

# WDES Summary Report

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## 1. **BACKGROUND**

- 1.1 The Workforce Disability Equality Standards (WDES) was first introduced in 2019 and requires Trusts to compile and submit a standardised national report of its findings and to demonstrate performance against a number of indicators relating to workforce disability

Applicants may have decided not to declare a disability during recruitment which may or may not come from a fear of potential discrimination. The option selected will then automatically carry over to ESR unless they proactively change it.

Around 30% of our people have not disclosed their disability status, so it is possible that this group of staff contain a higher proportion of people with disabilities.

The declaration status is likely to represent the status declared when the employee first started within the Trust, unless they have proactively made a decision to update this status on either a temporary or permanent basis.

If a person is already managing a long-term condition well, they may not see a need to declare this on ESR.

### 2.3 **Recruitment**

The data has shown that of the 164 people who were shortlisted, who classified themselves as disabled, 43 of these were appointed. This means that 26% were taken into employment, an decrease of around 7% from last year. 22% of people who identify as not disabled were appointed into roles.

This demonstrates that based on the recruitment activity recorded in this period, those who identify as having a disability are more likely to be appointed from shortlisting than those who do not with the rates of appointment from shortlisting increased for both disabled and non-



### Non-Clinical Staff (ESR Data)

Band Clusters	% Disabled	% Non-disabled	% Unknown/Null
Cluster 1: AfC Bands <1 to 4	4.65%	67.40%	27.95%
Cluster 2: AfC bands 5 to 7	4.38%	72.99%	22.63%
Cluster 3: AfC bands 8a and 8b	3.66%	76.22%	20.12%
Cluster 4: AfC bands 8c to VSM	1.79%	71.43%	26.79%
Total Non-Clinical	4.46%	69.34%	26.21%

### Clinical Staff (ESR Data)

Band Clusters	% Disabled	% Non-disabled	% Unknown/Null
Cluster 1: AfC Bands <1 to 4	4.10%	66.99%	28.90%
Cluster 2: AfC bands 5 to 7	3.60%	67.55%	28.85%
Cluster 3: AfC bands 8a and 8b	1.72%	73.56%	24.71%
Cluster 4: AfC bands 8c to VSM	0.00%	75.00%	25.00%
Total Clinical	3.71%	67.57%	28.72%

### Medical & Dental Staff (ESR Data)

Band Clusters	% Disabled	% Non-disabled	% Unknown/Null
Medical & Dental	0.98%	51.76%	47.27%

The information pulled from ESR for the WDES Annual Collection shows that there is underrepresentation of staff (both clinical and non-clinical) with disabilities at higher pay bands with the highest proportion of disabled staff falling within the lowest bands. This indicates that staff with a disability may not be progressing through the organisation in the same way our non-disabled staff do. Additionally, the proportion of disabled medical and dental employees is notably low and has decreased from previous years data.

### Pressure to come to work:

	Disabled			Non-Disabled		
	2019	2020	2021	2019	2020	2021
% of staff who felt pressure from their manager to come to work, despite feeling not well enough to perform their duties	28.9%	28.3%	28.3%	17.6%	21.6%	20.3%↓



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