



Metric 1

Metric 2

Metric 3

Metric 4

Metric 5

Metric 6

Metric 7

Metric 8

Metric 9

Metric 10



# Workforce Disability Equality Standard

2022 data analysis report for Whittington  
Health NHS Trust



- 3 [Foreword](#)
- 4 [Introduction](#)
- 5 [Aims](#)
- 6 [Key Findings](#)
- 7 [Summary Analysis](#)

10 [WDES Metric 1 – Workforce Representation](#)

13 [WDES Metric 2 - Recruitment](#)

15 [WDES Metric 5 – Career Progression](#)

17 [WDES Metric 10 – Board Representation](#)

20 [WDES Metric 3 – Capability](#)

21 [WDES Metric 4 – Harassment, Bullying and Abuse](#)

25 [WDES Metric 6 – Presenteeism](#)

27 [WDES Metric 7 – Feeling Valued](#)

28 [WDES Metric 8 – Workplace Adjustments](#)

30 [WDES Metric 9 – Staff Engagement](#)



# Foreword

Whittington Health NHS Trust is working to improve the everyday experiences for its patients and staff with Disabilities. This report focuses on staff with Disabilities and helps highlight their experiences.

**This document is closely aligned to the principles set out within the NHS [People Promise](#). One core principle the WDES supports is creating and inclusive environment where disabled staff are respected and can use their individual potential to develop and progress in their careers. Through the delivery of improvements highlighted in this report, we hope that Disabled staff will feel more supported and listened to.**

The Workforce Disability Equality Standard (WDES) forms part of the NHS Standard Contract and requires NHS Trusts to report and publish annual data on the workplace and career experiences of Disabled staff. At the Trust we want to use the WDES as a catalyst for continuous improvement, which will help us better understand our workforce and provide opportunities to improve the representation of Disabled staff through every level and profession within the organisation.

The WDES will also help to develop and improve support offered to staff and monitor for effectiveness. The standard also helps to ensure that the Trust has favorable and attractive employment offers to Disabled Staff. This in turn will help with recruitment and retention of NHS staff through the challenging times we face in healthcare.

The COVID-19 pandemic shone a spotlight on our workforce's resilience and ability to adapt to meet unexpected challenges, while delivering high quality services to meet the needs of our patients and service users.

Disabled communities have been disproportionately impacted by the pandemic, and the societal measure put in place to protect those most vulnerable. Within the NHS many Disabled staff there have had additional challenges in their work and personal lives presented by the pandemic; in some circumstances these challenges persist today.

The long-term impact of the pandemic on our services and our workforce are yet to be fully understood. It makes our commitment to removing barriers and ensuring that Disabled people can thrive, wherever they are in the Trust, vital to the important task of recovering and rebuilding for the future.

# Introduction

This the fourth Workforce Disability Equality Standard (WDES) report since the launch of the WDES in 2019. The report draws on analysis of data collected from the national NHS Staff Survey and several Trust systems that tracks the employment journey. The WDES metrics data analysis highlights the collective experiences of Disabled staff at Whittington Health and provides a basis for improvement.

While the data in this report demonstrates that there has been some progress, it also highlights areas where there are disparities between Disabled and non-disabled staff.

The report has been structured so that it aligns with NHS priorities; instead of reviewing the metrics in numerical order the report has been arranged into workforce supply and retention themes. These priorities include working through the challenges that are presented by the impact of the COVID-19 pandemic and recovery, and the changing landscape that is being witnessed thorough closer integration of health and social care.

It is recognised that disabled people continue to face barriers in employment, have common issues in seeking equity and are part of community. In this report a capital ‘D’ has been used to refer to Disabled staff, to highlight and recognise this fact.

## Data and Methodology

The Workforce Disability Equality Standard (WDES) is mandated for all trusts in England with the aim of furthering equality and inclusion for Disabled staff in the NHS. Ten specific measures (metrics) are calculated from the data, which is obtained from two sources:

1. Data provided directly from trusts. As part of the NHS Standard Contract, trusts are required to provide data for the metrics 1, 2, 3, 9b and 10.
2. What Disabled staff tell us. Each trust is required to participate in the annual NHS Staff Survey. Data from the relevant questions is provided directly from the Staff Survey team and used to calculate metrics 4, 5, 6, 7, 8 and 9a.

In 2022 trusts are required to undertake:

- verification, completion, and submission of data by 31 August 2022.
- publication of a board ratified WDES 2022 annual report on the trust’s external website by 31 October 2022.

For metrics 2 (Appointment from shortlisting) and 3 (Entry into the capability process), statistical significance is assessed using the “four-fifths” rule. If the relative likelihood of an outcome for one sub-group compared to another is less than 0.80 or higher than 1.25, then the process would be identified as having an adverse impact: relatively likelihoods between 0.8 and 1.25 suggest there is no significant difference between the sub-group and the rest of the population. A lack of statistical significance should not be interpreted as meaning that Disabled individuals, or even Disabled staff (as a group), do not experience inequalities in these areas.

For metrics (4-9a), extracted from the NHS Staff Survey, data for the national average of acute and acute & community trusts has been included to aid comparison. In the report, this comparator has been referred to ‘national acute average’ for brevity.



# Aims

## The aims of this report are to:

- Compare the workplace and career experiences of Disabled and non-disabled Trust staff, using data from reporting systems and staff survey.
- Provide a detailed analysis of the metrics data.
- Provide a year-on-year comparison with available results from earlier years.
- Highlight improvement actions that can be taken to improve the experiences of Disabled staff at Whittington Health NHS Trust.
- Continue to raise awareness of disability equality and outline some of the challenges that Disabled staff collectively experience at work.





