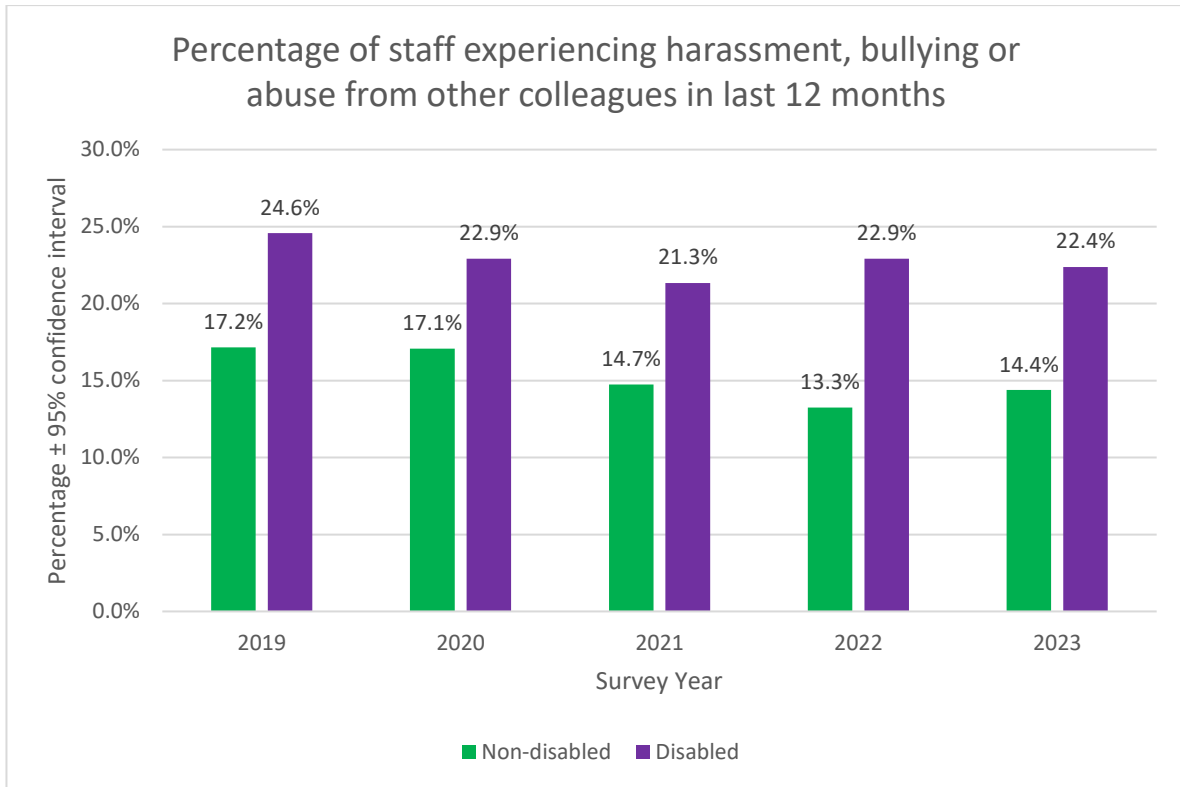
- The percentage of disabled staff experiencing harassment, bullying or abuse <u>from managers</u> was **21.1%** an increase from the previous year (16.8%). We are exactly the same as the comparable Ambulance Trusts average for disabled/LTC staff at **21.1%**

Metric 4 (c)Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months

The percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months was significantly higher for Disabled staff (22.4%) than for Non-disabled staff (14.4%).

Chart 7 percentage of disabled staff experiencing harassment, bullying or abuse from other colleagues

