

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2024

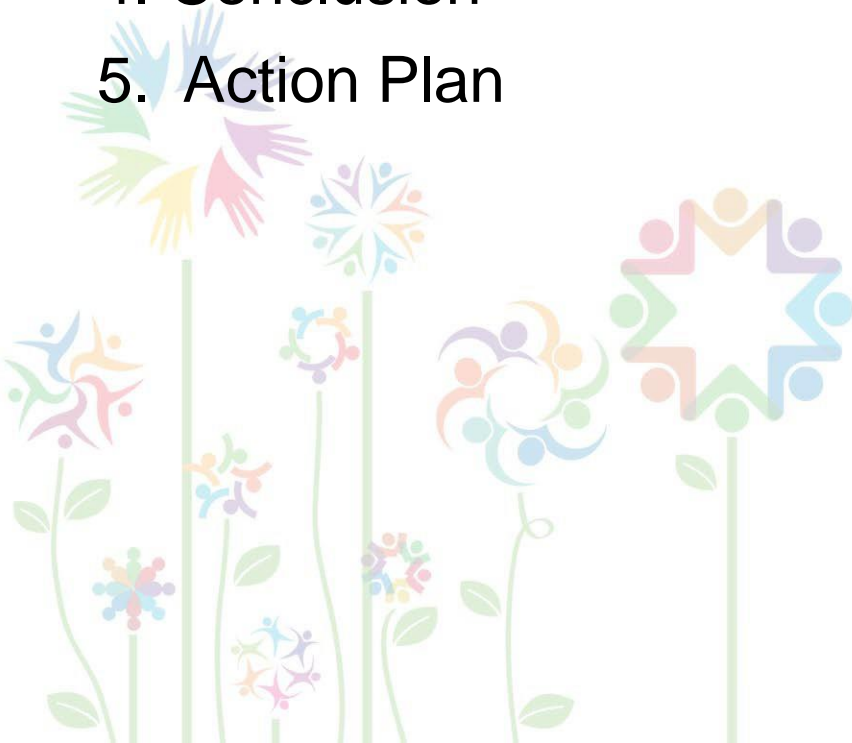


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The Royal Wolverhampton
NHS Trust

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Introduction



**The Royal Wolverhampton
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- 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.
- 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. It is mandated through the NHS Standard Contract.
- Metrics 5,6,7, 8 & 9a are based on staff survey results. As a Trust, we facilitate a full census from all staff, the 2023 staff survey had 27% staff participation.
- At The Royal Wolverhampton NHS Trust, we have a workforce of 11,817 staff. Our Electronic Staff Record (ESR) data shows that 4.5% of our workforce has declared themselves as having a disability, 0.5% of the workforce has not declared or prefer not to say disability status.
- Data from the 2023 staff survey states that 25.61% of the responders who completed the survey declared that they have a disability or long-term condition which sits above the National average of 24.33%.
- 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 / 3)



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Embedding an inclusive culture where diversity is valued and therefore championed at all levels, is essential to delivering high-quality services to patients (better patient care, satisfaction and outcomes), as well as developing a capable, innovative and effective workforce for our future at The Royal Wolverhampton NHS Trust. Research shows that organisations that have 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 2023:

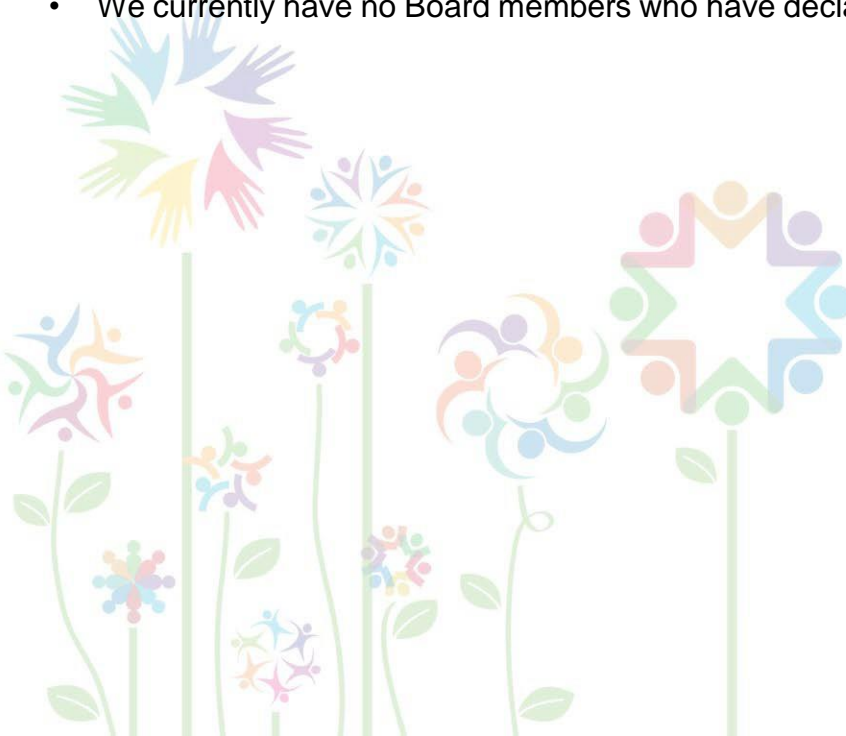
- Disability Representation is 4.5%. 0.5% of staff have a disability status of unknown or not stated.
- The overall relative likelihood of non-disabled staff being appointed from shortlisted compared to disabled staff ratio is 1.2. This is a decline from our previous year (0.26).
- The number of disabled staff entering the formal capability process compared to non-disabled staff - The latest trust figures shows 0.01% of disabled staff
- 29.4% of Disabled staff experienced harassment, bullying, or abuse from patients or the public in 2023. This is a slight increase from the previous year (28%). The percentage of non-disabled staff experiencing incidents for 2023 was 19.46%.
- Incidents of harassment, bullying or abuse from managers towards Disabled staff have increased from 16.8% in 2022 to 17.5% in 2023. There is a gap between the experiences of disabled and non-disabled staff, non-disabled is 7.62%.
- In 2023 30.34% of disabled staff had experienced harassment, bullying or abuse from colleagues – compared to 17.3% of non-disabled staff experiencing an incident.
- Equal opportunities for career progression or promotion - In 2023 53.19% of disabled staff believed they had equal opportunities for career progression or promotion. This compares to 62.17% of non-disabled staff.

