

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2025

Working in partnership

The Royal Wolverhampton NHS Trust
Walsall Healthcare NHS Trust



Care Colleagues
Collaboration Communities

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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.
- 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 2024 staff survey had 33.72% staff participation.
- At The Royal Wolverhampton NHS Trust, we have a workforce of 11,815 staff. Our Electronic Staff Record (ESR) data shows that 4.71% of our workforce has declared themselves as having a disability, 11.95% of the workforce has not declared or prefer not to say disability status.
- Data from the 2024 staff survey states that 25.16% of the responders who completed the survey declared that they have a disability or long-term condition which sits above the National average of 24.45%.
- 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)

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 2024:

- Disability Representation is 4.7%. 11.95% 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 1.1. This is a slight improvement from our previous year (1.2).
- The number of disabled staff entering the formal capability process compared to non-disabled staff - The latest trust figures shows a relative likelihood of 0.3
- 26.9% of Disabled staff experienced harassment, bullying, or abuse from patients or the public in 2024. This is a slight increase from the previous year (26.2%). This is below the national average for this question (29.4%)
- Incidents of harassment, bullying or abuse from managers towards Disabled staff have increased from 16.5% in 2023 to 16.8% in 2024. There is a gap between the experiences of disabled and non-disabled staff, non-disabled is 7.3%.
- In 2024 28.6% of disabled staff had experienced harassment, bullying or abuse from colleagues – compared to 18.6% of non-disabled staff experiencing an incident.
- Equal opportunities for career progression or promotion - In 2024 51.3% of disabled staff believed they had equal opportunities for career progression or promotion. This compares to 59.1% of non-disabled staff.

Executive Summary (2 / 3)

- 28.9% 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 24.2% for non-disabled staff. These rates have improved for disabled staff since last year but have declined for non-disabled staff.
- 35.5% of disabled staff feel valued by the organisation, compared to 45.1% of non-disabled staff. Rates have declined 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 improved since last year (2023=73.9%) to 75.4% in 2024
- Staff Engagement score has been consistent at a Trust level over the last 5 years, with disabled staff scoring slightly lower each year. The 2024 staff engagement score for disabled staff was 6.4; this compares to the non-disabled staff rate of 6.9
- We currently have no Board members who have declared having a long-term condition or disability.



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Executive Summary (3 / 3)

- 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 2024 / 2025, 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
 - The Trust has registered to be part of the hidden disabilities sunflower to help people to recognise the differences and also to allow people who have not got a hidden disability to acknowledge by being a supporter.



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Annual Submission Measures

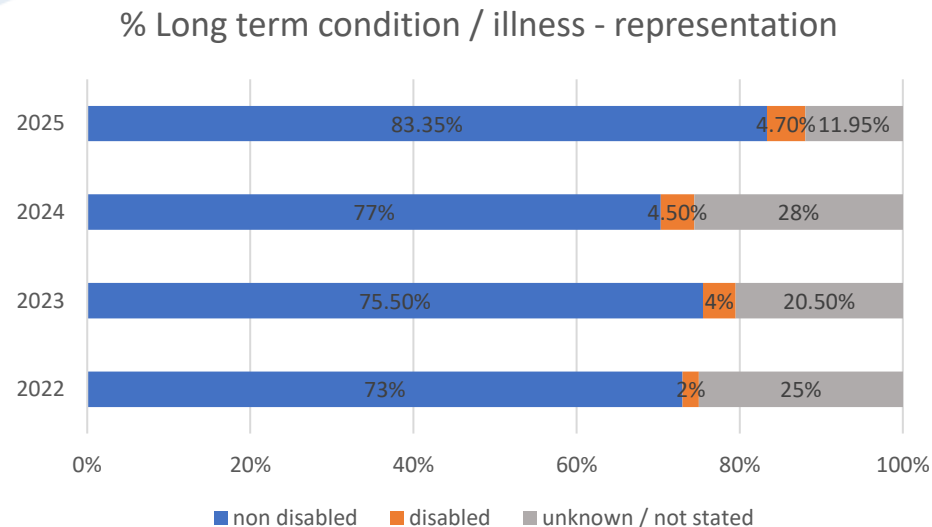
The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff.