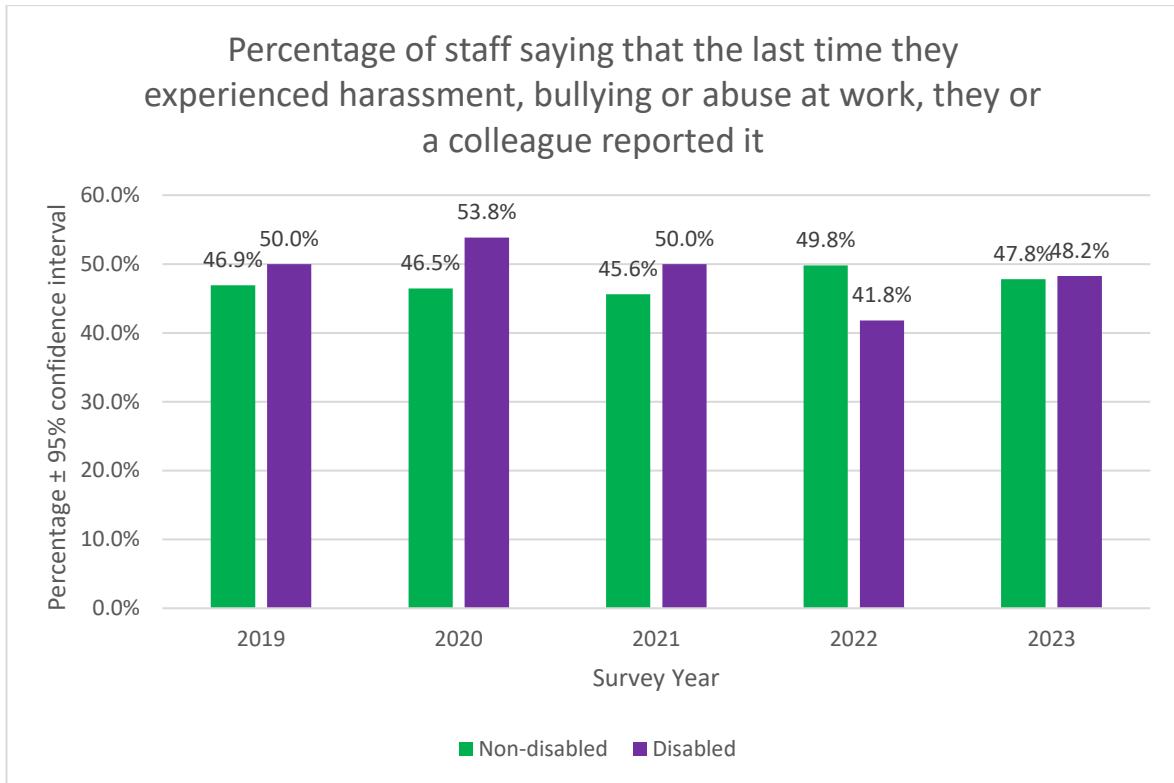Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months

- The percentage of disabled staff experiencing harassment, bullying or abuse from other colleagues was **22.4%** similar to the previous year (22.9%). We are better than the comparable Ambulance Trusts average for disabled/LTC staff at **23.4%.**

Metric 4 (d) Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

The percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it was similar for Disabled staff (48.2%) and for Non-disabled staff (47.8%).

Chart 8 percentage of disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

- The percentage of disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it was **48.2%**, an increase from the previous year (41.8%). We are better than the comparable Ambulance Trusts average for disabled/LTC staff at **47.3%.**

Metric 5 Percentage of staff believing that Trust provides equal opportunities for career progression or promotion

The percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion was significantly lower for Disabled staff (52.7%) than for Non-disabled staff (57.8%).

Chart 9 percentage of disabled staff/LTC who believe that their organisation provides equal opportunities for career progression or promotion

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion
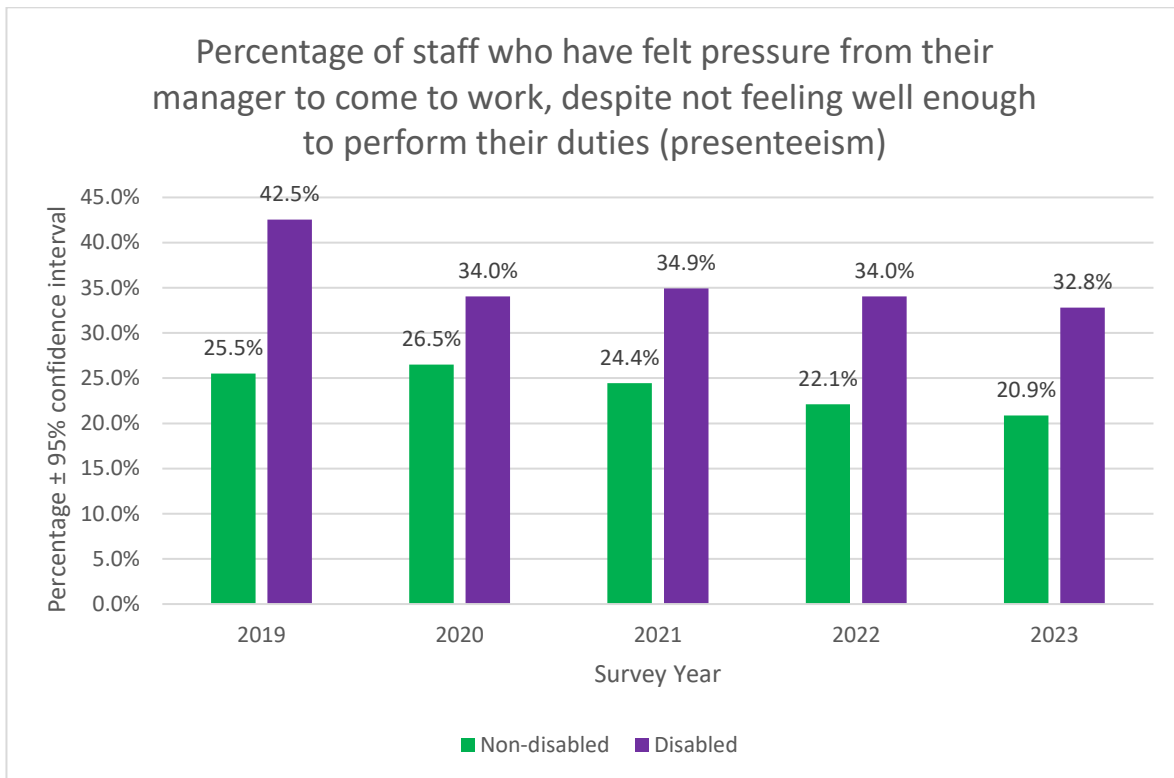
- The percentage of disabled staff/LTC who believe that their organisation provides equal opportunities for career progression or promotion was **52.7%,** a drop from the previous year (55.3%). We are better than the comparable Ambulance Trusts average for disabled/LTC staff at **42.3%.**