Executive Summary (2 / 3)



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- 33.62% of disabled staff said they felt pressure from their manager to come to work, even when they did not feel well enough to perform their duties. This compares to 22.19% for non-disabled staff.
- 38.87% of disabled staff feel valued by the organisation, compared to 48.47% of non-disabled staff. Rates have improved for both disabled and non-disabled staff.
- Percentage of Disabled staff saying that their employer has made an adequate adjustment(s) to enable them to carry out their work, staff experience has declined since last year (2022=74.4%) to 73.88%
- Staff Engagement score has been consistent at a Trust level over the last 5 years, with disabled staff scoring slightly lower each year. The 2023 staff engagement score for disabled staff was 6.47; this compares to the non-disabled staff rate of 7.04.
- We currently have no Board members who have declared having a long-term condition or disability.



Executive Summary (3 / 3)

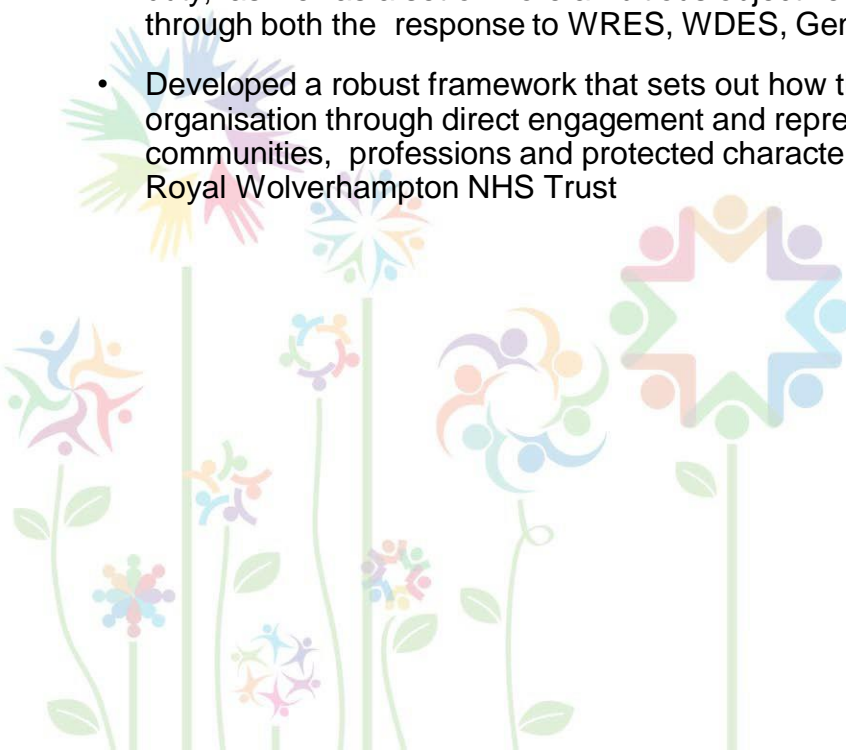


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We are committed to being a more inclusive organisation, ensuring equal opportunity and celebrating diversity. Encouraging and supporting the workforce we employ to reach their potential. This will support our ultimate goal to be a brilliant place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

During 2023 / 2024, we have achieved the following:

- Continued to develop our EDI journey and 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 Royal Wolverhampton NHS Trust



Annual Submission Measures



**The Royal Wolverhampton
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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:

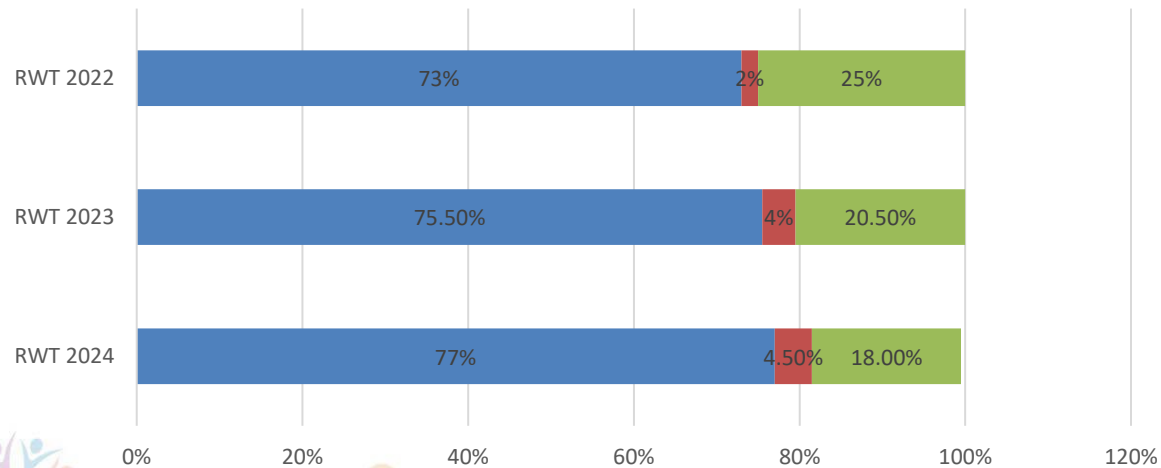
1. Workforce Representation
2. Recruitment
3. Capability
4. Harassment, Bullying and Abuse from Patients / Public, Managers and other Colleagues
5. Career Progression
6. Feeling pressure to come to work
7. Value of work
8. Adequate Adjustments
9. Engagement score
10. Board Representation