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

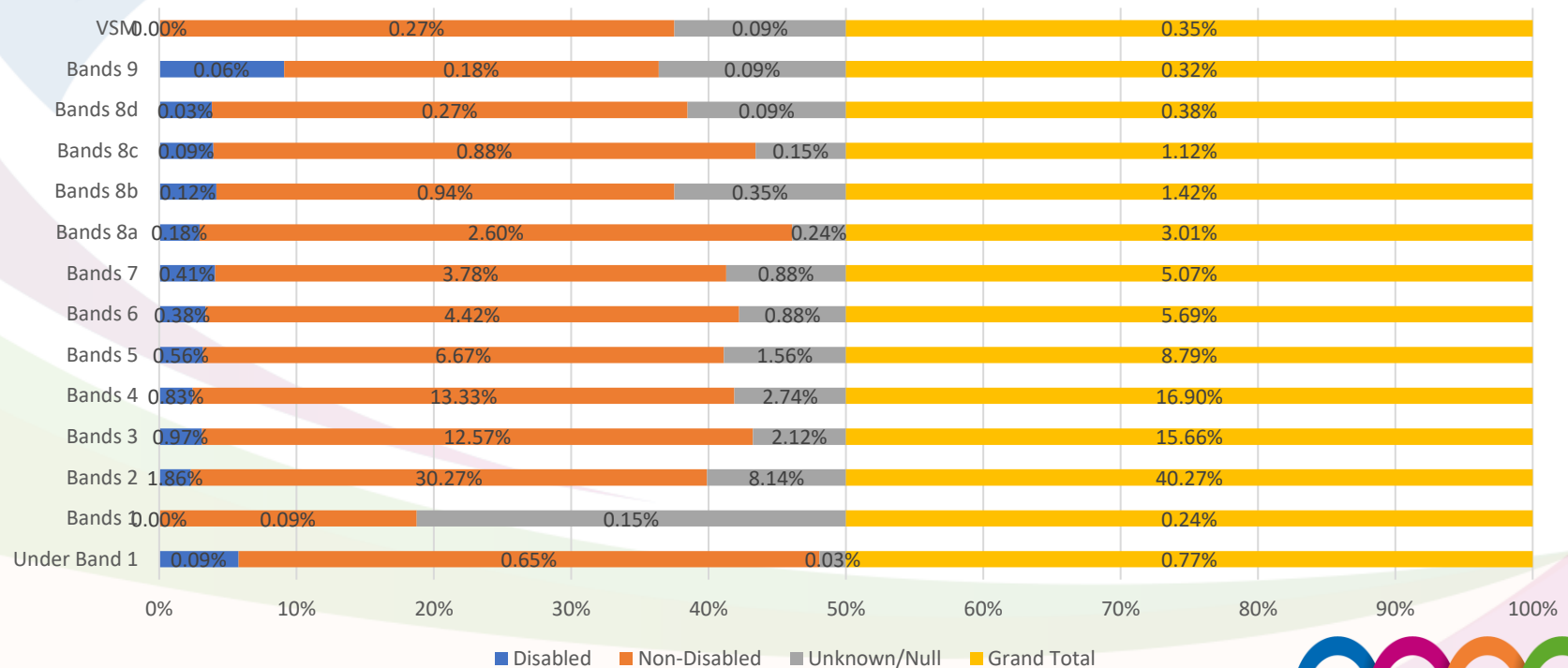
Metric 1 & 9 – Overall Disability Representation



Board member representation – Is currently 0% with a disability, this compares to a total workforce representation of 4.7%

Metric 1 – Disability Representation Across the Workforce

Percentage representation by AfC pay band - non clinical

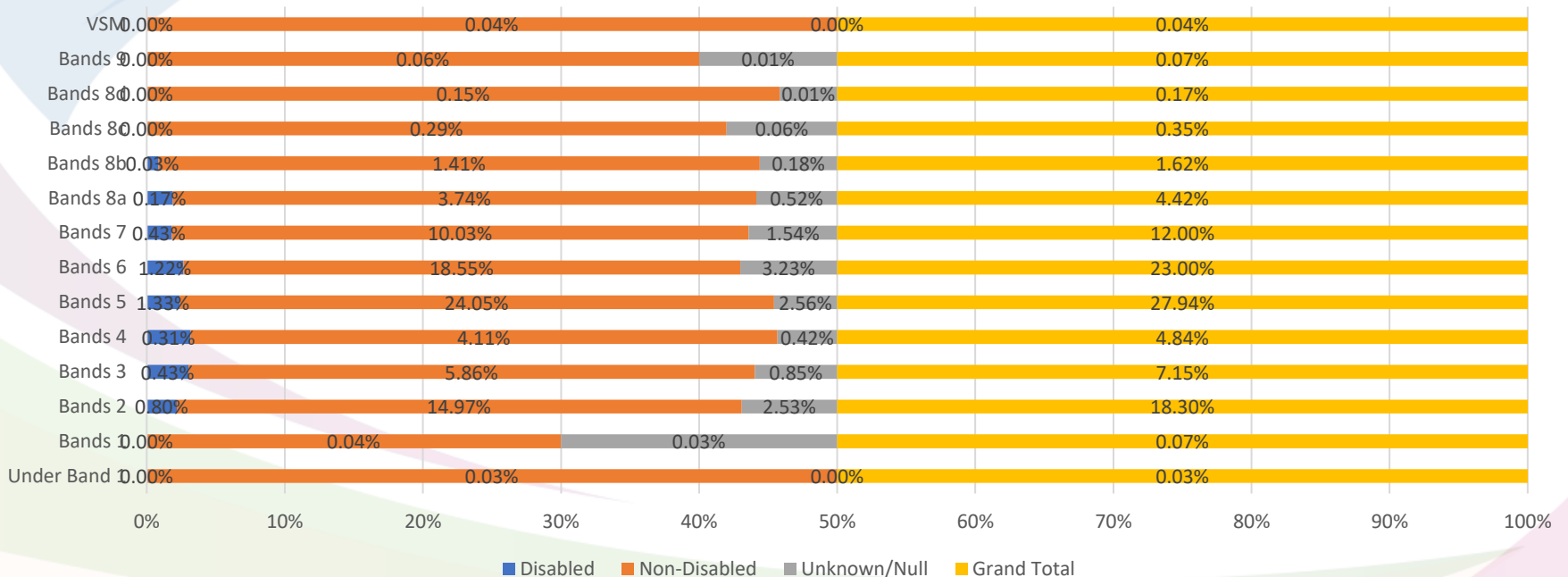


Disability representation is 5.58%

AfC = Agenda for Change

Metric 1 – Disability Representation Across the Workforce

Percentage representation by AfC pay band - clinical



Disability representation is 4.71%

Overall Representation Non-clinical and clinical is 4.7%

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 1.1.