Metric 6 Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

The percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties (presenteeism) was significantly higher for Disabled staff (32.8%) than for Non-disabled staff (20.9%).

Chart 10 percentage of disabled staff who have felt pressure from their manager to come to work, despite not feeling well

- The percentage of disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties was **32.8%** a drop from the previous year (34.0%). We are better than the comparable Ambulance Trusts average for disabled/LTC staff was **37%**

Metric 7 Percentage of staff satisfied with the extent to which their organisation values their work

The percentage of staff satisfied with the extent to which their organisation values their work was significantly lower for Disabled staff (28.1%) than for Non-disabled staff (34.8%).

Chart 11 Percentage of disabled/LTC staff satisfied with the extent to which their organisation values their work

- The Percentage of disabled/LTC staff satisfied with the extent to which their organisation values their work was **28.1%** a drop from the previous year (31%). We are better than the comparable Ambulance Trusts average for disabled/LTC staff at **23.5%.**

Metric 8 Percentage of staff with a long-lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work

Chart 12 Percentage of disabled staff with a long-lasting health condition saying their employer has made adequate adjustment(s)
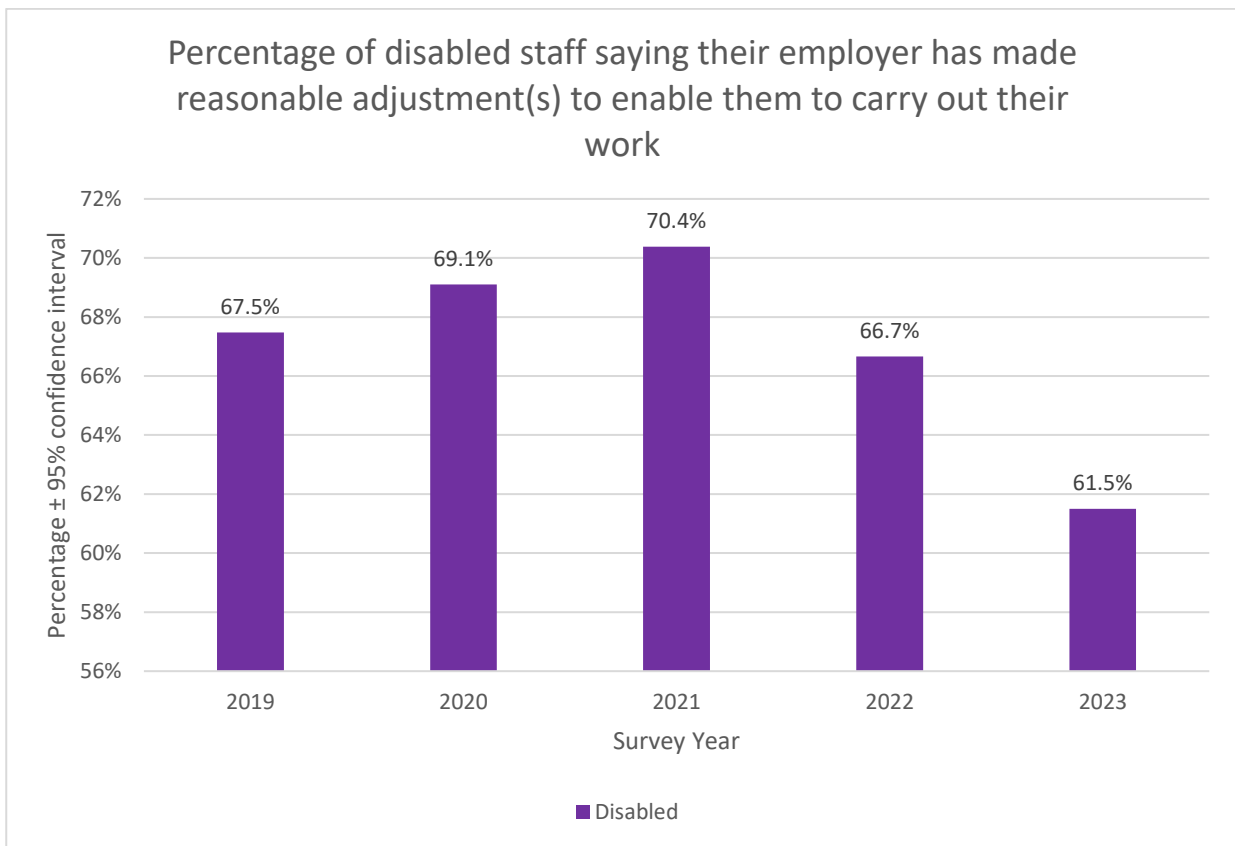
Percentage of disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work
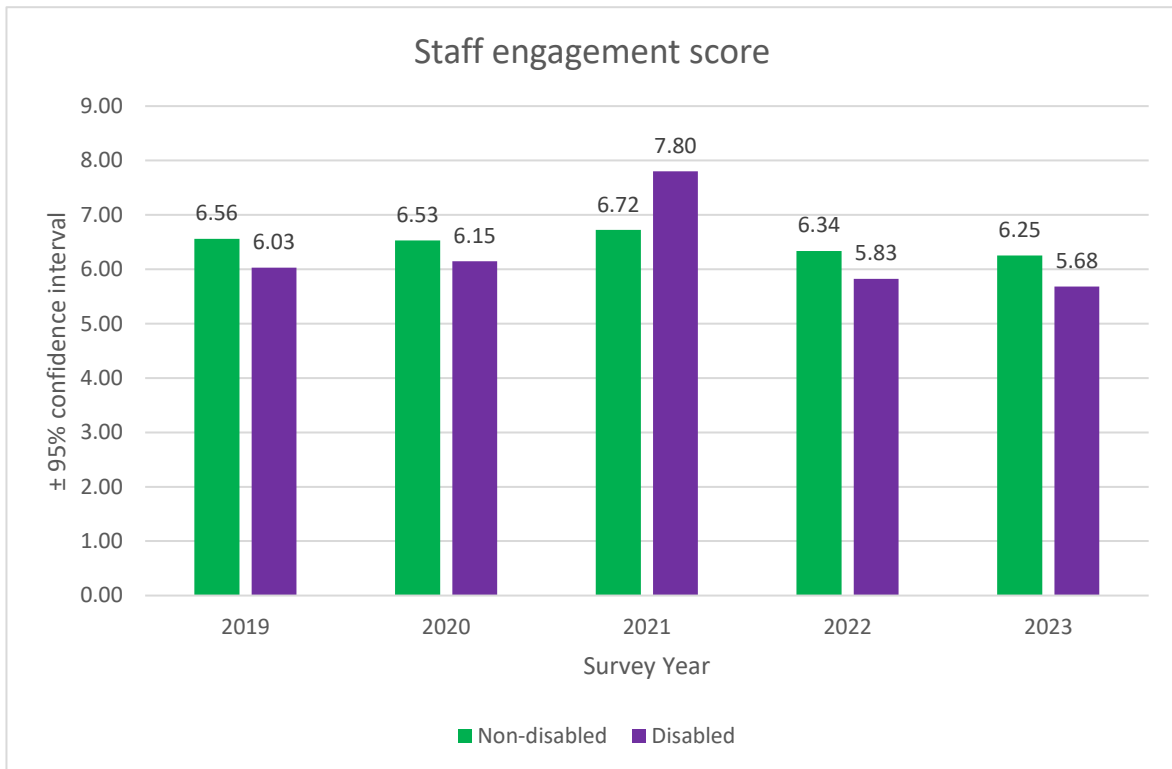
- Percentage of disabled staff with a long-lasting health condition/illness saying their employer has made adequate adjustment(s) to enable them to carry out their work was **61.5%** a drop from the previous year (66.7%). We are worse than the comparable Ambulance Trusts average for disabled staff was **63%.**

Metric 9 Staff engagement score for Disabled staff compared with non-disabled staff (0-10)

The staff engagement score was higher for Disabled staff (5.7) than for Non-disabled staff (6.3).

