

Workforce Disability Equality Standards 25/26

NHS Humber Health Partnership
Hull University Teaching Hospitals NHS Trust

Introduction

As set out in the National Health Service (NHS) Long Term Plan, respect, equality and diversity are central to changing culture and will be at the heart of our People Strategy. The NHS draws on a remarkably rich diversity of people to provide care to our patients. But we fall short in valuing their contributions and ensuring fair treatment and respect. NHS England, with its partners, is committed to tackling discrimination and creating an NHS where the talents of all staff are valued and developed – not least for the sake of our patients and the delivery of high-quality healthcare. The NHS WDES is designed to improve workplace experience and career opportunities for Disabled people working, or seeking employment, in the NHS.

The WDES follows the NHS WDES as a tool and an enabler of change. The WDES is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff. This information will then be used by the relevant NHS organisation to develop a local actions to enable them to demonstrate progress against the indicators of disability equality.

The WDES is mandated through the NHS Standard Contract and as of the 1st April 2019, it forms part of the standard NHS contract and it is highly likely to form part of future Care Quality Commission (CQC) inspections under the 'Well Led' domain. It was restricted to NHS Trusts and Foundation Trusts for the first two years of implementation. The implementation of the WDES will enable us to better understand the experiences of disabled staff. It will support positive change for existing employees and enable a more inclusive environment for our disabled staff.

The Trust's WRES submission, including a detailed breakdown of staffing numbers, can be found in the appendix of this report.

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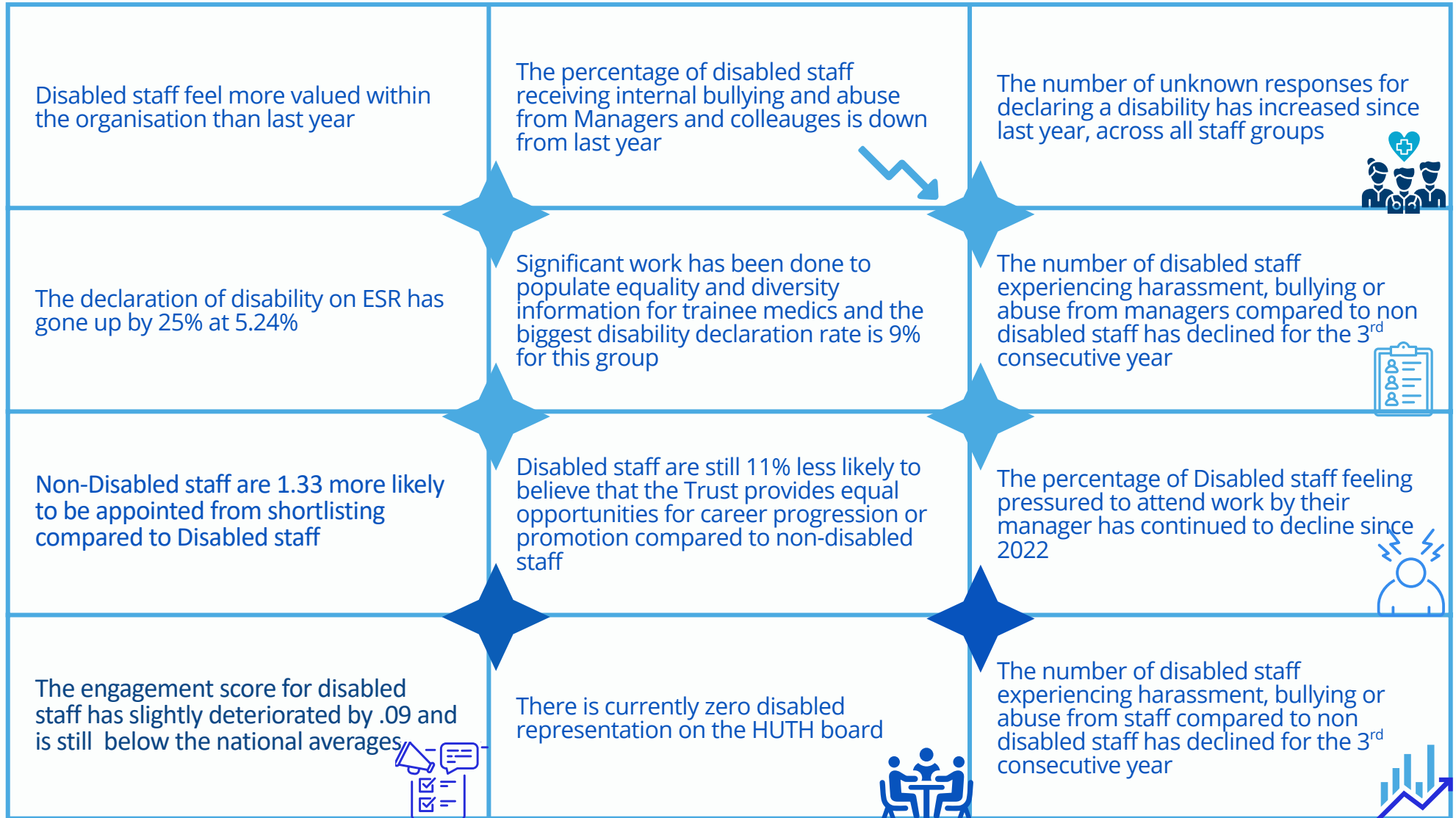
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Key Findings