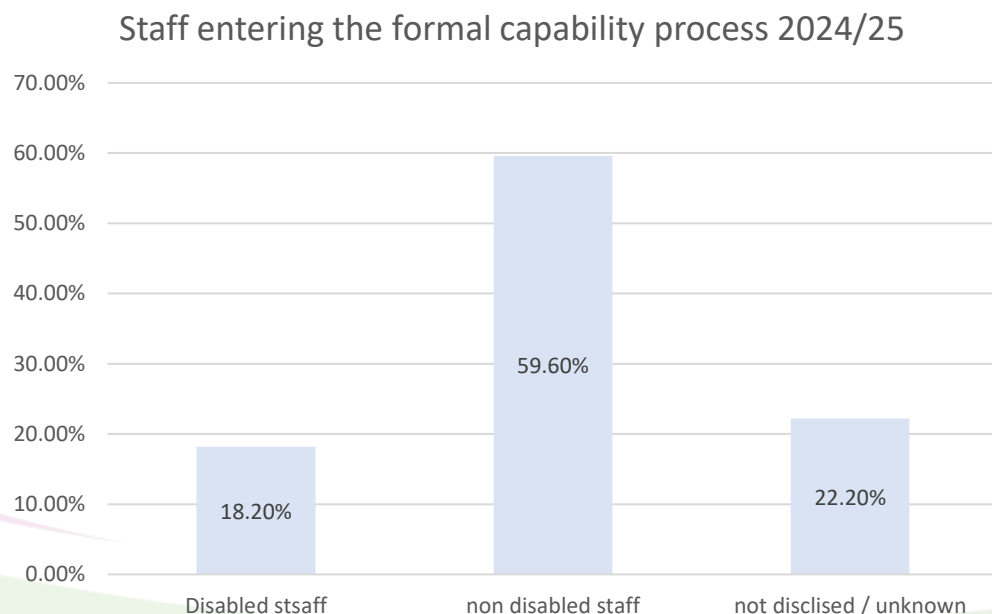
This measure can also be expressed as the absolute % ratio of candidates moving from the shortlist to being appointed:

13.6% of shortlisted Disabled candidates are recruited
13.9% of shortlisted Non-Disabled candidates are recruited

	Disabled Staff	Non-Disabled Staff	Not disclosed/unknown	Grand Total
Number of Shortlisted applicants	450	6332	170	6952
Number appointed from shortlisting	61	878	57	996
Relative likelihood of appointment from shortlisting	0.14	0.14	0.34	0.14
relative likelihood of non-disabled person being appointed from shortlisting compared to disabled staff	1.1			

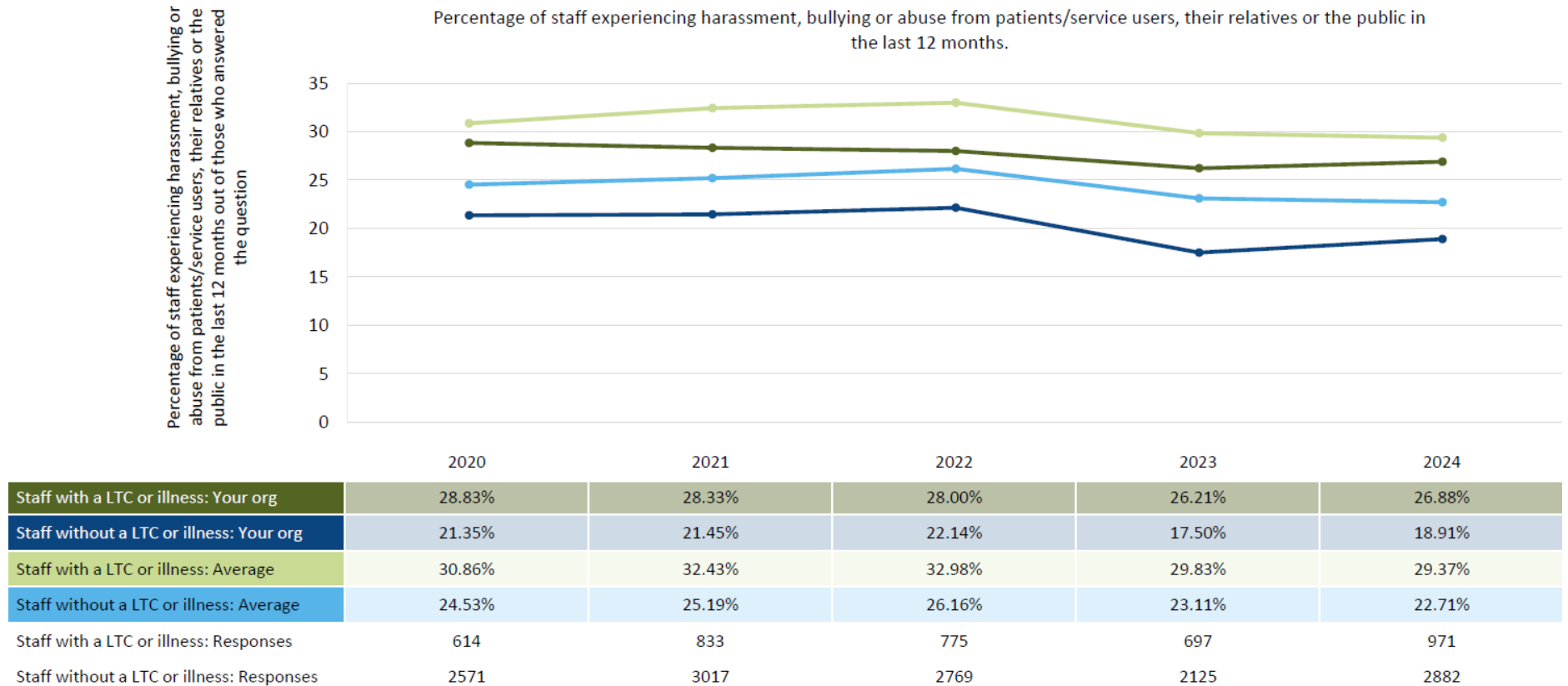
Metric 3 - Disabled staff entering the formal capability process compared to non-disabled staff