Chart 13 Staff engagement score for Disabled staff compared with non-disabled staff
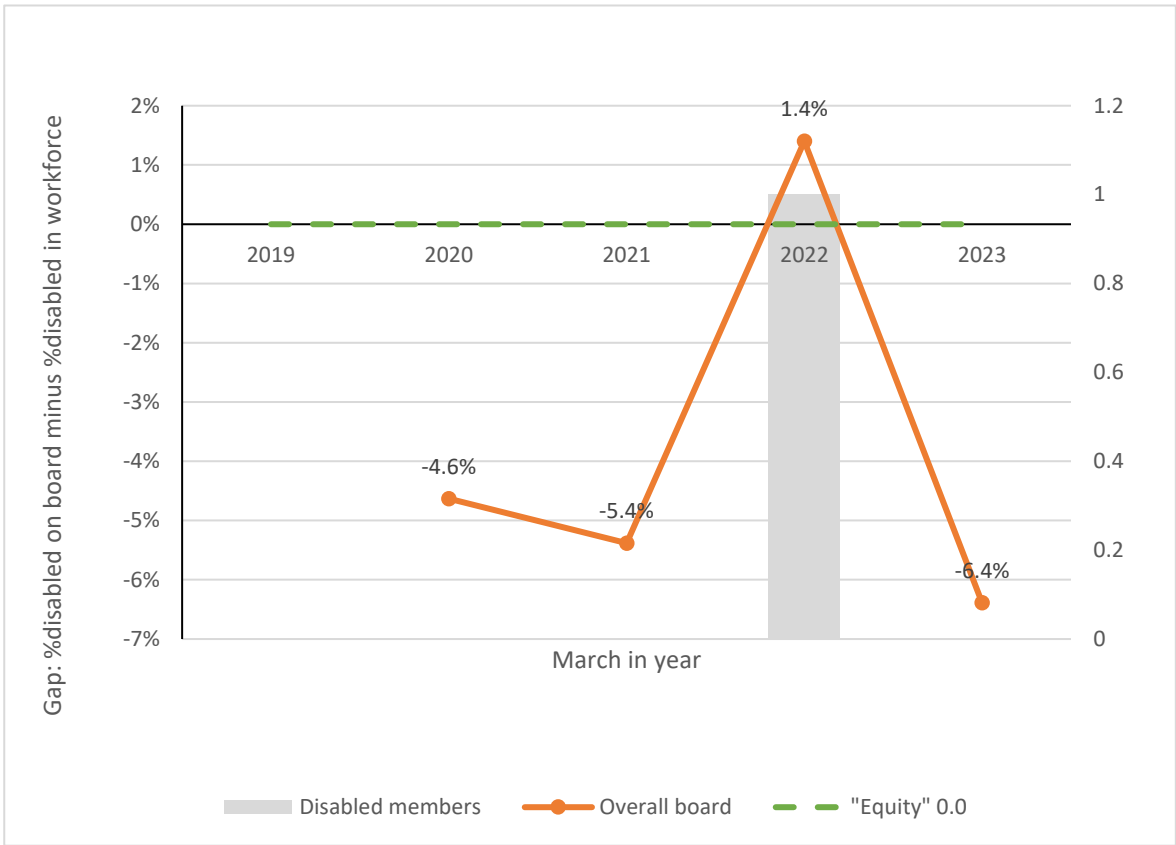
Staff engagement score

A grouped bar chart showing Non-disabled (green) and Disabled (purple) staff engagement scores by survey year. The y-axis is labelled "± 95% confidence interval" ranging from 0.00 to 9.00.

Survey Year	Non-disabled	Disabled
2019	6.56	6.03
2020	6.53	6.15
2021	6.72	7.80
2022	6.34	5.83
2023	6.25	5.68

- We are better than the comparable Ambulance Trusts average score for disabled/LTC staff at **5.5**

Metric 10 Disabled (voting) board membership

In March 2023, the difference between Disabled representation on the board and in the workforce was -6.4%. Disabled members were underrepresented on the board by one member in terms of headcount.

Chart 14 Gap in Disabled representation at Board level, overall (ESR)

Gap: %disabled on board minus %disabled in workforce

March in year

Legend: Disabled members | Overall board | "Equity" 0.0

3.   WDES progress in 2022/2023

We continue to implement and monitor the WDES action plans and have implemented our ED&I strategy which includes our statutory required Equality Objectives. We also published our Annual Public Sector Equality Duty (PSED) report and provide a six-month update of our WDES to the Executive and Board. As part of the CQC inspection a portfolio of evidence was provided with the Head of ED&I interviewed for the 'Well-led' their criteria.