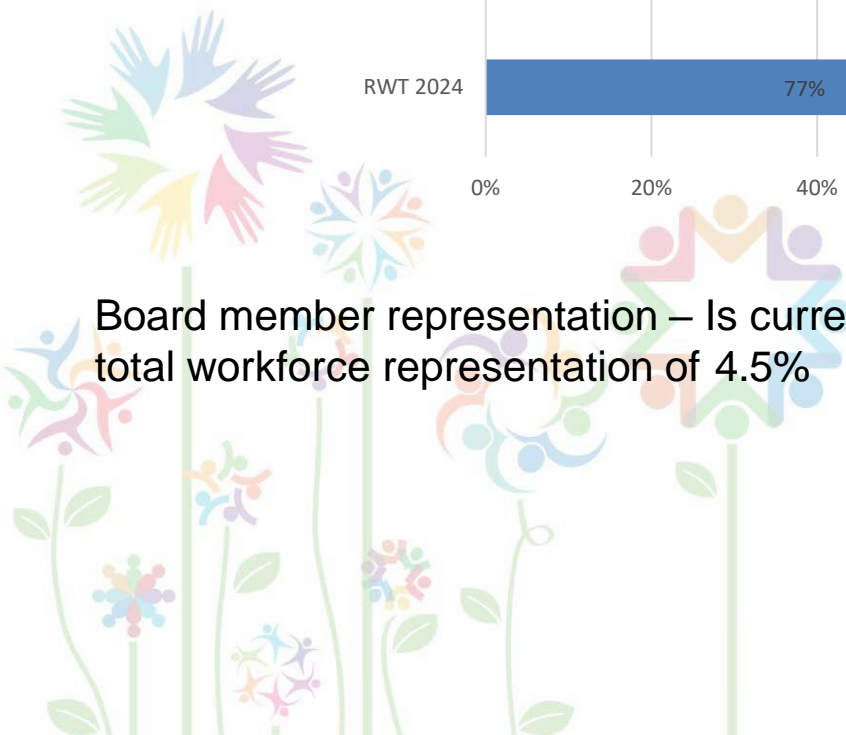
Metric 1 & 9 – Overall Disability Representation

% Long term condition / Illness - Representation (2022 - 2023)

■ Non Disabled Staff ■ Disabled Staff ■ Disability unknown or Not stated

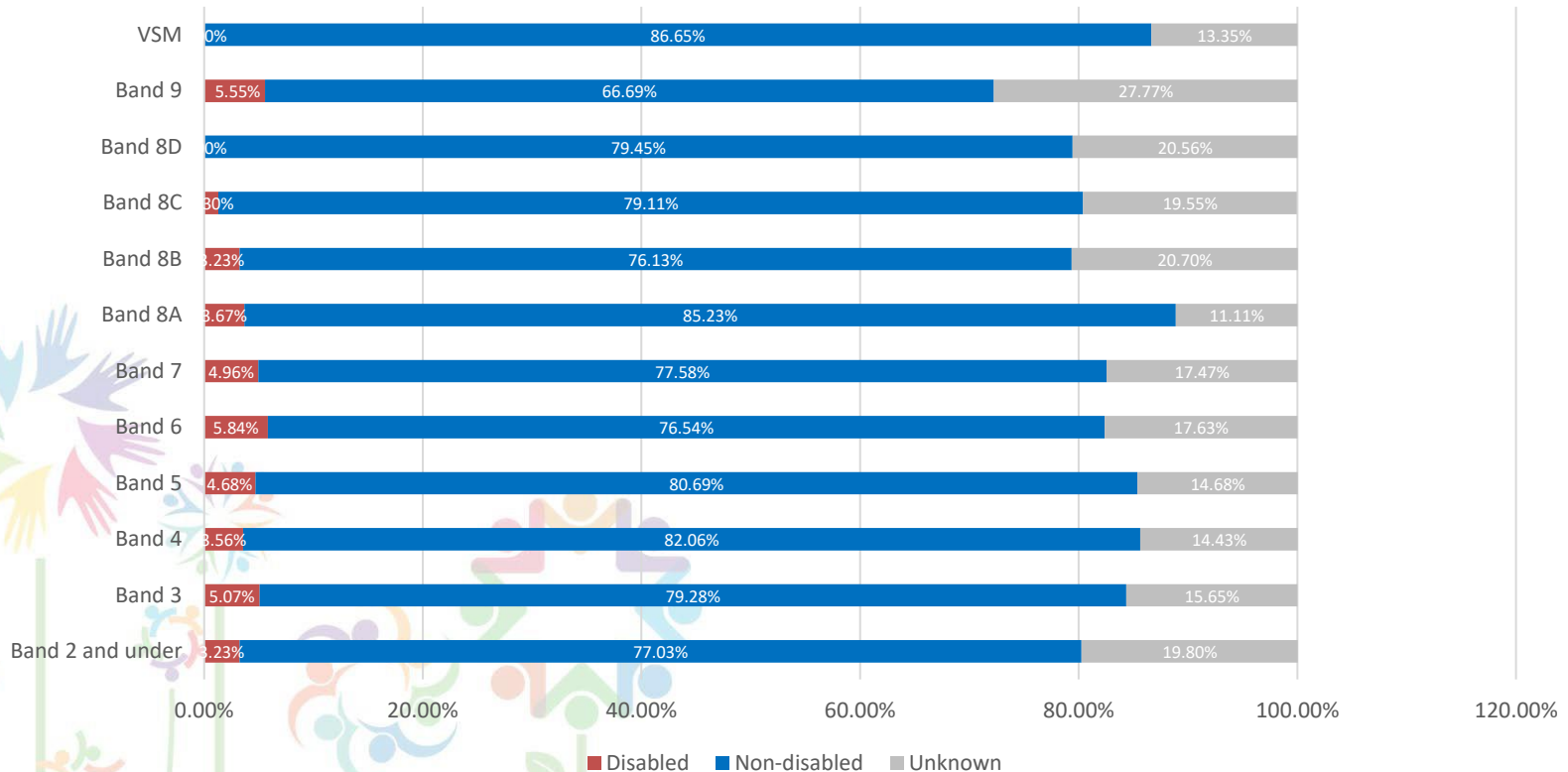


Board member representation – Is currently 0% with a disability, this compares to a total workforce representation of 4.5%



Metric 1 – Disability Representation Across the Workforce

Percentage Representation - by AfC pay Band



Overall Disability representation is 4.5%

AfC = Agenda for Change

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

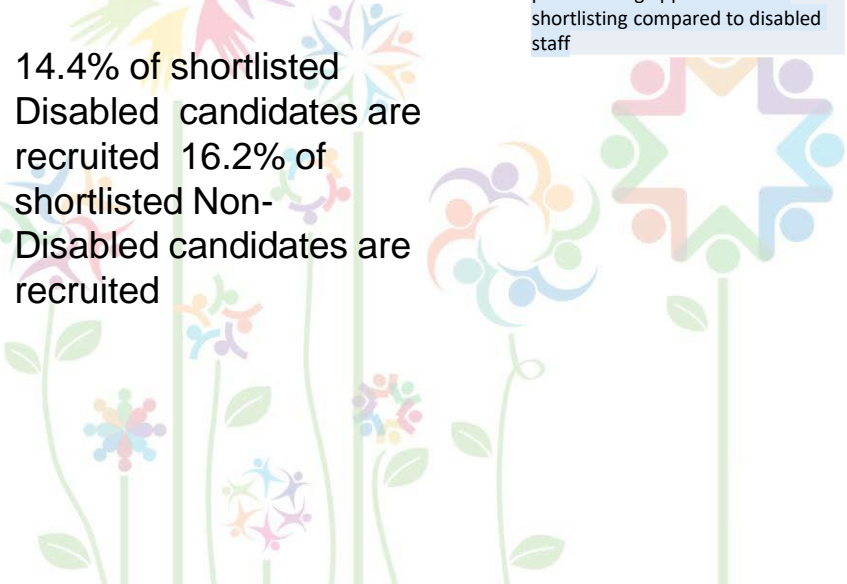


A value of 1.0 would indicate equal rates of appointment, the Trust's latest rate is 2.45.

