**Workforce Disability Equality Standard (WDES) performance 2019 - 2023**

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|  | Metrics 1 to 3 & 10 is extracted from the workforce data held on ESR as at 31/3/23 and Metrics 4 to 9 is taken from the 2022 NHS staff survey |
| **WDES Indicator** | **Metric description** |
| 1 | Percentage of staff in AfC pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.  Organisations should undertake this calculation separately for non-clinical and for clinical staff.  Cluster 1: AfC Band 1, 2, 3 and 4  Cluster 2: AfC Band 5, 6 and 7  Cluster 3: AfC Band 8a and 8b  Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members)  Cluster 5: Medical and Dental staff, Consultants  Cluster 6: Medical and Dental staff, Non-consultant career grade  Cluster 7: Medical and Dental staff, Medical and dental trainee grades  . |

**Non Clinal Staff**

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|  |  | **Disabled** | | | | | **Non**  **Disabled** | | | | | **Not Known**  **Or**  **Not declared** | | | | |
|  |  | **2019** | **2020** | **2021** | **2022** | **2023** | **2019** | **2020** | **2021** | **2022** | **2023** | **2019** | **2020** | **2021** | **2022** | **2023** |
| Cluster 1 | Bands 1-4 | 6% | 7% | 6% | 6% | 5% | 86% | 85% | 85% | 85% | 82% | 8% | 8% | 9% | 9% | 13% |
| Cluster 2 | Bands 5-7 | 5% | 6% | 5% | 5% | 6% | 85% | 87% | 89% | 87% | 87% | 9% | 8% | 6% | 8% | 7% |
| Cluster 3 | Bands 8a-8b | 4% | 3% | 3% | 7% | 5% | 91% | 89% | 87% | 92% | 90% | 5% | 8% | 10% | 1% | 5% |
| Cluster 4 | Bands 8c - VSM | 0% | 0% | 0% | 0% | 0% | 70% | 63% | 60% | 87% | 85% | 30% | 38% | 40% | 13% | 15% |

**Clinical Staff**

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|  |  | **Disabled** | | | | | **Non**  **Disabled** | | | | | **Not Known**  **Or**  **Not declared** | | | | | |
|  |  | **2019** | **2020** | **2021** | **2022** | **2023** | **2019** | **2020** | **2021** | **2022** | **2023** | **2019** | **2020** | **2021** | **2022** | **2023** |
| Cluster 1 | Bands 1-4 | 4% | 4% | 4% | 5% | 5% | 86% | 85% | 86% | 84% | 76% | 8% | 8% | 9% | 11% | 20% |
| Cluster 2 | Bands 5-7 | 4% | 5% | 5% | 6% | 6% | 86% | 85% | 82% | 83% | 80% | 10% | 10% | 13% | 11% | 14% |
| Cluster 3 | Bands 8a-8b | 4% | 4% | 4% | 2% | 3% | 92% | 85% | 83% | 85% | 87% | 5% | 11% | 14% | 13% | 10% |
| Cluster 4 | Bands 8c - VSM | 9% | 8% | 0% | 0% | 0% | 82% | 75% | 85% | 88% | 82% | 95 | 17% | 15% | 12% | 18% |
| Cluster 5 | Medical & Dental consultants | 0% | 0% | 0% | 0% | 0% | 79% | 75% | 67% | 70% | 59% | 21% | 24% | 33% | 30% | 41% |
| Cluster 6 | Medical & Dental  non consultants | 5% | 13% | 7% | 8% | 7% | 60% | 62% | 67% | 62% | 64% | 35% | 25% | 27% | 30% | 29% |
| Cluster 7 | Medical & Dental trainee consultants | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 22% | 100% | 100% | 100% | 100% | 78% |