The metrics we need to progress on in the following year are:

- The relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting and will be addressed in the Action implementation plans (metric 2)
- The percentage of disabled staff experiencing harassment, bullying or abuse from managers continues to grow and will be addressed in the Action implementation plan (metric 4). There was also a slight increase in negative behaviours from colleagues that will require monitoring.
- Percentage of disabled staff/LTC who believe that their organisation provides equal opportunities for career progression or promotion. Addressed in the Action implementation plan (metric 5)
- The Percentage of disabled/LTC staff satisfied with the extent to which their organisation values their work. Addressed in the Action implementation plan (metric 7)
- Percentage of disabled staff with a long-lasting health condition/illness saying their employer has made adequate adjustment(s) to enable them to carry out their work. Addressed in the Action implementation plan (metric 8)
- To better engage with Disabled staff. Addressed in the Action implementation plan

We have made progress and are doing better than the comparable Ambulance Trusts on most metrics.

Our key achievements of note over the year have been:

- We have re-launched and re-branded our Disability Network, now called DARE (Disability Awareness, Recognition and Equality Staff Network)
- We have had a consistent increase in the number of staff declaring a disability or Long Term Health Condition (LTHC) (metric 1)
- We have added capacity to Freedom to speak up team to further ensure a targeted approach and support mechanism for disabled staff (metric 4)
- The percentage of disabled staff experiencing harassment, bullying or abuse from patients, relatives, or the public for during this year's National Staff Survey (NSS) was 41.5% a drop from the previous year (45.7%). We are also better than the comparable Ambulance Trusts average for disabled/LTC staff at 50.2%. (metric 4a)
- Added fields to enable monitoring all Protected Characteristics on DATIX
- The percentage of disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties was 32.8% a

drop from the previous year (34.0%). We are better than the comparable Ambulance Trusts average for disabled/LTC staff was 37% (metric 6)

- Create Board Champions that are aligned to the Protected Characteristic and be ambassadors for the Staff Networks (metric 10)
- We redesigned published documents to meet the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018

4.   Conclusion and next steps

The action and interventions identified in this report are both behavioural and structural and form part of a significant culture change programme which takes time, energy, and leadership. Nevertheless, the report indicates that although we have a long way to go in implementing and embedding the plan, we are making steady progress and often doing better than comparable Ambulance Trusts.

Nevertheless, this (WDES) report has also given us the opportunity to self-reflect and go beyond 'business as usual'. We will be delivering our next steps through Action implementation plan and will include ongoing reviews of actions mentioned in this report.

WDES Action Plan 2023/24

Metric	Objective	Action/s	Timescales	Lead/s	Why	NHS People Plan Themes	EDS Goals
1	To improve disability declaration rates	Communicate purpose and positive benefit of staff updating personal details on the ESR self-service portal. Through 'Good Start' session, ESPM, HWB conversations, Disability Awareness month. Getting the DARE network to champion ESR declarations.	On-going	Head of ED&I DARE	There has been a consistent increase in the number of staff declaring a disability or Long Term Health Condition (LTHC) The most recent 2022 data shows an increase of 0.3 percentage points to 3.7% of the total workforce that have declared a disability or long term health condition (LTHC)	Growing for the future	Goal 3: A representative and supported workforce

2	To ensure equitable number of disabled candidates to be successfully recruited	Further Evaluate Inclusive Recruitment methods to ensure that they are fair, accountable, bias-free, advances equality and attracts more disabled candidates	To be developed Nov- '23 – March '24	Recruitment Head of ED&I	The relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts (at March 2023 the likelihood ratio) was 1.28; higher than 1.0 (which is "equity") to a small degree. However, the ratio last year was 1.03, a figure below 1.00 indicates that Disabled candidates are more likely to be appointed from shortlisting.	Growing for the future Looking After Our People	Goal 3: A representative and supported workforce
		Use external experts and social media to attract more candidates with a disability to apply to SCAS.	Quarterly reviews during the year	Recruitment			
		Complete EQIA's for recruitment policy, procedures and attraction/engagement plans	By April 24	Recruitment			
		To carry out a benchmarking exercise of Recruitment and selection training in relation to equitable recruitment	On-going	Recruitment			

		Audit our interview panellists to ensure they are fully trained (as above)	Twice a year	Recruitment			
		Audit a range of non-shortlisted candidates who state they have a disability to ensure a fair selection process	Twice a year	Recruitment			
		Review our advertising campaigns for diversity	Every 3 months	Recruitment			
3	To monitor the number disabled staff in the capability process	To identify any trends and evaluate and find out why more disabled people are entering the capability process	On going	HR manager	The relative likelihood of Disabled staff entering the formal Capability process (on the grounds of performance management) compared to Non-disabled staff (at March 2023 the likelihood ratio) was 1.60; however, it was 0.55 last year. Specifically, 2	Looking After Our People