The number of disabled staff entering the formal capability process compared to non-disabled staff. The latest figures show 18.3% of disabled staff, 59.6% non-disabled staff and 22.2% who did not disclose.

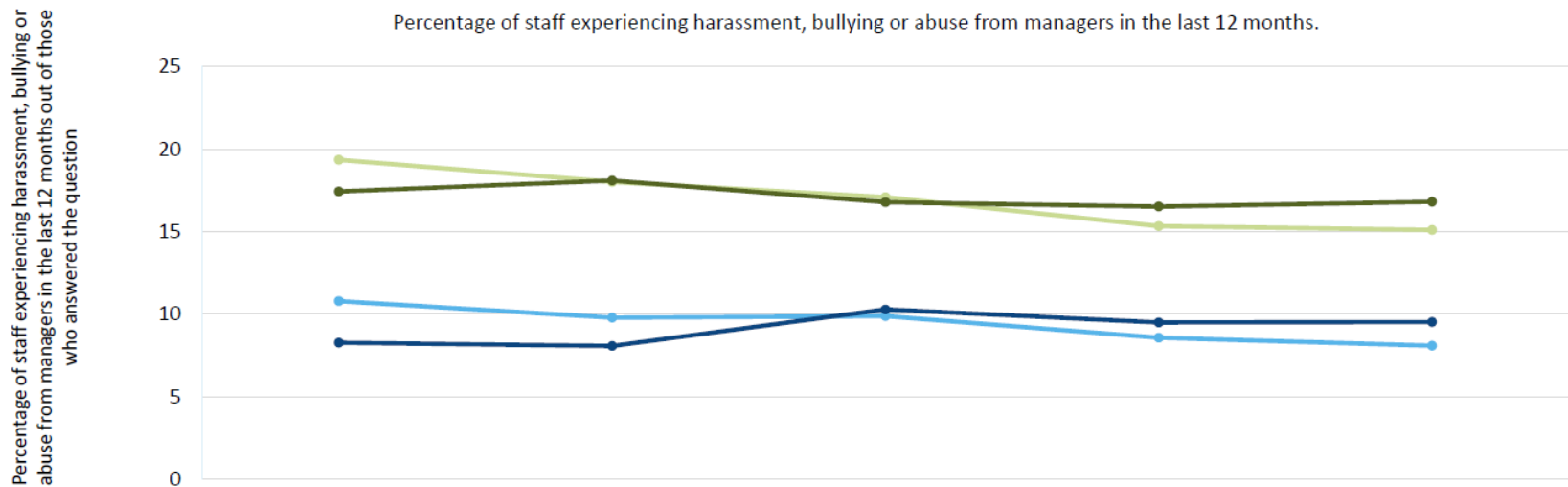


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Metric 4 - Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months