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| **WDES Indicator** | **Metric description** | **31.3.19 score** | **31.3.20 score** | **31.3.21 score** | **31.3.22 score** | **31.3.23**  **score** |
| 2 | Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts. | 1.9 | 2.5 | 1.2 | 1 | 1.05 |
| **WDES Indicator** | **Metric description** | **31.3.19 score** | **31.3.20 score** | **31.3.21 score** | **31.3.22 score** | **31.3.23**  **score** |
| 3 | Relative likelihood of Disabled staff compared to non-disabled staff  entering the formal capability process | 2 | 0 | 0 | 0 | 0 |
| **WDES Indicator** | **Metric description**  *The data contained in metrics 4-9 for 31.3.22 are taken from the 2021 NHS staff survey results* | **NHS Staff Survey**  **2018** | **NHS Staff Survey**  **2019** | **NHS Staff Survey**  **2020** | **NHS Staff Survey**  **2021** | **NHS Staff Survey**  **2022** |
| 4 | Percentage of Disabled staff compared to non-disabled staff  experiencing harassment, bullying or abuse *(Nondisabled staff scores in brackets)* |  |  |  |  |  |
| 4a(i) | Staff experiencing harassment, bullying or abuse from the public in the last 12 months | 34%  (22%) | 31% (24%) | 34% (22%) | 34% (24%) | 14.1% (8.6% |
| 4a(ii) | Staff experiencing harassment, bullying or abuse from managers in the last 12 months | 11% (7%) | 12% (5%) | 15% (7%) | 12% (7%) | 8.8%  (4.8%) |
| 4a (iii) | Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months | 21% (11%) | 19% (12%) | 20% (11%) | 20% (10%) | 14.1% (8.6%) |
| 4a (iv) | 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 | 56% (56%) | 55% (57%) | 60%  (60%) | 49%  (53%) | 58.2% (58.6%) |
| **WDES Indicator** | **Metric description** | NHS Staff Survey  **2018** | NHS Staff Survey  **2019** | NHS Staff Survey  **2020** | NHS Staff Survey  **2021** | **NHS Staff Survey**  **2022** |
| 5 | Percentage of Disabled staff compared to nondisabled staff believing that the Trust provides equal opportunities for career progression or promotion (*Nondisabled staff scores in brackets)* | 59%  (65%) | 57% (64%) | 56% (65%) | 58% (65%) | 53.5% (63.7%) |
| **WDES Indicator** | **Metric description** | NHS Staff Survey  **2018** | NHS Staff Survey  **2019** | NHS Staff Survey  **2020** | NHS Staff Survey  **2021** | **NHS Staff Survey**  **2022** |
| 6 | Percentage of Disabled staff compared to nondisabled staff saying that they have felt pressure from their Manager to come to work, despite not feeling well enough to perform their duties (presenteeism) (Nondisabled staff scores in brackets) | 30%  (20%) | 22% (15%) | 29% (17%) | 26% (16%) | 24.0% (13.1%) |
| **WDES Indicator** | **Metric description** | NHS Staff Survey  **2018** | NHS Staff Survey  **2019** | NHS Staff Survey  **2020** | NHS Staff Survey  **2021** | **NHS Staff Survey**  **2022** |
| 7 | Percentage of Disabled staff compared to nondisabled staff saying that they are satisfied with the extent to which the organisation values their work (Nondisabled staff scores in brackets) | 44% (51%) | 49% (60%) | 50%  (57%) | 44%  (53%) | 44.7% (54.7%) |
| **WDES Indicator** | **Metric description** | NHS Staff Survey  **2018** | NHS Staff Survey  **2019** | NHS Staff Survey  **2020** | NHS Staff Survey  **2021** | **NHS Staff Survey**  **2022** |
| 8 | Percentage of staff with a long-lasting health condition or illness, saying that their employer has made adequate adjustment(s) to enable them to carry out their work | 83% | 79% | 79% | 81% | 77.6% |
| **WDES Indicator** | **Metric description** | **31.3.19 score** | **31.3.20 score** | **31.3.21 score** | **31.3.22 score** | **31.3.23**  **score** |
| 9a | Staff engagement score (0-10) |  |  |  |  |  |
|  | The staff engagement score for Disabled staff, compared to nondisabled staff (Nondisabled staff score in brackets) | 6.8 (7.2) | 6.8 (7.4) | 6.8  (7.3) | 6.6  (7.1) | 6.7  (7.2) |
| 9b | Examples of engagement with Disabled colleagues and networks. |  |  |  |  |  |
|  | 1. 50 Voices staff group 2. NHS Staff Survey 3. Quarterly Pulse Survey 4. International Day of People with Disabilities engagement 5. Continued membership of the Leeds Physical and Sensory Impairment Strategic and operational groups 6. EDI Forum 7. Review of the Attendance Policy through a disability and LTC lens. 8. Health and Wellbeing Group 9. Creation of the Disability and Long-Term Conditions Network 10. Working with the DWP Leeds Employer & Partnership Team (Employment opportunities for claimants with LTC & Disability) | | | | | |

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| **WDES Indicator** | **Metric description** |
| 10 | Percentage difference between an organisation’s board voting membership and its overall workforce |

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| **2019** |

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| % points difference (+/-) between Disabled Board members and Disabled staff in overall workforce | Total Board  = 13 | Overall workforce  = 3031 | Difference = -5 % |

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| **2020** |

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| % points difference (+/-) between Disabled Board members and Disabled staff in overall workforce | Total Board  = 11 | Overall workforce  = 3175 | Difference  = +4 % |

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| **2021** |

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| % points difference (+/-) between Disabled Board members and Disabled staff in overall workforce | Total Board  = 12 | Overall workforce  = 3349 | Difference  = -5 % |

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| **2022** |

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| % points difference (+/-) between Disabled Board members and Disabled staff in overall workforce | Total Board  = 12 | Overall workforce  = 3321 | Difference = -5% |

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| **2023** |

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| % points difference (+/-) between Disabled Board members and Disabled staff in overall workforce | Total Board  = 12 | Overall workforce  = 3480 | Difference = -5% |