Belonging in the NHS | Goal 3: A representative and supported workforce Goal 4: Inclusive leadership |

					out of 294 Disabled staff entered formal Capability proceedings (0.68% of the Disabled workforce)		
4	To reduce the incidence of harassment, bullying or abuse from managers at work	Feature the experiences and share life stories from disabled staff highlighting and educating inappropriate and unacceptable behaviours and support an inclusive culture	To be developed Dec '23 – March '24	Head of ED&I DARE network Communication	The percentage of disabled staff experiencing harassment, bullying or abuse <u>from managers</u> was 21.1% an increase from the previous year (16.8%). We are exactly the same as the comparable Ambulance Trusts average for disabled/LTC staff at 21.1%	After Our People Belonging in the NHS	Goal 3: A representative and supported workforce
		Embed the Just & Learning culture to enhance the Trust's work around perceived bullying, harassment, and abuse at work, ensuring that processes are transparent, and set out the key routes to reporting incidents	On going	HR teams			

		Finalise and share Harassment Checklist. Publicise through communication channels, ESPM and FTSU	**March '24**	**Head of ED&I**			
		Continue the Trust's approach to reporting of bullying, harassment, and abuse at work by ensuring those processes are transparent, and set out the key routes to reporting incidents including options for anonymous reporting	**On-going**	**HR Leads** **Freedom to speak up team**			
		To roll out the 'Good Start' induction training programme to address negative cultures and engender inclusion, belonging & reporting	**Nov '23 onwards**	**Head of ED&I** **Freedom to Speak up team**			
5	**To maintain in providing**	**Liaise with DARE around career**	**By March '24**	**Head of ED&I**	**The percentage of disabled**		

	equal opportunitie s	interventions such mentoring		DARE network	staff/LTC who believe that their organisation provides equal opportunities for career progression or promotion was 52.7%, a drop from the previous year (55.3%). We are better than the comparable Ambulance Trusts average for disabled/LTC staff at 42.3%.	Looking After Our People
		To work with DARE through promoting opportunities and consult on specific equipment	Nov '23 Onwards	HWB DARE Network		Belongin g in the NHS
6	To reduce disabled staff 'presenteeis m'	Support Flexible working options available particularly for disabled staff	On going	HR Leads to promote delivery by all Trust departments	The percentage of disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties was 32.8% a drop from the previous year	Looking After Our People Belongin g in the NHS	Goal 3: A representati ve and supported workforce
		Refresh of SCAS Leadership programme to enhance	By November '24	All Trust wide managers			

		compassionate leadership			(34.0%). We are better than the comparable Ambulance Trusts average for disabled/LTC staff was 37%		
		Implement the Wellbeing strategy to emphasise physical, mental, and financial wellbeing factors.	On going	Health & Well-being leads			
		Training staff as mental health first aiders, who can be on hand to support and provide advice to employees.	On going	HR leads and Well-being leads to promote delivery by all Trust departments			
		Train staff (managers) on REACT Mental Health programme	On going	Head of ED&I			
7	To improve disabled staff satisfaction rates and their work	All appraisers to promote appraisal and encourage career management training to support disabled staff careers	On going	All Trust wide managers HR & Communications Teams	The Percentage of disabled/LTC staff satisfied with the extent to which their organisation values their work was 28.1% a drop from the previous year (31%). We are better than the comparable	Looking After Our People Belonging in the NHS	Goal 3: A representative and supported workforce Goal 4: Inclusive leadership
		Develop a 'Disability in Employment' policy to define a pathway/flowchart and provide specific guidance on	To be developed Nov '23 – Feb '24	Head of ED&I			

		reasonable adjustments			Ambulance Trusts average for disabled/LTC staff at 23.5%.		
		Analysis of the Staff survey feedback from Disabled staff	On going	OD			
		To liaise and work with DARE to understand what would create satisfaction at work	Dec '23 – March '24	Head of EDI			
8	To embed our responsibility to making reasonable adjustment	Develop and work with DARE to create a 'Disability in Employment' policy to define a pathway/flowchart and provide specific guidance on reasonable adjustments	To be developed Nov '23 – Feb '24	Head of ED&I DARE Network	Percentage of disabled staff with a long-lasting health condition/illness saying their employer has made adequate adjustment(s) to enable them to carry out their work was 61.5% a drop from the previous year (66.7%). We are worse than the comparable Ambulance Trusts average for disabled staff was 63%.	Looking After Our People	Belonging in the NHS Goal 3: A representative and supported workforce
		To inform and provide bespoke support to managers and leaders of their responsibility to provide reasonable adjustment and flexible working		Head of ED&I HWB team			
		Implement the Menopause Policy	Nov '23 (consultatio	HR Leads			