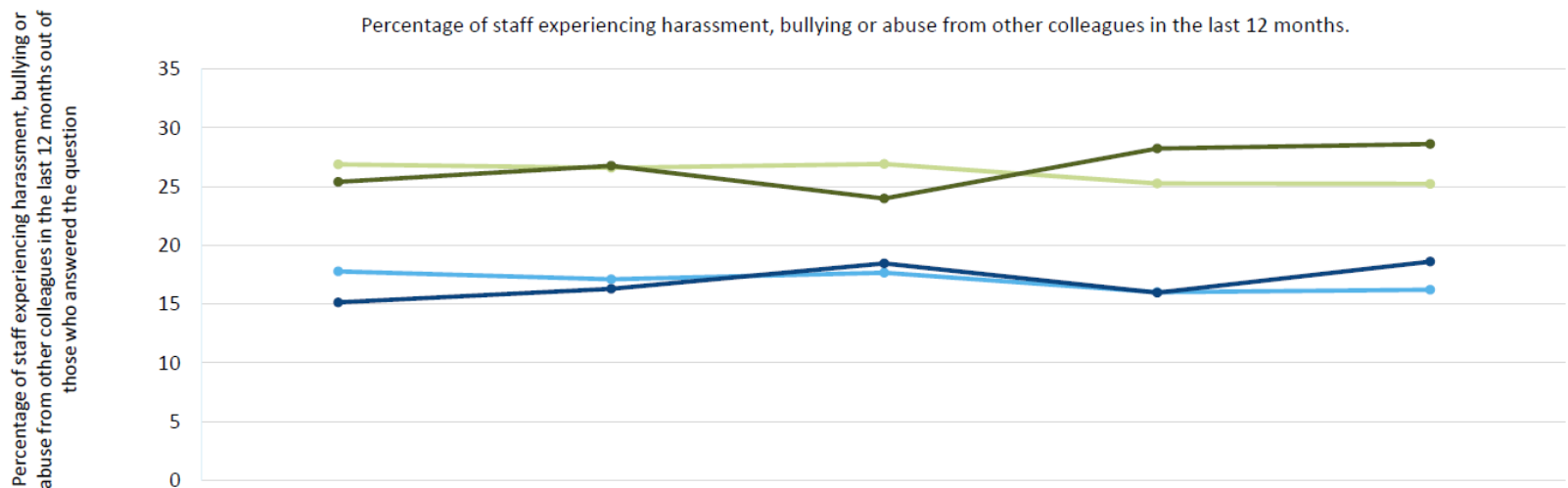


Metric 4 - Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months



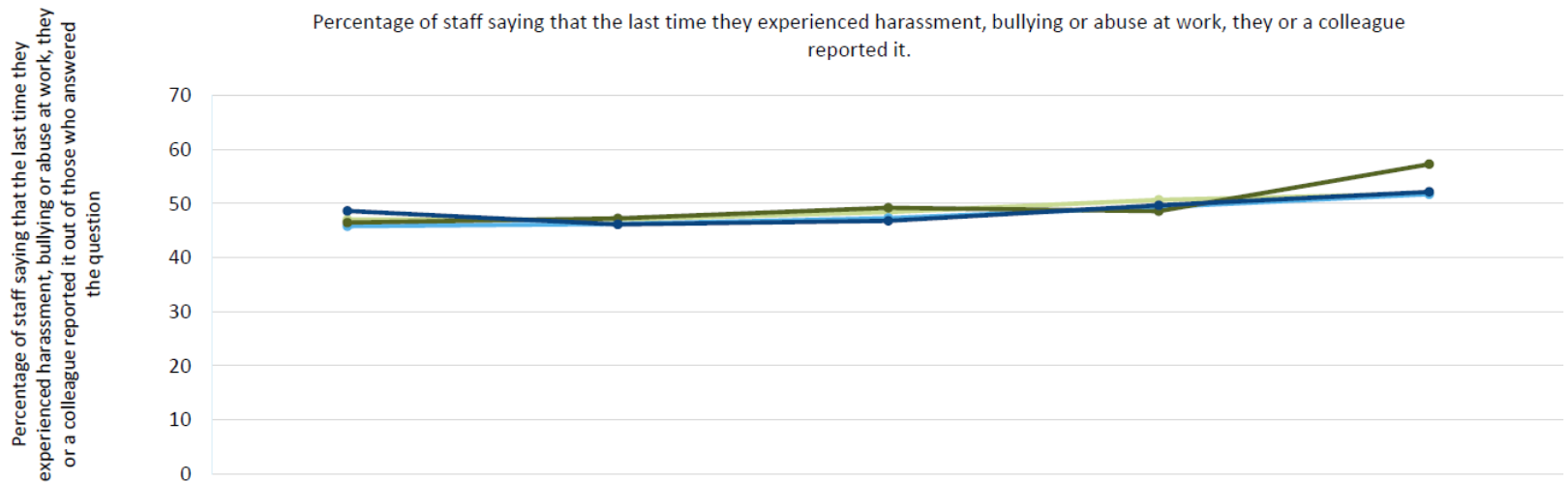
	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	17.43%	18.09%	16.78%	16.51%	16.81%
Staff without a LTC or illness: Your org	8.26%	8.06%	10.28%	9.49%	9.51%
Staff with a LTC or illness: Average	19.35%	18.00%	17.09%	15.33%	15.10%
Staff without a LTC or illness: Average	10.78%	9.77%	9.88%	8.56%	8.08%
Staff with a LTC or illness: Responses	608	829	769	687	958
Staff without a LTC or illness: Responses	2556	2977	2733	2103	2849