# Key findings

## Workforce Representation

2022 data shows that **2.5%** of Trust staff have declared a disability.

Compared to the staff survey where **17.0%** of respondents stated they had a disability, leaves a disparity of **14.5%**.

## Recruitment

Disabled applicants are more likely than non-disabled applicants to be appointed in the Trust’s recruitment processes. **(relatively likelihood 0.84).**

Using the rule of 4/5ths, it does not suggest a statistical adverse impact.

## Capability

Disabled staff are **nearly 2 ½ times more likely** to enter the formal capability process.

(Please note this is based on a two-year rolling average involving 9 capability cases).

## Bullying, harassment and abuse

More Disabled staff have consistently reported experiencing bullying, harassment and abuse compared to non-disabled staff from patients and staff.

## Presenteeism

**Nearly a third** of disabled staff felt pressure to attend work when not feeling well enough. However, the gap in experience for disabled and non-disabled staff is getting smaller.

## Reasonable Adjustments

**62.3%** of Disabled staff report that they have the adjustments necessary to perform their duties effectively, a **decrease of 4.7** percentage points from 2021.



# Summary analysis

The data in Table 1 has been collected since 2019. The data is based either as a snapshot ‘as at’ 31 March (in each year, for metrics 1 and 10), the year running to 31 March (for metric 2) or the average (mean) of the two years to 31 March (for metric 3).

Table 1: WDES metrics based on ESR and HR/Recruitment databases

Metric	Description	2019	2020	2021	2022
1	Percentage of Disabled staff.	2.00%	2.00%	2.09%	2.50%
2	Relative likelihood of non-disabled staff applicants being appointed from shortlisting across all posts compared to Disabled staff.	1.24	0.96	1.02	0.84
3	Relative likelihood of Disabled staff entering the formal capability process (performance management rather than ill health) compared to non-disabled staff.	1.74	0.00	0.00	2.44
10	Percentage of Disabled staff on Boards.	0.00%	13.0%	20.0%	20.0%

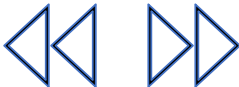


Table 2 presents metrics data calculated from responses to the NHS Staff Survey. Every year, NHS organisations are required to deliver a standard survey to all, or a significant random proportion, of their staff. The data for the following metrics has been collected consistently over the last five years. Although the WDES was introduced in 2019, for NHS Staff Survey data we can take a longer view of the data trends and any changes in the experiences of Disabled staff over this period.

Note: NHS Staff Surveys are identified by the year they were undertaken. Results of each survey is delivered in the following year. For this report, the latest survey available is the 2021 data, the results of which were delivered in 2022.

Table 2: WDES metrics based on NHS Staff Survey data

Metric	Description	Disability Status (Yes/No)	2017	2018	2019	2020	2021
4	Percentage of staff experiencing harassment, bullying or abuse in the last 12 months	Yes	27.4%	31.7%	30.1%	30.8%	27.9%
		No	21.4%	25.3%	23.7%	20.4%	20.4%
5	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	Yes	44.2%	42.3%	46.6%	41.8%	38.5%
		No	52.7%	47.8%	50.2%	49.7%	49.2%
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	Yes	29.5%	32.0%	33.5%	37.4%	28.5%
		No	22.6%	23.7%	22.0%	21.6%	22.0%
7	Percentage of staff saying that they are satisfied with the extent to which their organisation values their work	Yes	35.5%	36.8%	39.3%	37.1%	33.8%
		No	44.1%	48.4%	51.6%	53.7%	46.5%
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Yes	68.8%	62.5%	68.1%	67.0%	62.3%
		No	Non-disabled staff are not asked this question				
9a	Staff engagement score (a composite of nine questions)	Yes	6.8	6.6	6.7	6.7	6.5
		No	7.1	7.1	7.2	7.3	7.0







# Workforce supply

Under this heading we provide analysis for:

**WDES metric 1** Workforce representation

**WDES metric 2** Recruitment

**WDES metric 5** Career progression

**WDES metric 10** Board membership



# WDES Metric 1

## Workforce representation

Percentage of Disabled staff in each of the Agenda for Change (AfC) bands 1

– 9, VSM (including executive board members), medical/dental and other staff, compared with the percentage of non-disabled staff in these categories.

### Summary findings

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- 2.5% (118) of staff working for Whittington Health have recorded a disability on the NHS Electronic Staff Record (ESR). Since 2029, this has increased by 0.5 percentage points. Nationally, 3.7% of all staff employed by the NHS have declared a disability on ESR.
- 17.0% of staff who answered the 2021 NHS Staff Survey monitoring question indicated they have a disability (an increase of 2.8 percentage points from the previous year). There is a disparity of 14.5% of Trust staff that have declared a disability on ESR, compared to the responses to the Staff Survey.
- Overall, 2.5% of Trust medical and dental staff have declared that they have a disability on ESR.
- 1.4% of Trust medical consultants and 3.6% of trainee doctors have declared a disability.
- For clinical and non-clinical roles, there is a higher than expected representation of disabled staff (when compared to the overall workforce) in clusters 2 and 3 (band 5-8b). In all other clusters there is a lower than expected representation of disabled staff.
- Compared to the overall workforce, for clinical and non-clinical staff there is a lower than expected representation of disabled staff in senior manager roles (8c and above).
- 51% of all Trust staff have not declared their disability status.