			n) implements March '24				
		To promote examples of Reasonable Adjustments made with case studies	Nov '23 Onwards	Communications Recruitment			
9	To better engage with Disabled staff	Staff Network Executive sponsors to engage and work with their Networks on a regular basis	On-going	Trust Board	The staff engagement score was higher for Disabled staff (5.7) than for Non-disabled staff (6.3).	Looking After Our People	Goal 3: A representative and supported workforce
		Continue to get feedback from Staff Networks from their membership of the ED&I Steering Group	On going	Chief People Officer Head of ED&I		Belonging in	Goal 4: Inclusive leadership
		Actively support DARE with quarterly meeting		Head of ED&I			
		Provision of developmental support for DARE staff network	Sept '23 – March '24	Cherron Inko-Tariah			
10	Promote Board diversity	Staff Network Executive sponsors to engage and work with their Networks	On-going	Trust Board	In March 2023, the difference between Disabled representation on the board	Looking After Our People	Goal 3: A representative and supported workforce

		Ensure that Board provide information for monitoring and reporting purposes (e.g., ethnicity, disability)	To be completed by March '23	Trust Board	and in the workforce was -6.4%. Disabled members were underrepresented on the board by one member in terms of headcount.	Belonging in the NHS Growing for the future	Goal 4: Inclusive leadership

Appendix A   Summary Analysis of the WDES

Metrics 1 – 3 taken from ESR (as of 31 March 2023)

Metric 1 Disabled staffing across the bands	2020	2021	2022	2023	Trend	Comment
Disabled workforce	4.6%	5.4%	5.7%	6.4%		There has been a consistent increase in the number of staff declaring a disability or Long Term Health Condition (LTHC) The most recent 2021 data shows an increase of 0.3 percentage points to 3.7% of the total workforce that have declared a disability or long term health condition (LTHC)
Metric 2 Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting	1.13	0.95	1.03	1.28		Worse than the previous year and year before A figure below 1.00 indicates that Disabled candidates are more likely to be appointed from shortlisting.

Metric 3 Likelihood of Disabled staff entering the formal capability process	1.99	0.58	0.55	1.6		From a steady improvement, the data showed a worsening increase. A figure above '1' indicates that Disabled staff members are more likely than non-disabled staff to enter the formal capability process.

Metrics 4– 9 taken from Staff Survey 2022 (published March 2023)

	2019	2020	2021	2022	Trend	Comment
Metric 4 (a) Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public	49.2%	44.7%	45.7%	41.5%		We are better than last year. And better than the comparable Ambulance Trusts average for disabled/LTC staff at 50.2%.
Metric 4 (b) Percentage of disabled staff experiencing harassment, bullying or abuse from managers	20%	17.7%	16.8%	21.1%		We are worse than last year. We are also exactly the same as comparable Ambulance Trusts average

						for disabled/LTC staff at 21.1%
Metric 4 (c) Percentage of disabled staff experiencing harassment, bullying or abuse from other colleagues	23%	21.3%	22.9%	22.4%		We are slightly better than last year. And better than the comparable Ambulance Trusts average for disabled/LTC staff at 23.4%.
Metric 4 (d) Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	53.8%	50%	41.8%	48.2%		We are better than last year. We are better than the comparable Ambulance Trusts average for disabled/LTC staff at 47.3%.
Metric 5 Percentage of disabled staff/LTC who believe that their organisation provides equal opportunities for career progression or promotion	50.4%	55.8%	55.3%	52.7%		We are worse than last year. And significantly better than the comparable Ambulance Trusts average for disabled/LTC staff at 42.3%.

Metric 6 Percentage of disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	34%	34.9%	34%	32.8%		We are better than last year. And better than the comparable Ambulance Trusts average for disabled/LTC staff was 37%
Metric 7 Percentage of disabled staff satisfied with the extent to which their organisation values their work	33.4%	36.3%	31%	28.1%		We are worse than last year. Although better than the comparable Ambulance Trusts average for disabled/LTC staff at 23.5%.
Metric 8 Percentage of disabled staff with a long-lasting health condition/illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	69.1%	70.4%	66.7%	61.5%		We are worse than last year. We are worse than the comparable Ambulance Trusts average for disabled staff was 63%.

| Metric 9 Staff engagement score for Disabled staff compared with non-disabled staff (0-10) | 6.1 | 6.2 | 5.8 | 5.7 | | We are worse than last year.

We are better than the comparable Ambulance Trusts average score for disabled/LTC staff at 5.5 |