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



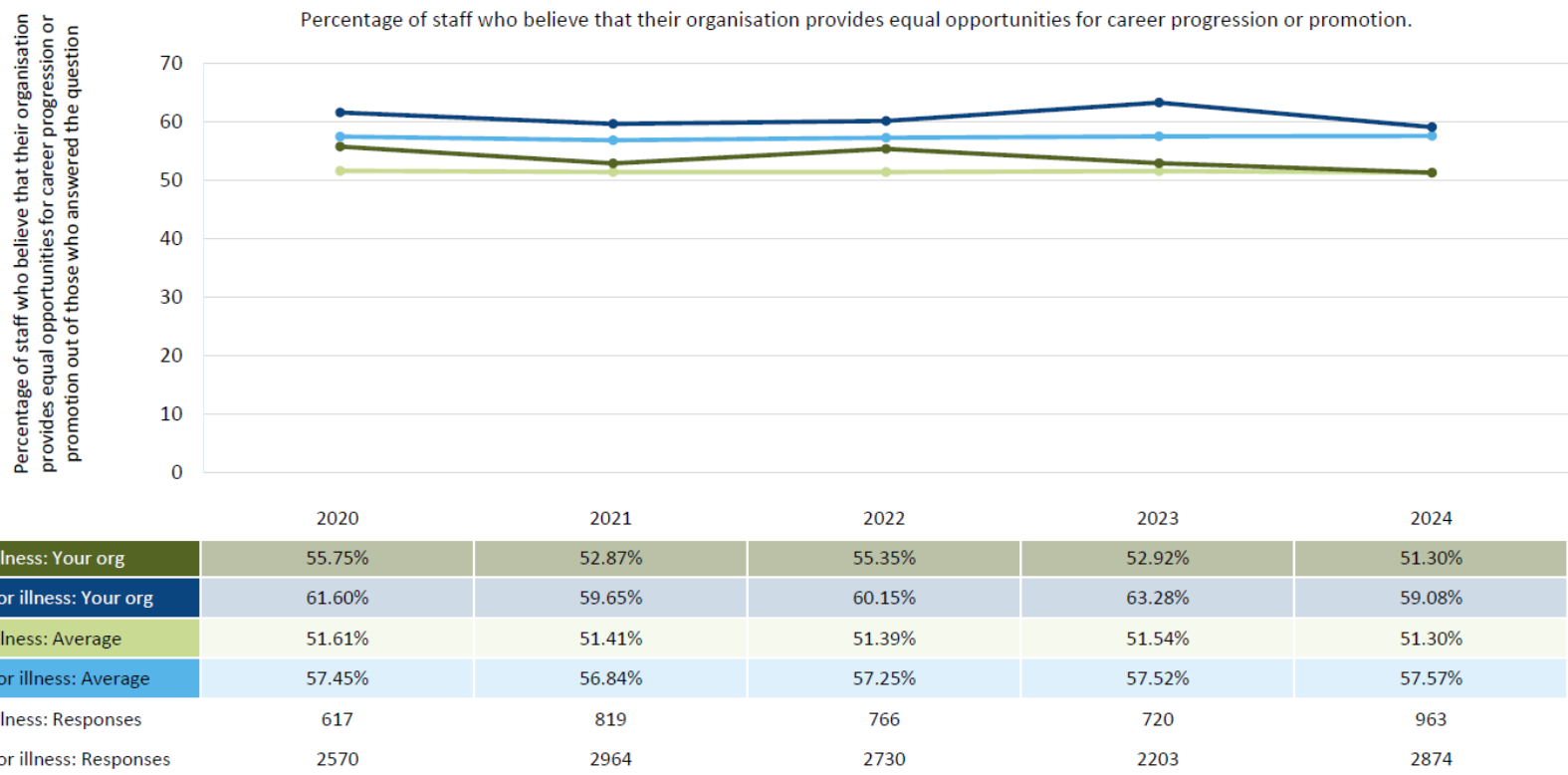
	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	25.41%	26.78%	23.99%	28.25%	28.63%
Staff without a LTC or illness: Your org	15.15%	16.30%	18.46%	15.98%	18.61%
Staff with a LTC or illness: Average	26.89%	26.60%	26.93%	25.26%	25.24%
Staff without a LTC or illness: Average	17.79%	17.11%	17.67%	16.01%	16.22%
Staff with a LTC or illness: Responses	610	814	767	688	964
Staff without a LTC or illness: Responses	2542	2964	2725	2090	2842

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

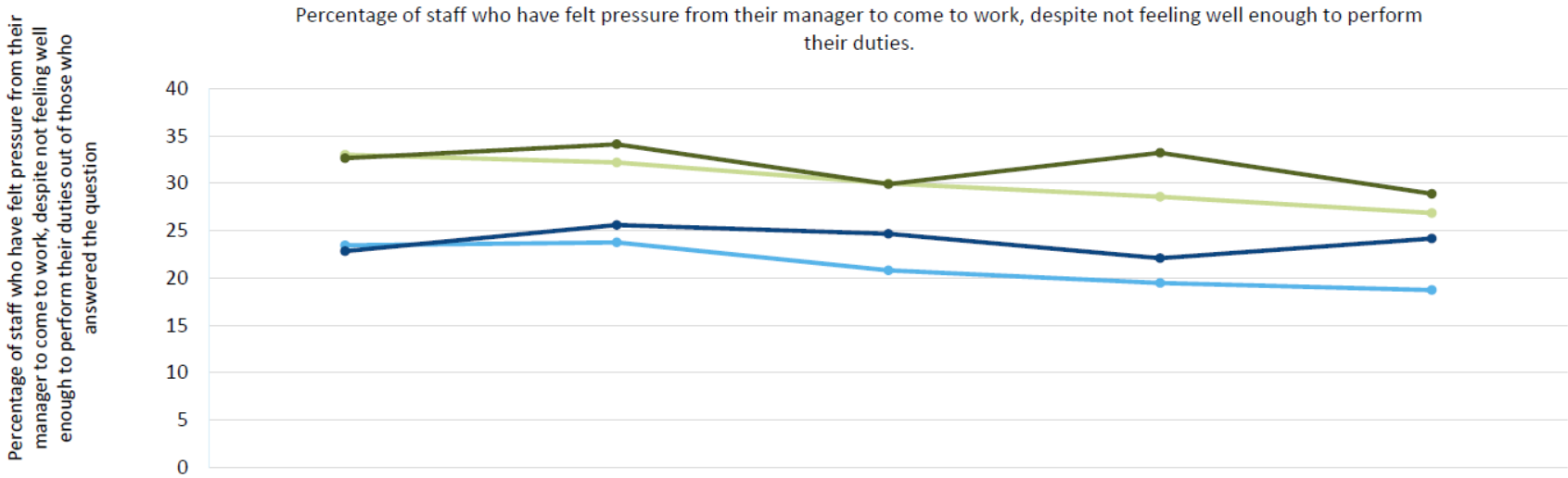


	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	46.46%	47.25%	49.19%	48.58%	57.25%
Staff without a LTC or illness: Your org	48.62%	46.13%	46.78%	49.65%	52.14%
Staff with a LTC or illness: Average	47.01%	47.03%	48.43%	50.64%	51.82%
Staff without a LTC or illness: Average	45.80%	46.20%	47.30%	49.31%	51.71%
Staff with a LTC or illness: Responses	254	345	307	278	414
Staff without a LTC or illness: Responses	687	800	791	536	817