Figure 1: Representation of disability status in non-clinical roles

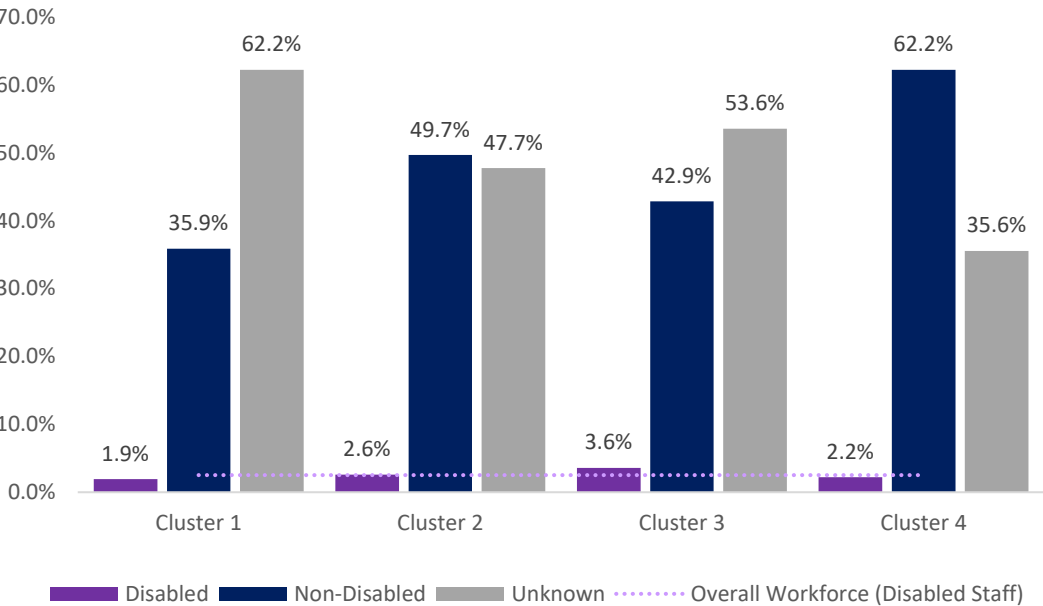
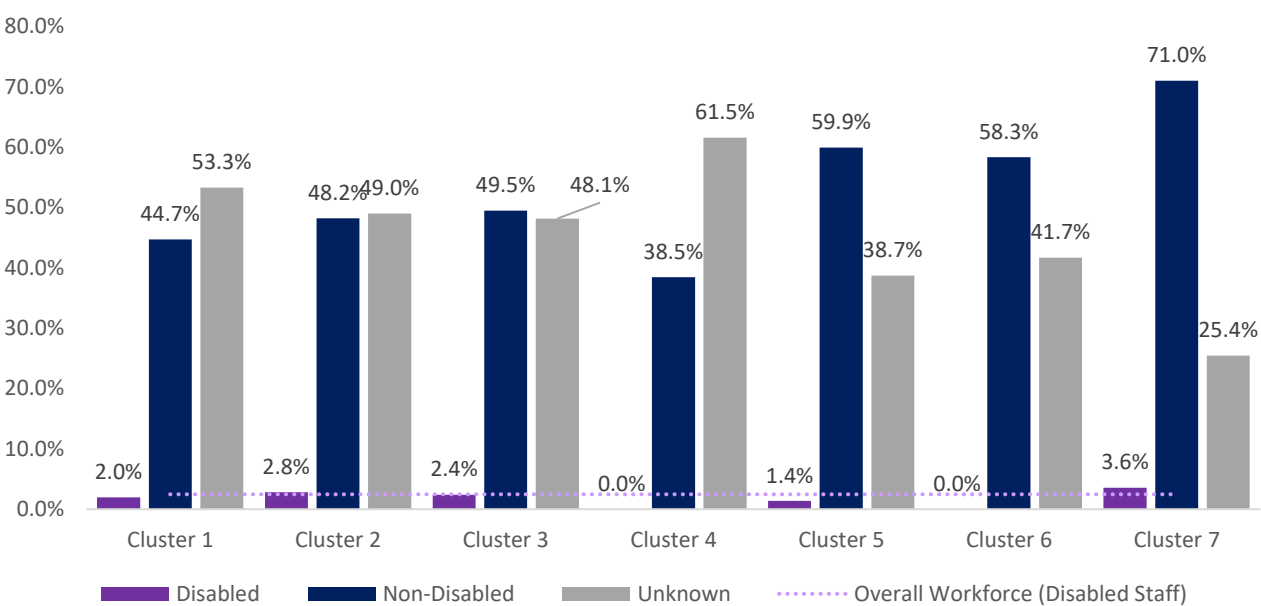


Figure 2: Representation of disability status in clinical roles



- Cluster 1 – Agenda for change bands 1-4
- Cluster 2 – Agenda for change bands 5-7
- Cluster 3 – Agenda for change bands 8a-b
- Cluster 4 – Agenda for change bands 8c-9 and very senior managers
- Cluster 5 – Medical and dental, consultants
- Cluster 6 – Medical and dental, middle grade
- Cluster 7 – Medical and dental, trainee grade



## Actions to take forward

- Update information on declaring disability that staff can use as a resource.
- Consult Disabled staff and networks to better understand the reasons why staff may not have declared a disability on ESR.
- Reduce the number of 'unknown' statuses on ESR.
- Take action that can positively increase disability declaration rates. This could include:
  - Running awareness campaigns about the organisational commitment to disability equality.
  - Publishing and promoting case studies, blogs, podcasts and lived experience videos to raise awareness of disability in the workplace.
  - Running a programme that regularly monitors disability declaration rates, with data and actions reviewed at senior trust workforce meetings.