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

14.4% of shortlisted Disabled candidates are recruited
16.2% of shortlisted Non-Disabled candidates are recruited

	Disabled Staff	Non-Disabled Staff	Not disclosed/unknown	Grand Total
Number of Shortlisted applicants	569	9296	370	10235
Number appointed from shortlisting	82	1509	201	1792
Relative likelihood of appointment from shortlisting	0.14	0.16	0.54	0.175
relative likelihood of non-disabled person being appointed from shortlisting compared to disabled staff	2.45			



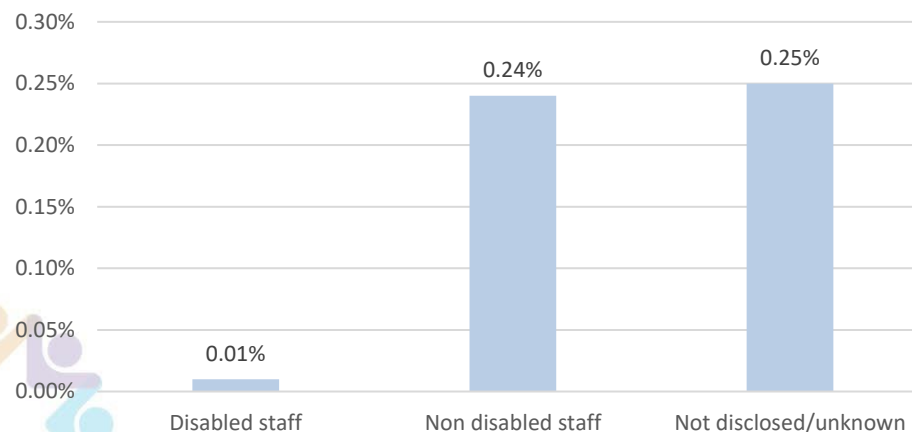
Metric 3 - Disabled staff entering the formal capability process compared to non-disabled staff

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 number of disabled staff entering the formal capability process compared to non-disabled staff. The latest figures show 0.01% of disabled staff, 0.24% non-disabled staff and 0.25% who did not disclose.

Staff entering the formal capability process
2023/24



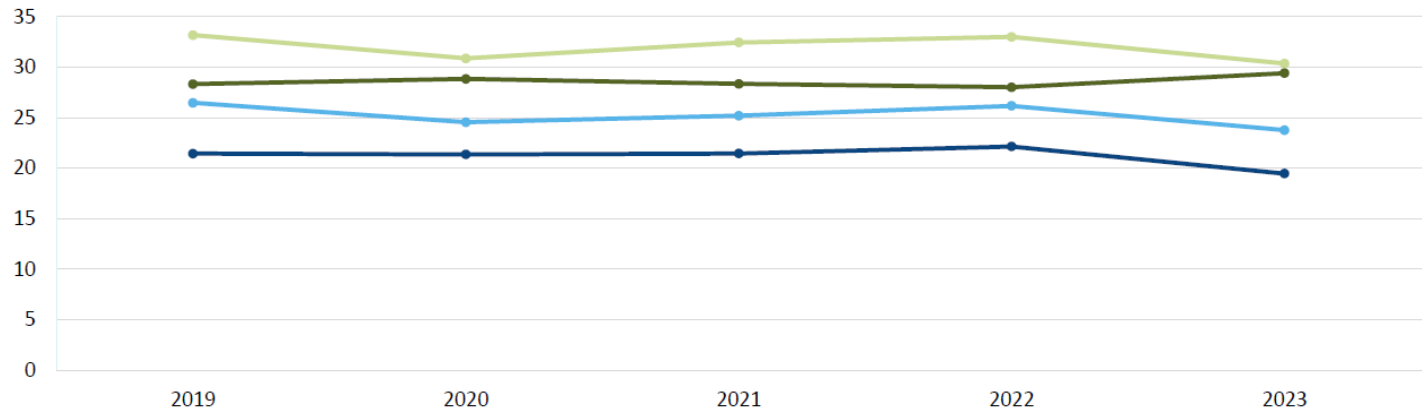
Metric 4 - Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months



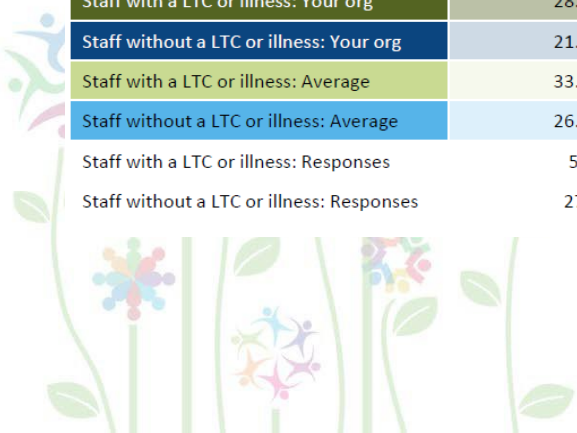
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Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question