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

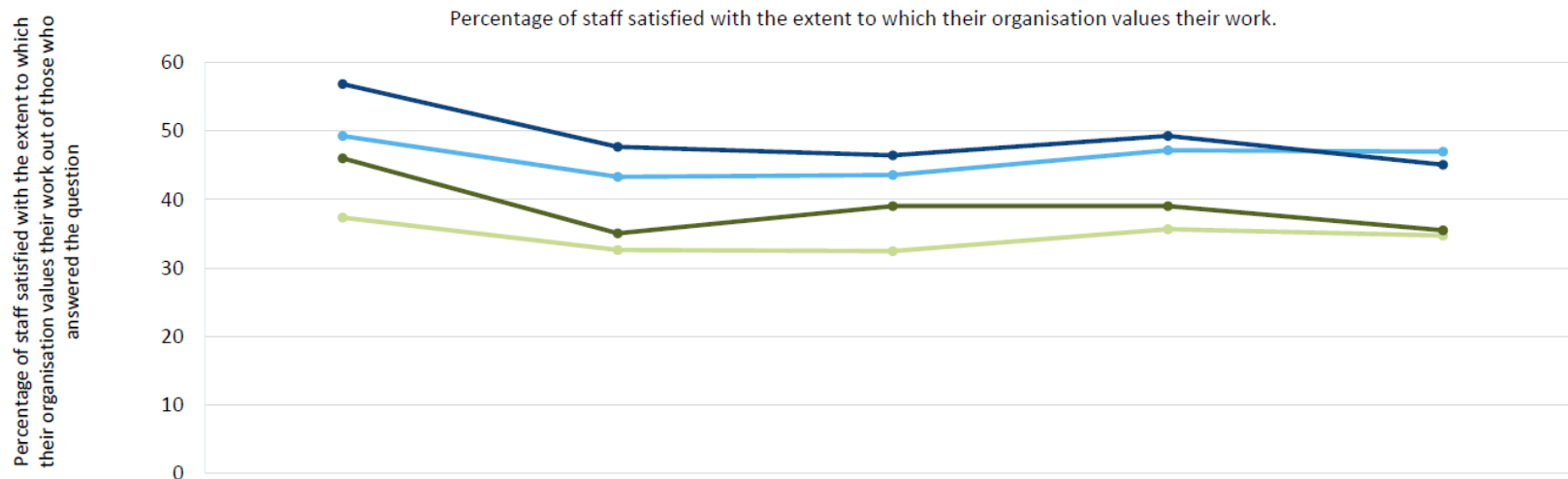


Metric 6 - Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.



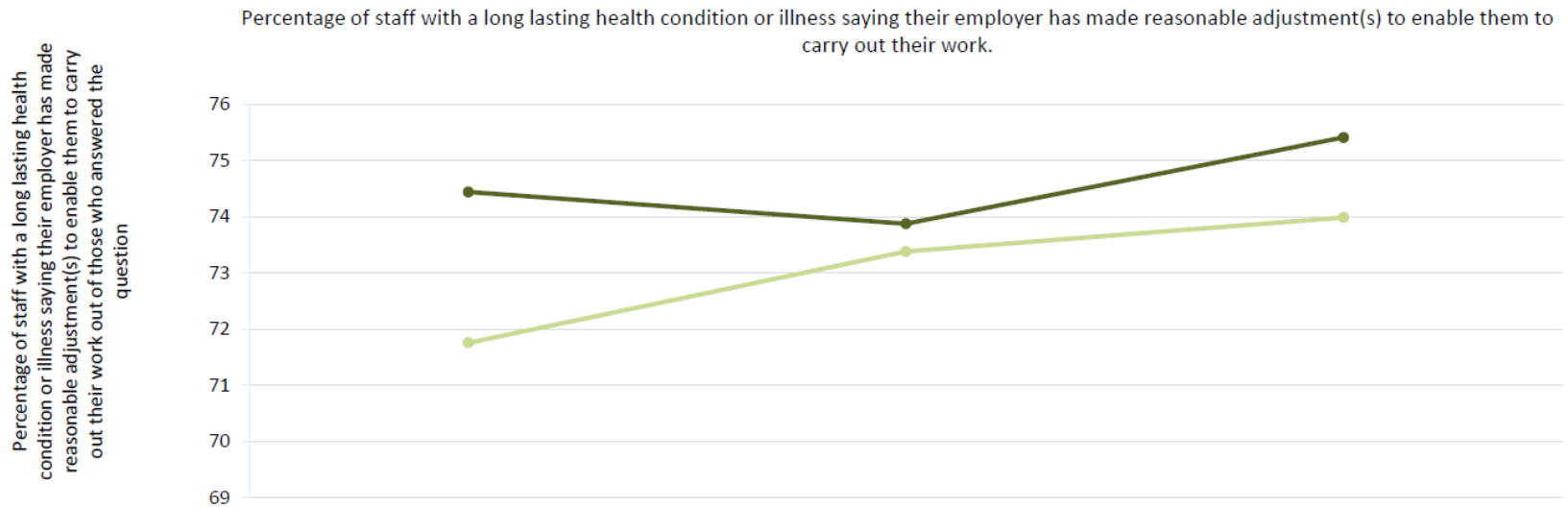
	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	32.63%	34.10%	29.90%	33.20%	28.88%
Staff without a LTC or illness: Your org	22.83%	25.59%	24.66%	22.07%	24.16%
Staff with a LTC or illness: Average	33.00%	32.18%	29.97%	28.55%	26.85%
Staff without a LTC or illness: Average	23.44%	23.74%	20.80%	19.46%	18.71%
Staff with a LTC or illness: Responses	377	522	525	503	696
Staff without a LTC or illness: Responses	1047	1282	1338	1042	1490