# WDES Metric 2

## Recruitment

Relative likelihood of non-disabled staff compared to Disabled staff appointed from shortlisting across all posts.

### Summary findings

- Disabled applicants are more likely than non-disabled applicants to be appointed from shortlisting in recruitment.
- Using the four-fifths rule, the relative likelihood does not suggest a statistically significant disadvantage for non-disabled applicants.

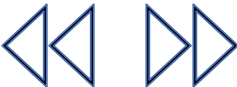
### Trends

- Broadly, there has been a decreasing trend in the likelihood of non-disabled applicant being appointed over Disabled applicants.
- Since 2020, disabled applicants have been more likely to be appointed compared to non-disabled applicants.

**Table 3:** Relative likelihood of non-disabled applicants being appointed from shortlisting compared to Disabled applicants 2019-2022

NB a figure less than 1.0 would suggest that disabled applicants are more likely to be appointed than non-disabled applicants

Year	Relative likelihood
2019	1.24
2020	0.96
2021	1.02
2022	0.84





## Actions to take forward

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- Review local data, including deep dives where relevant, and explore whether the evidence indicates a need to take action to address disparities in recruitment for Disabled staff. Extend the deep dive to look at ICSU and staff group/profession basis.
- Review how reasonable adjustments are managed within the recruitment and interview processes and identify actions for improvement.
- Review guidance and training provided to recruiting managers and make improvements to processes and materials e.g.
- Diverse and Inclusive Panels
- Audit the accessibility of the Trust's recruitment processes and compare against recommendation from Disability Confident Scheme.
- Develop opportunities for local unemployed Disabled people to gain work experience within the organisation.





# WDES Metric 5

## Career progression

Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.

### Summary findings

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- In 2021, 38.5% of Trust Disabled staff believed that they had equal opportunities for career progression or promotion. This is 10.7 percentage points lower than the figure for non-disabled staff (49.2%).
- Overall, 46.2% of Trust staff believe trusts provide equal opportunities for career progression.
- In 2021, compared to the acute national average for disabled staff, the experience of Trust disabled staff is 12.9 percentage points lower.
- There has been a change in the calculation of the question 15 in the NHS Staff Survey, that this metric relates to. As a result, the data will look much lower compared to previous WDES reports.



## Trends

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- The percentage of Trust Disabled staff believing that they have equal opportunities has been decreasing since 2019.
- The difference between Disabled and non-disabled Trust staff experience has increased, from 5.5 percentage points in 2018 to 10.7 percentage points in 2021.

## Actions to take forward

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- Continue, or develop bespoke career development/talent management programmes for Disabled staff.
- Review learning and development for line managers in relation to disability, to better support the career development and aspirations of Disabled staff.
- Review appraisal and effectiveness of personal development planning process.



# WDES Metric 10

## Board representation

Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce.

### Summary findings

- Overall, 5.9% of board members have declared a disability, which is greater than the overall workforce representation.
- When comparing to the overall workforce, there is a greater than expected representation of board members who are voting members and executive directors.
- The non-declaration of disability status remains quite high among the board (both executives and non-executive directors).

Table 4: 2022 Board membership

	Total Board	Voting Members	Non-Voting Members	Executive Directors	Non-Executive Directors
Disabled	5.9%	8.3%	0.0%	20.0%	0.0%
Not Disabled	64.7%	50.0%	100.0%	60.0%	42.9%
Unknown	29.4%	41.7%	0.0%	20.0%	57.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

## Trends

- Since 2019, there has been a higher-than-expected representation of disabled board members, compared to the overall workforce.

## Actions to take forward

- Discuss equality monitoring and ask all Board members to review and update their equality information, including disability.
- Undertake a review of talent management and identify opportunities to identify and support the development of Disabled leaders of the future.
- Promote the Disabled NHS Directors Network2 to their board members, support the network’s activities.

**Table 5:** Difference in representation of board members with a disability compared to the overall workforce

	Workforce Representation	% Difference Voting Members	% Difference Executive Directors
Disabled	2.5%	5.8%	17.5%
Not Disabled	48.1%	1.9%	11.9%
Unknown	49.4%	-7.7%	-29.4%



# Retention

Under this heading we provide analysis for:

**WDES metric 3** Capability

**WDES metric 4** Harassment, bullying or abuse

**WDES metric 6** Presenteeism

**WDES metric 7** Feeling valued

**WDES metric 9** Staff engagement





# WDES Metric 3

## Capability

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

### Summary findings

- The 2022 relative likelihood is 2.44, indicating Disabled staff are nearly two and a half times as likely to enter the capability process as their non-disabled colleagues. By capability, only cases based on performance, not ill health will be counted.
- Using the rules of 4/5ths, the 2022 data would suggest that there is an adverse statistical impact for disabled staff entering into the capability process.
- In Whittington Health, the proportion of staff in the capability process is very low. Care should be taken when drawing conclusions at trust level when numbers are so small, but national comparisons and trends are still applicable.

### Trends

- Overall, the relative likelihood of Disabled staff entering the capability process has increased since 2021.