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



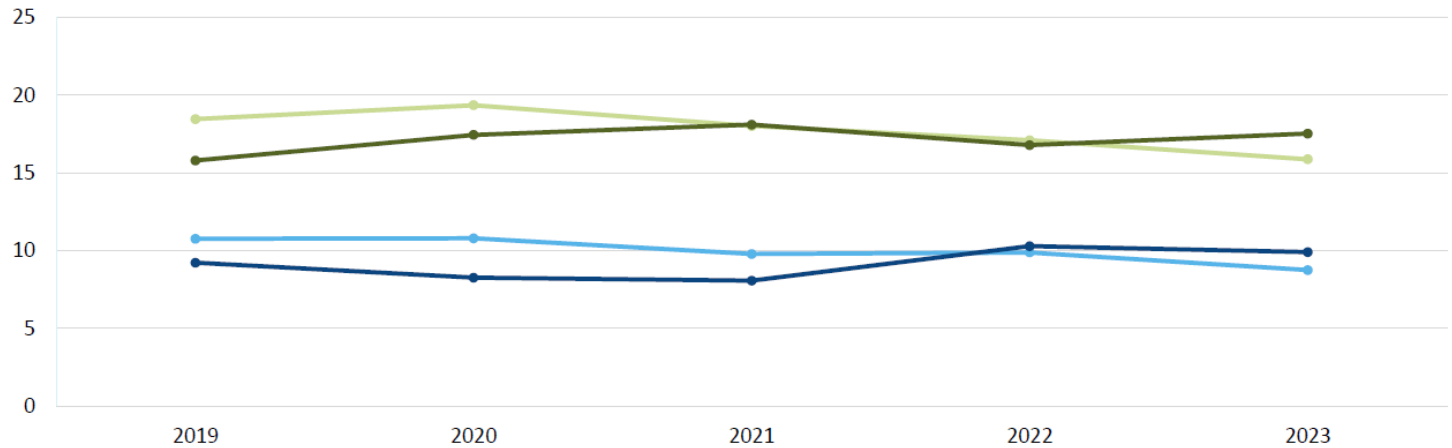
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	28.32%	28.83%	28.33%	28.00%	29.40%
Staff without a LTC or illness: Your org	21.43%	21.35%	21.45%	22.14%	19.46%
Staff with a LTC or illness: Average	33.17%	30.86%	32.43%	32.98%	30.35%
Staff without a LTC or illness: Average	26.45%	24.53%	25.19%	26.16%	23.76%
Staff with a LTC or illness: Responses	558	614	833	775	653
Staff without a LTC or illness: Responses	2706	2571	3017	2769	1891



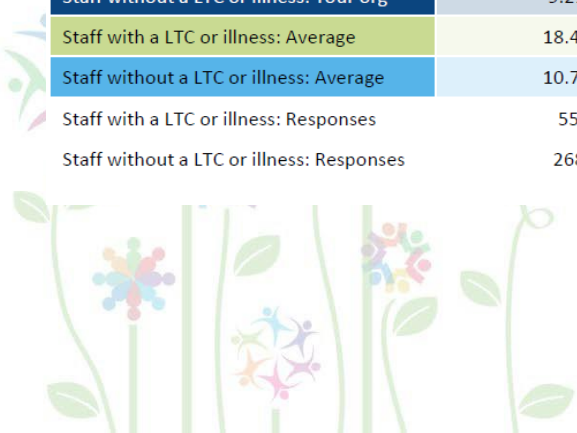
Metric 4 - Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months

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.



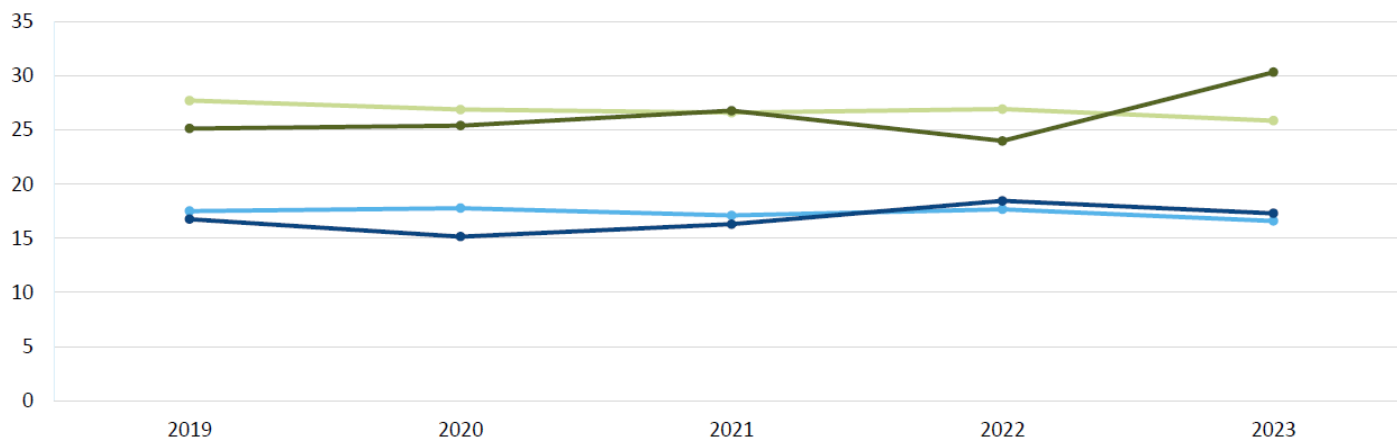
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	15.79%	17.43%	18.09%	16.78%	17.52%
Staff without a LTC or illness: Your org	9.21%	8.26%	8.06%	10.28%	9.90%
Staff with a LTC or illness: Average	18.45%	19.35%	18.00%	17.09%	15.87%
Staff without a LTC or illness: Average	10.76%	10.78%	9.77%	9.88%	8.74%
Staff with a LTC or illness: Responses	551	608	829	769	645
Staff without a LTC or illness: Responses	2681	2556	2977	2733	1869



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

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.