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.



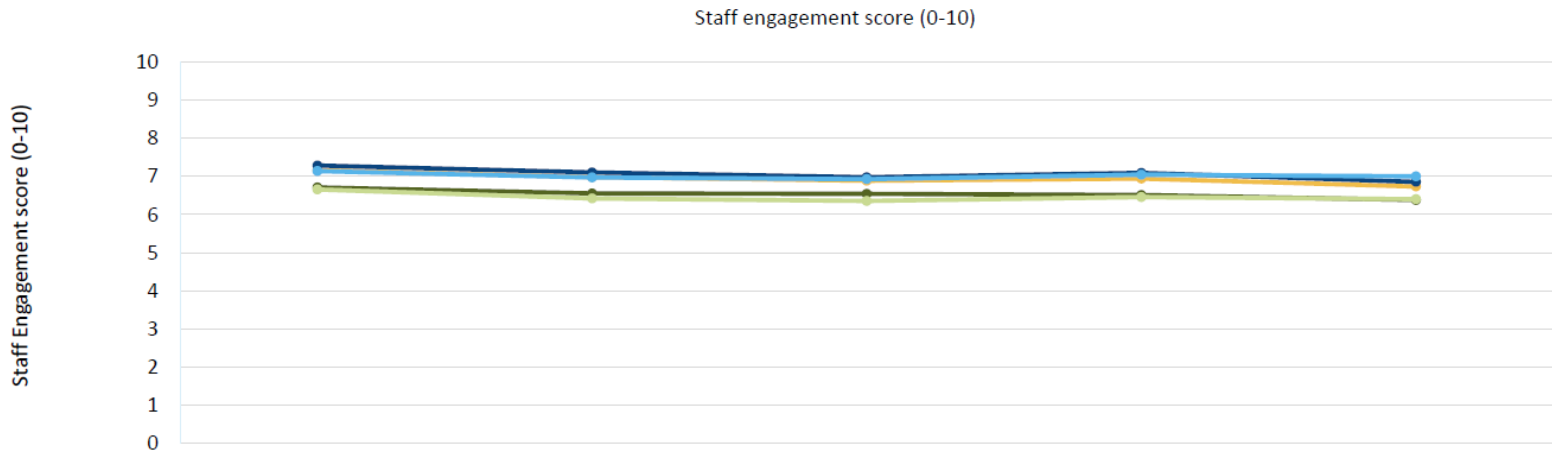
	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	46.02%	35.05%	39.02%	39.02%	35.49%
Staff without a LTC or illness: Your org	56.85%	47.67%	46.46%	49.28%	45.07%
Staff with a LTC or illness: Average	37.36%	32.62%	32.46%	35.66%	34.73%
Staff without a LTC or illness: Average	49.27%	43.30%	43.56%	47.19%	46.98%
Staff with a LTC or illness: Responses	615	833	779	733	975
Staff without a LTC or illness: Responses	2575	3004	2766	2218	2891

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



	2022	2023	2024
Staff with a LTC or illness: Your org	74.44%	73.87%	75.41%
Staff with a LTC or illness: Average	71.76%	73.38%	73.98%
Staff with a LTC or illness: Responses	446	444	610

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



	2020	2021	2022	2023	2024
Organisation average	7.16	6.98	6.88	6.94	6.73
Staff with a LTC or illness: Your org	6.71	6.55	6.54	6.51	6.38
Staff without a LTC or illness: Your org	7.28	7.10	6.98	7.09	6.85
Staff with a LTC or illness: Average	6.65	6.42	6.35	6.46	6.40
Staff without a LTC or illness: Average	7.14	6.97	6.92	7.04	7.00
Staff with a LTC or illness: Responses	617	836	782	734	976
Staff without a LTC or illness: Responses	2589	3027	2776	2229	2898

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:

Over the last 12 months, we have continued to increase the visibility of our Disability Staff Network and have introduced a Neurodiversity Staff Network. We have also signed up to the Hidden Disability Sunflower to support those with hidden disabilities. We continue to encourage 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.

The Trust has signed up to the menopause accreditation and now has various trainers across the site to educate teams further on this topic.



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Conclusion and Action planning

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)
- For 2025 we will also be looking at the Ethnicity Pay Gap (EPG)



Conclusion and Action planning

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](#)



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