**Table 7:** Relative likelihood of Disabled staff entering the formal capability process

Year	Relative likelihood
2019	1.74
2020	0.00
2021	0.00
2022	2.44

### Actions to take forward

- In partnership with Disabled staff and networks, trusts should:
- Review the trust's data and undertake further research to explore any disproportional representation of Disabled staff in capability processes.
  - Review capability policies and processes with reference to disability.



# WDES Metric 4

## Harassment, bullying or abuse

Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse in the last 12 months.

This metric is split into four parts:

<p><b>4 (a)</b></p> <p>Harassment, bullying or abuse from patients, service users or the public.</p>	<p><b>4 (b)</b></p> <p>Harassment, bullying or abuse from a line manager.</p>	<p><b>4 (c)</b></p> <p>Harassment, bullying or abuse from other colleagues.</p>	<p><b>4 (d)</b></p> <p>Percentage of staff who reported harassment, bullying or abuse the latest time it happened.</p>
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Summary findings

- Harassment, bullying or abuse towards Disabled staff from patients or the public has increased in 2021 by 0.6 percentage points; over a third of Disabled staff continue to report that they have experienced harassment, bullying or abuse; this figure is 6% higher when compared to non-disabled staff.
- Incidents of harassment, bullying or abuse from managers towards Disabled staff decreased by 6.8 percentage points; nearly a third of Disabled staff continue to report that they have experienced harassment, bullying or abuse; this figure is 8.9% higher when compared to non-disabled staff.
- There has been small reduction of 2.4 percentage points in the level of harassment, bullying or abuse experienced by Disabled staff in 2021; the gap in experience between Disabled and non-disabled staff has remained around 9% since 2016.
- Compared to the previous years, there was an increase in the number of Trust staff with disabilities that reported incidents of bullying, harassment and abuse.

Table 6: Harassment, bullying or abuse 2018-2021

Year	From public	(4a)	From manager (4b)		From colleagues (4c)	
	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
2017	32.4%	28.0%	25.5%	16.1%	24.4%	20.1%
2018	40.3%	32.0%	27.3%	19.3%	27.5%	24.5%
2019	33.4%	31.3%	24.1%	16.3%	32.9%	23.5%
2020	32.8%	28.8%	29.5%	13.4%	30.1%	19.0%
2021	33.4%	27.4%	22.7%	13.8%	27.7%	19.9%

Trends

- Since 2019, the number of Disabled staff that have experienced harassment, bullying and abuse from patients and other colleagues is relatively consistent.
- The difference in the level of harassment, bullying or abuse experienced by Trust Disabled staff and non-disabled staff has remained consistently higher for Disabled staff over the last five years.
- Consistently over the last five years Trust Disabled staff experience higher levels of bullying, harassment and abuse compared to the national acute average.
- Over the last four years, there has been a decrease in the number of Trust Disabled staff that have reported incidents of bullying, harassment and abuse. The opposite is true for non-disabled staff.
- From 2020, there have been less Trust Disabled staff that have reported incidents of bullying, harassment and abuse compared to the national average for acute trusts.

Figure 3: Metrics 4a-c, harassment, bullying or abuse for disabled staff at the Trust