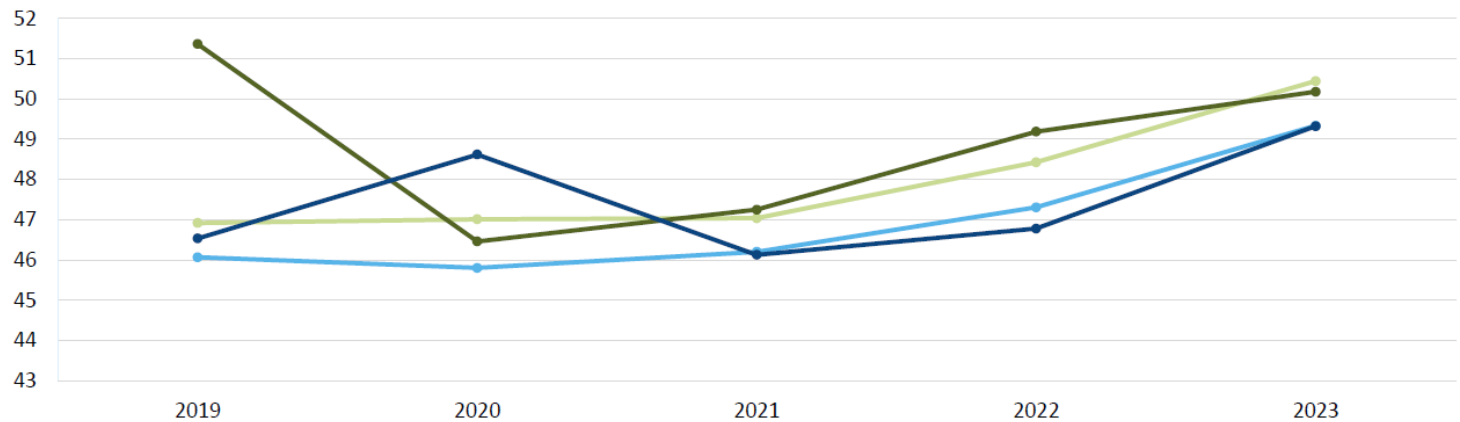


	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	25.14%	25.41%	26.78%	23.99%	30.34%
Staff without a LTC or illness: Your org	16.77%	15.15%	16.30%	18.46%	17.30%
Staff with a LTC or illness: Average	27.71%	26.89%	26.60%	26.93%	25.86%
Staff without a LTC or illness: Average	17.51%	17.79%	17.11%	17.67%	16.60%
Staff with a LTC or illness: Responses	553	610	814	767	646
Staff without a LTC or illness: Responses	2654	2542	2964	2725	1855

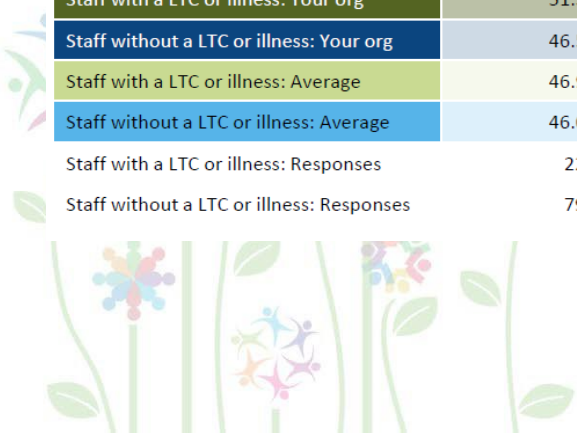
Metric 4 - Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months

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	51.36%	46.46%	47.25%	49.19%	50.18%
Staff without a LTC or illness: Your org	46.53%	48.62%	46.13%	46.78%	49.32%
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	220	254	345	307	283
Staff without a LTC or illness: Responses	793	687	800	791	515

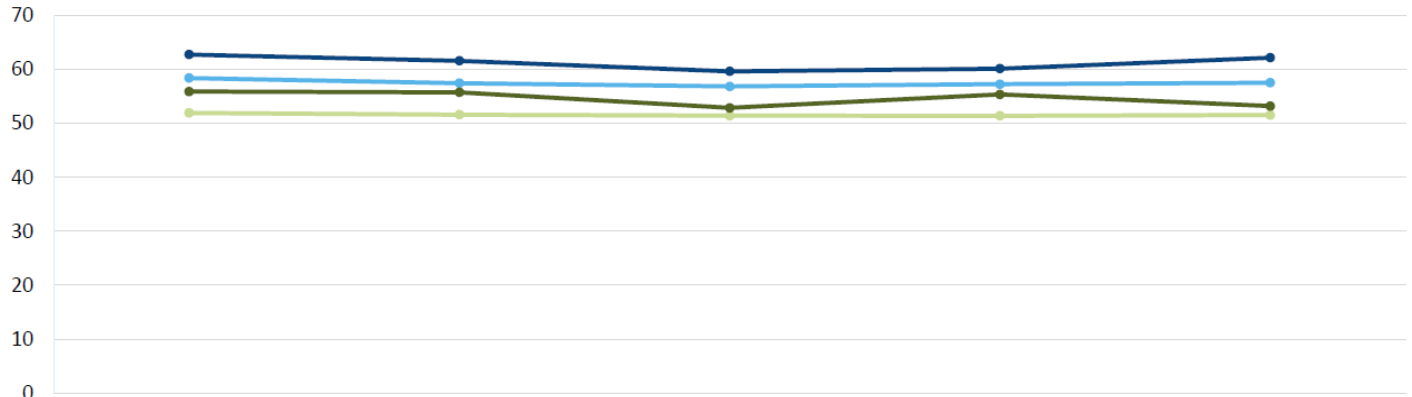


Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that their organisation provides equal opportunities for career progression or promotion.

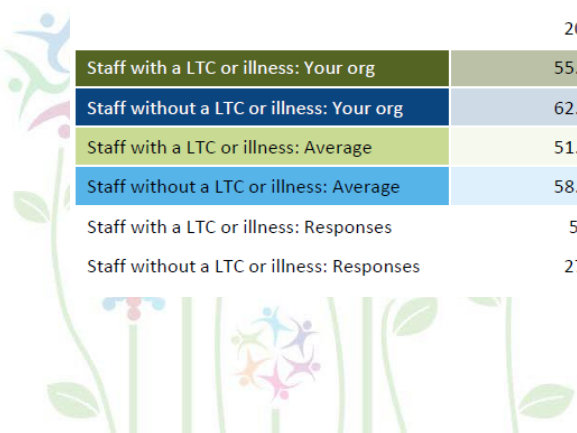


Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion out of those who answered the question