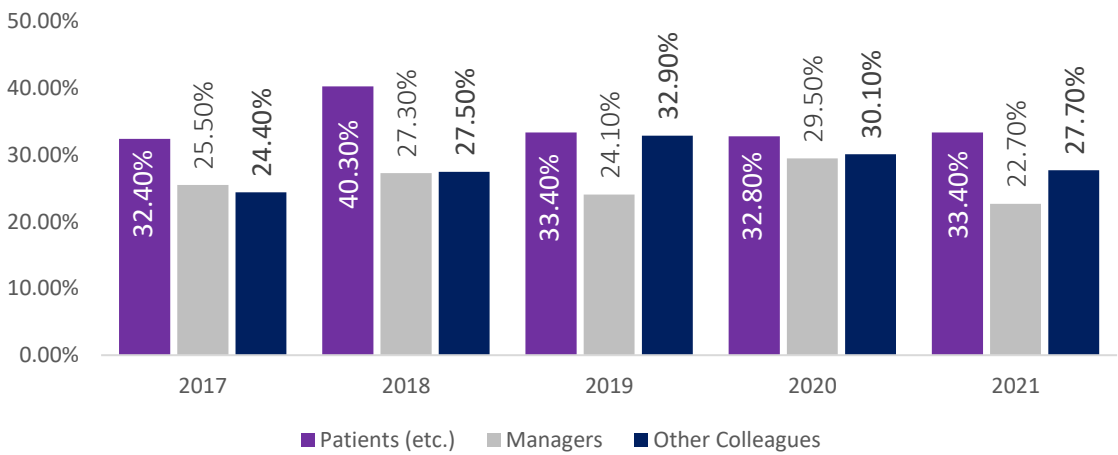
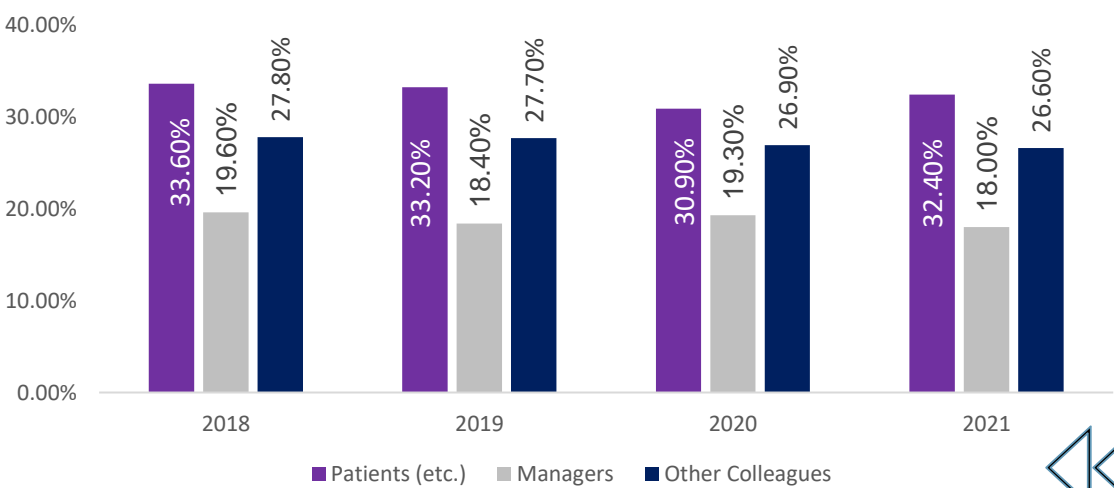
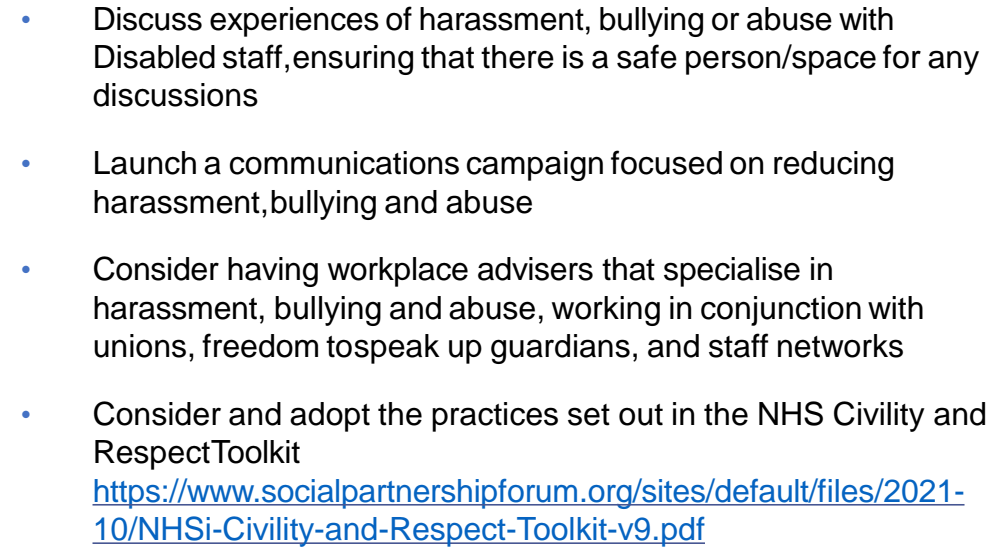


Figure 4: Metrics 4a-c, harassment, bullying or abuse in the national acute average for disabled staff



## Actions to take forward



# WDES Metric 6

## Presenteeism

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 (“presenteeism”).

### Summary findings

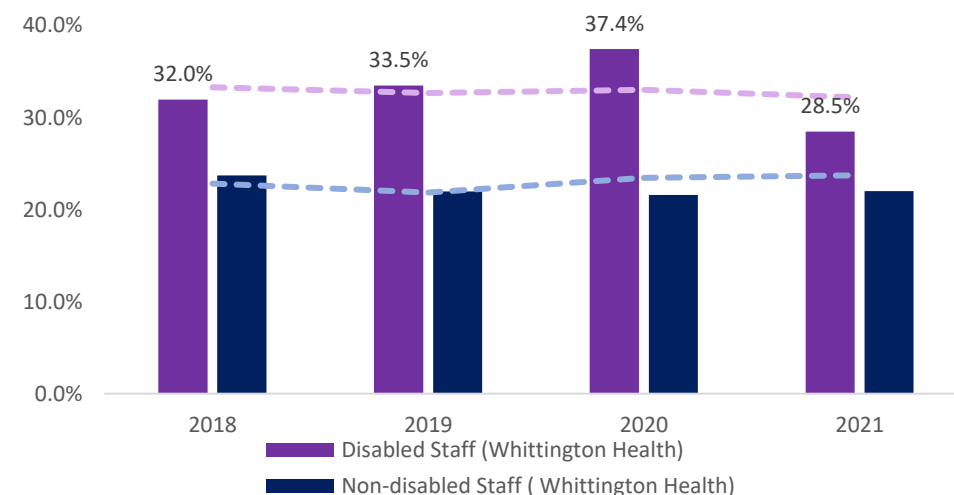
- Nearly a third of Disabled staff say that they have felt pressure from their manager to come to work, despite not feeling well enough
- Compared to the previous year, there has been a decrease in presenteeism in Trust staff with disabilities and an increase in non-disabled staff.
- The gap in experience between Trust Disabled and non-disabled staff has almost halved since 2020. In 2020 there was a gap of 15.8%, in 2021 it reduced to 6.5%.

### Trends

- The level of presenteeism has been relatively stable, except in 2020 which may be impacted by the COVID-19 pandemic.
- The closing of the differential gap between Disabled and non-disabled staff in 2021 may be a direct consequence of the UK ‘learning to live with COVID-19’.

- Compared to national acute trust data, Trust non-disabled staff is broadly in line while Disabled staff in 2018 and 2021 fewer staff report experiencing pressure from their managers, but in 2019 and 2020 more staff reported this.

**Figure 6: Metric 6, presenteeism**



### Actions to take forward

- Consider a Disability Leave policy, examples of these are available at
- Undertake analysis to investigate whether the experience of requesting flexible working arrangements differs between Disabled and non- disabled staff within the trust. ‘Improving access to flexible working opportunities’ is a recommendation set out in the NHS Disabled staff experiences during COVID-19 report <https://www.nhsemployers.org/publications/nhs-disabled-staff-experiences-during-covid-19-report>
- Reasonable Adjustment Guidelines to improve education on the process, and help to reduce unnecessary delays.





# WDES Metric 7

## Feeling valued

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

### Summary findings

About a third of Trust Disabled staff feel valued by their employer: this compares to just slightly under half of non-disabled staff. Both groups saw a decrease in staff reporting that they feel valued.

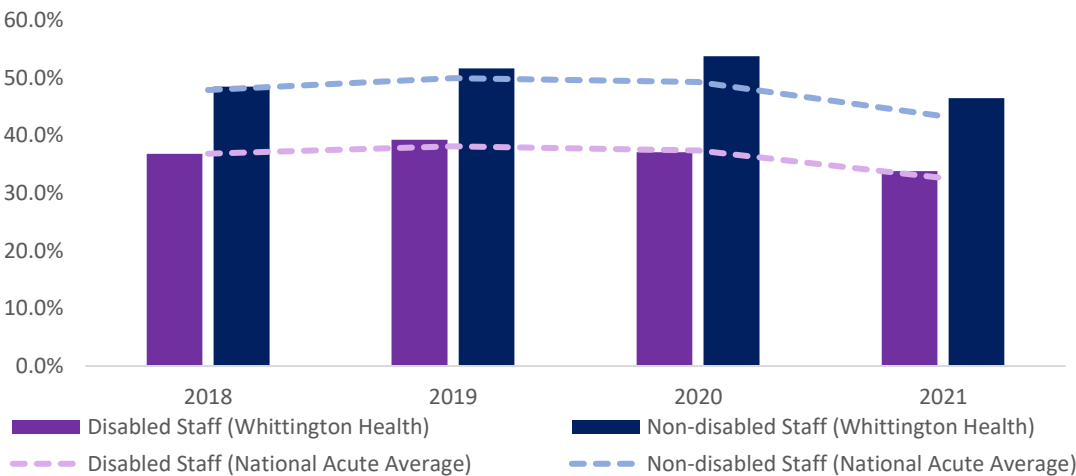
### Trends

- Both staff groups broadly follow the national acute average; both in terms of pattern and percentage values.
- Except 2020, the gap in experience between the two Trust staff groups has remained consistent.

### Actions to take forward

- Develop a communications campaign focused on the benefits of employing Disabled people, aligning these with the NHS People Promise values including the activities that support disability as an asset.
- Review WDES Metric 1 workforce data to understand pay clusters and seniority for Disabled staff
- Review entry to career development opportunities with reference to disability

Figure 7: Metric 7, feeling valued



# WDES Metric 8

## Workplace adjustments

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

### Summary findings

- The number of Trust Disabled staff that reported having adequate reasonable adjustments decreased since 2020, this is in line with the reduction that can be seen in the national acute average.
- There is a consistent gap between Trust Disabled staff’s experiences compared to the national acute average.
- Whilst there are over 60% of the Trust’s Disabled staff that state they have adequate adjustments in place, that means nearly 40% of the Trust’s Disabled staff do not.

Table 7: Adjustments for Disabled staff 2016-2021

Year	Whittington Health	National Acute Average
2018	62.5%	73.1%
2019	68.1%	73.3%
2020	67.0%	75.5%
2021	62.3%	70.9%



## Trends

- This metric only had slight fluctuations over the four years to 2021.
- Staff in London consistently report lower levels of adjustments than other regions (typically four or more percentage points lower than any other region).
- With an increasing level of staff returning to workplaces, and the impact of health conditions such as Long Covid at this point unclear.

## Recommendations for action

- Develop Reasonable Adjustments Guidelines
- Introduce Health Passport.

# WDES Metric 9

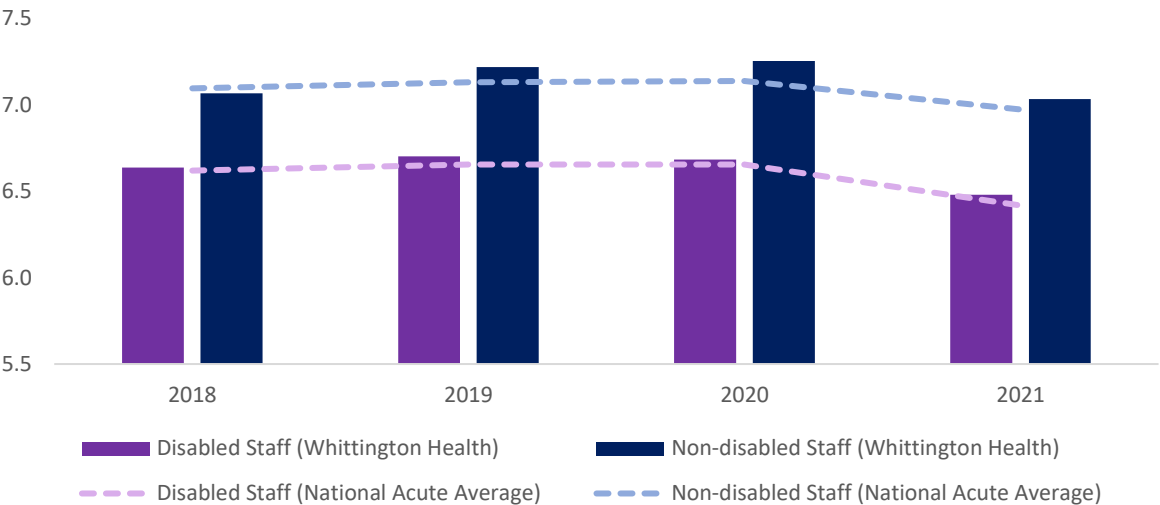
## Staff engagement

- a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.
- b) has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