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



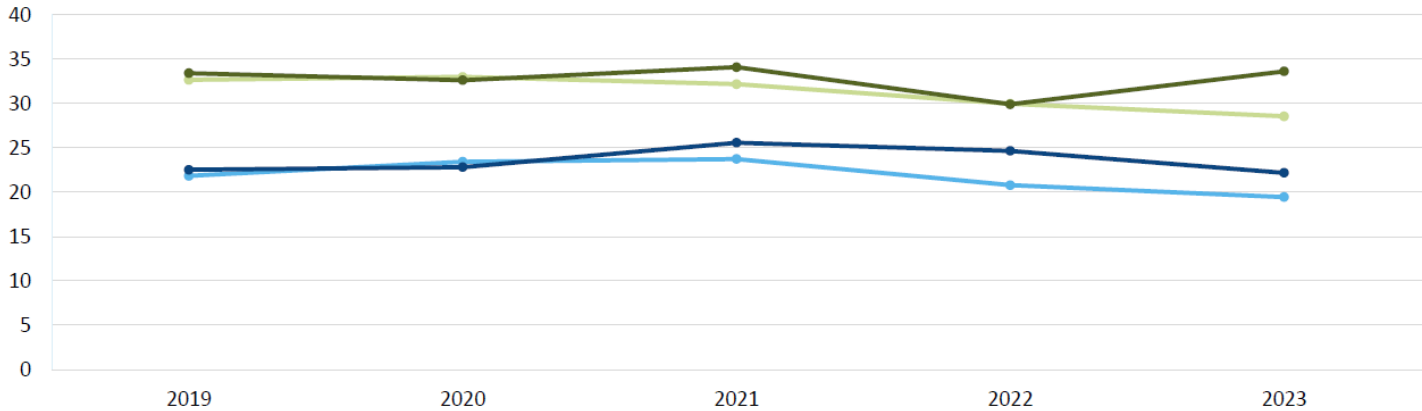
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	55.89%	55.75%	52.87%	55.35%	53.19%
Staff without a LTC or illness: Your org	62.76%	61.60%	59.65%	60.15%	62.17%
Staff with a LTC or illness: Average	51.93%	51.61%	51.41%	51.39%	51.54%
Staff without a LTC or illness: Average	58.39%	57.45%	56.84%	57.25%	57.52%
Staff with a LTC or illness: Responses	560	617	819	766	643
Staff without a LTC or illness: Responses	2704	2570	2964	2730	1882



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.

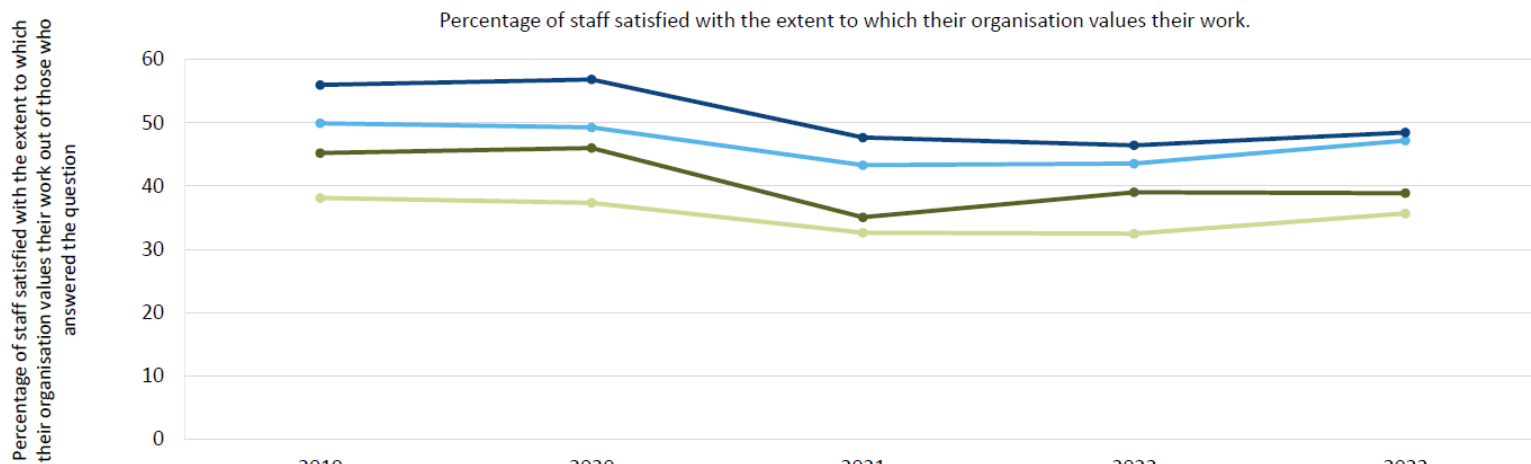
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question

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

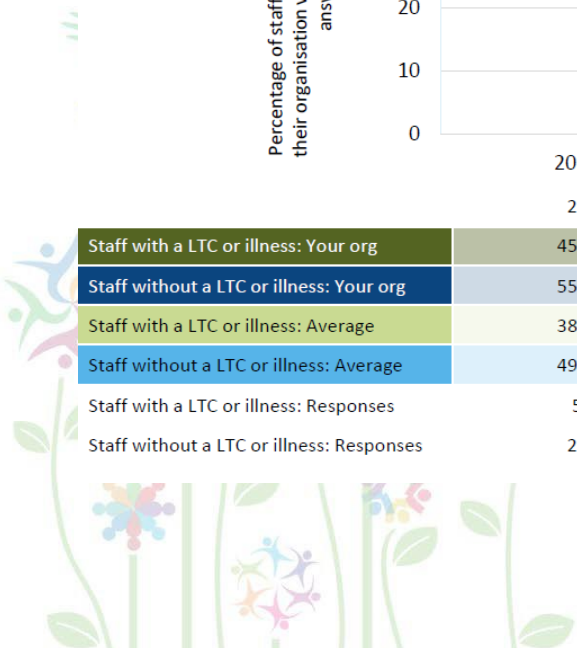


	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	33.42%	32.63%	34.10%	29.90%	33.62%
Staff without a LTC or illness: Your org	22.52%	22.83%	25.59%	24.66%	22.19%
Staff with a LTC or illness: Average	32.66%	33.00%	32.18%	29.97%	28.55%
Staff without a LTC or illness: Average	21.84%	23.44%	23.74%	20.80%	19.46%
Staff with a LTC or illness: Responses	398	377	522	525	458
Staff without a LTC or illness: Responses	1363	1047	1282	1338	924