### Summary findings

- Disabled staff feel less engaged than non-disabled staff at the Trust.
- (9b) The Trust has a staff network that has an executive sponsor/champion which enable the facilitation of the voices of Disabled staff to be heard in the organisation.

Figure 8: Metric 9a, staff engagement



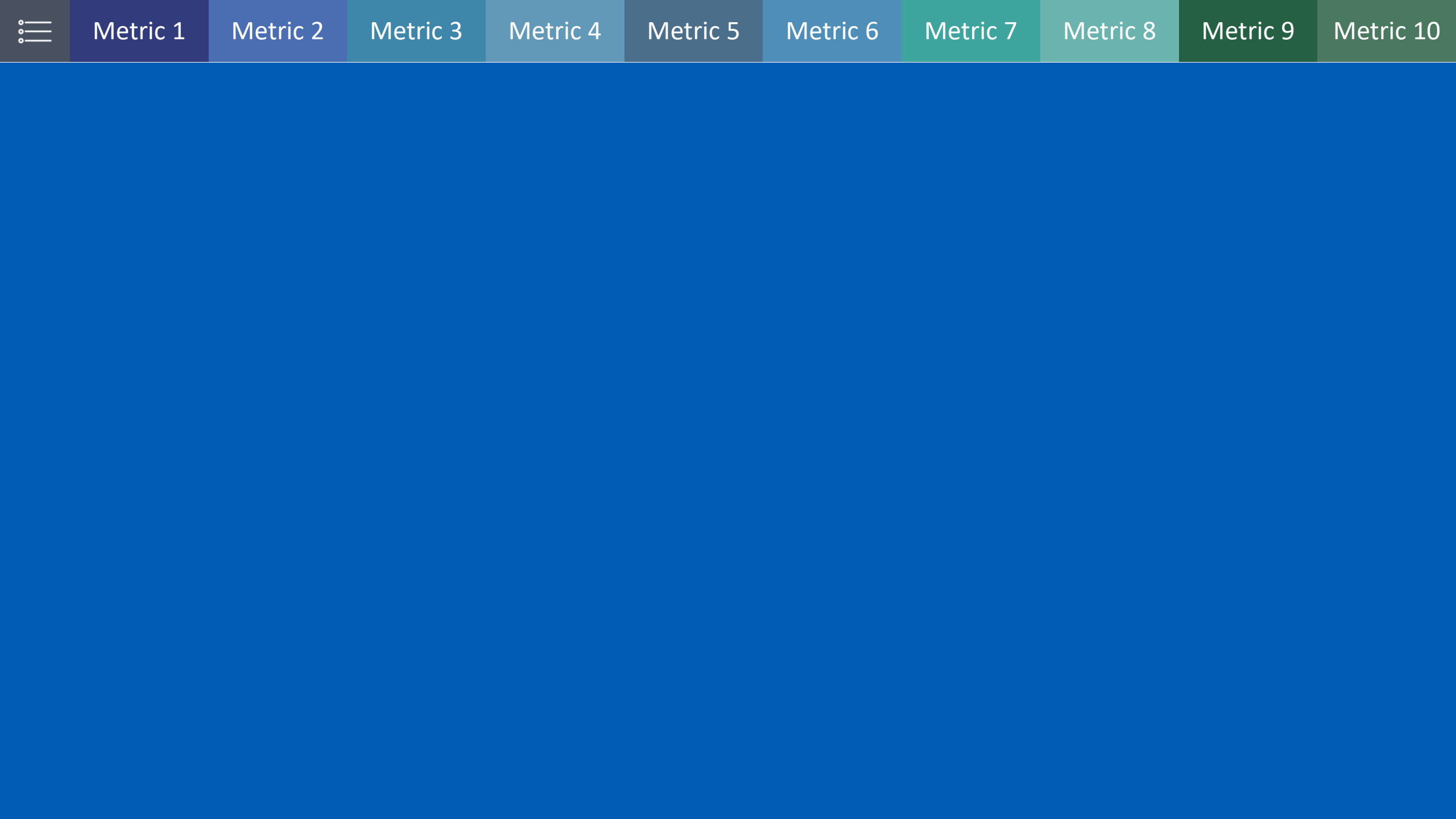
## Trends

- The staff engagement score has been consistent over five years, with Disabled staff scoring just under 0.5 less than their non-disabled colleagues.
- The reported experiences of Trust staff mirror that national acute average for both groups.

## Actions to take forward

- Review and strengthen the governance arrangements of the Disabled Staff Network.
- The improved facilitation of Disabled staff voices is not being reflected in the staff engagement score, so trusts should look to identify additional ways to ensure that the voices of all Disabled staff are heard.
- In conjunction with regional leads, organise regional Disabled Staff Network activities and events.





Metric 1

Metric 2

Metric 3

Metric 4

Metric 5

Metric 6

Metric 7

Metric 8

Metric 9

Metric 10