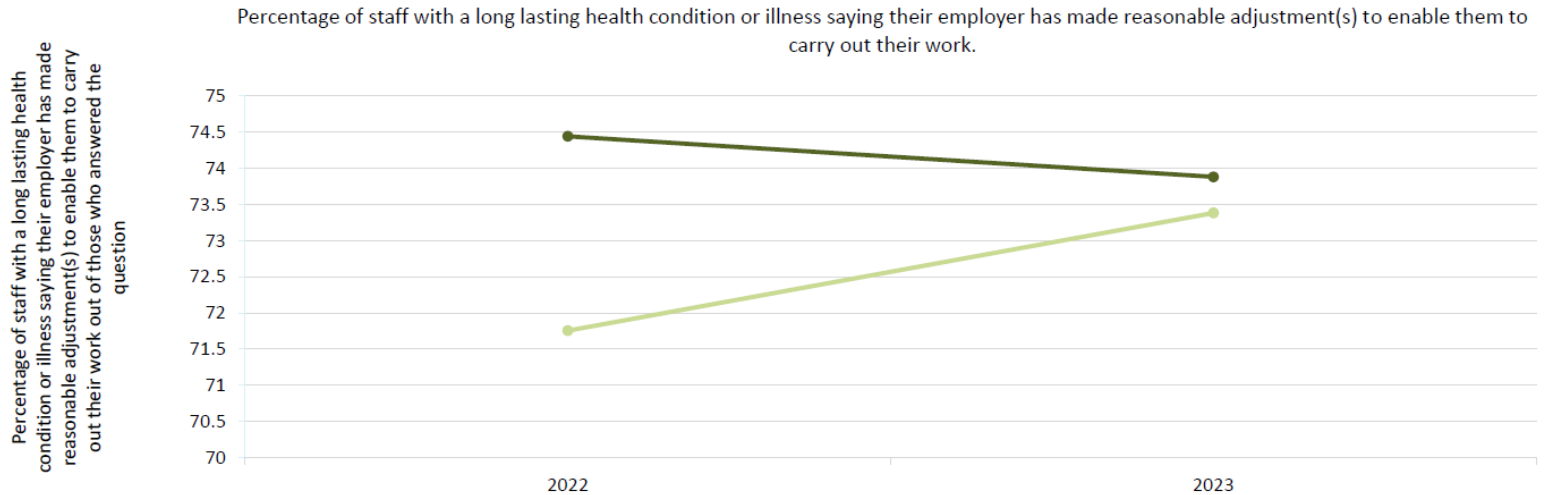
Metric 7 - Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	45.23%	46.02%	35.05%	39.02%	38.87%
Staff without a LTC or illness: Your org	55.98%	56.85%	47.67%	46.46%	48.47%
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	555	615	833	779	656
Staff without a LTC or illness: Responses	2701	2575	3004	2766	1892

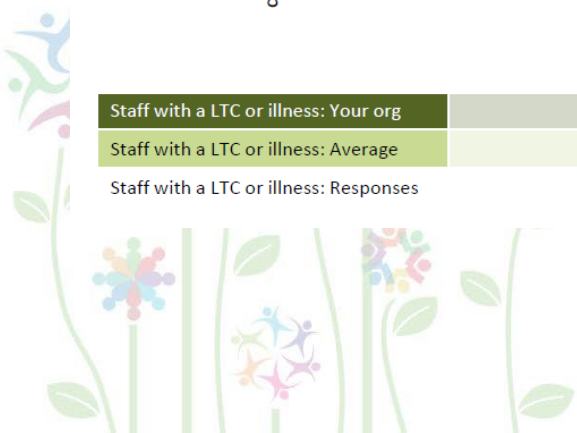


Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.



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 out of those who answered the question

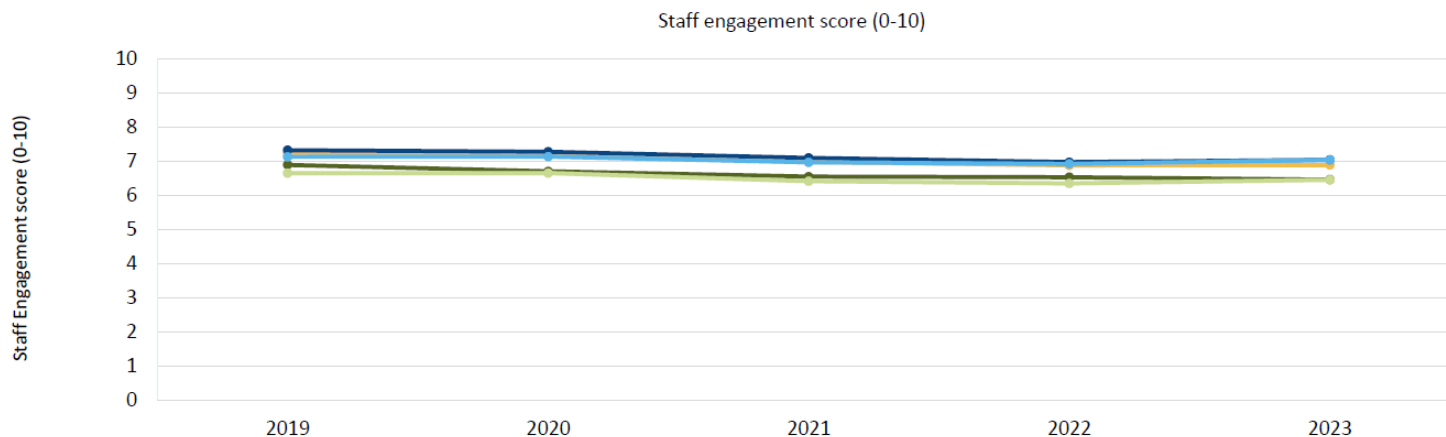
	2022	2023
Staff with a LTC or illness: Your org	74.44%	73.88%
Staff with a LTC or illness: Average	71.76%	73.38%
Staff with a LTC or illness: Responses	446	402



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	7.24	7.16	6.98	6.88	6.89
Staff with a LTC or illness: Your org	6.90	6.71	6.55	6.54	6.47
Staff without a LTC or illness: Your org	7.33	7.28	7.10	6.98	7.04
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	557	617	836	782	657
Staff without a LTC or illness: Responses	2717	2589	3027	2776	1901

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 helping people understand what a disability or long-term condition can mean and encouraging our workforce to declare their disability on our Electronic Staffing Record (ESR) system. We welcome people 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.

More recently we have renewed our Disability Confident status and have also had approval to join the Sunflower scheme which will assist employees and patients in having a better understanding about hidden disabilities.



The Royal Wolverhampton
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Health Adjustments Passport

Supporting the health and wellbeing of
our workforce



Equality, Diversity
and Inclusion

**Please Note that all links inside this form will only work when connected to the RWT Trust network



Conclusion and Action planning



The Royal Wolverhampton
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Our vision statement is To deliver exceptional care together to improve the health and wellbeing of our communities. We continue to work and improve 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 Strategy and covers three years from 2022-2027 and covers the four C's (Care, Colleagues, Collaboration and Communities). 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)

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Conclusion and Action planning



The Royal Wolverhampton
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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 most up to date reports here:

[Equality, diversity and inclusion | The Royal Wolverhampton NHS Trust](#)