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	WDES 25/26 Performance Comparison and Summary	24/25	25/26
1	Percentage of disabled staff	4.20%	5.24%
2	Relative likelihood of non-disabled applicants being appointed from shortlisting compared to disabled applicants	1.10	1.33
3	Relative likelihood of disabled staff entering the formal capability process (excluding ill-health related proceedings) compared to non-disabled staff	7.1	0
4a	Percentage of disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	30.1%	30.2%
4b	Percentage of disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months	15.3%	13.4%
4c	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	26.0%	24.1%
4d	Percentage of disabled staff who indicated that they or a colleague reported the last incident of harassment, bullying or abuse experienced at work	47.5%	50.1%

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	WDES 25/26 Performance Comparison and Summary	24/25	25/26
5	<u>Percentage of disabled staff believing that their trust provides equal opportunities for career progression or promotion</u>	47.2%	45.3%
6	<u>Percentage of disabled staff who said that they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties</u>	29.9%	27.3%
7	<u>Percentage of disabled staff saying that they are satisfied with the extent to which their organisation values their work</u>	27.7%	27.9%
8	<u>Percentage of disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work</u>	75.4%	71.9%
9	<u>Staff engagement scores</u>	6.0	6.0
10	<u>Disability representation among board members</u>	0	0

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WDES Indicator 1

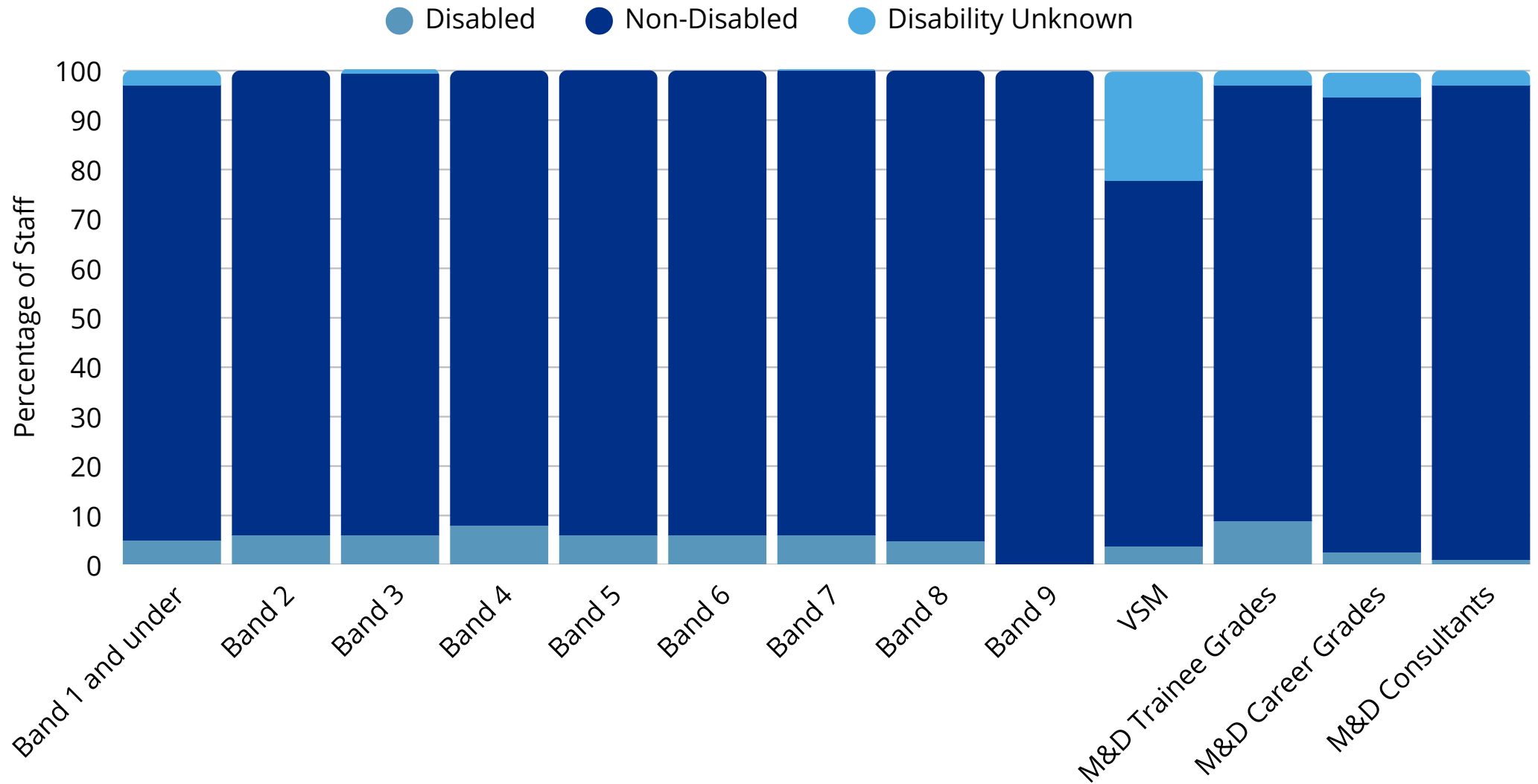
Table 1: Composition of HUTH Staff

	Clinical	Non-Clinical	Overall Percentage
Disabled	373	170	5.2%
Non-Disabled	7260	2420	93.5%
Disability Unknown	123	12	1.3%

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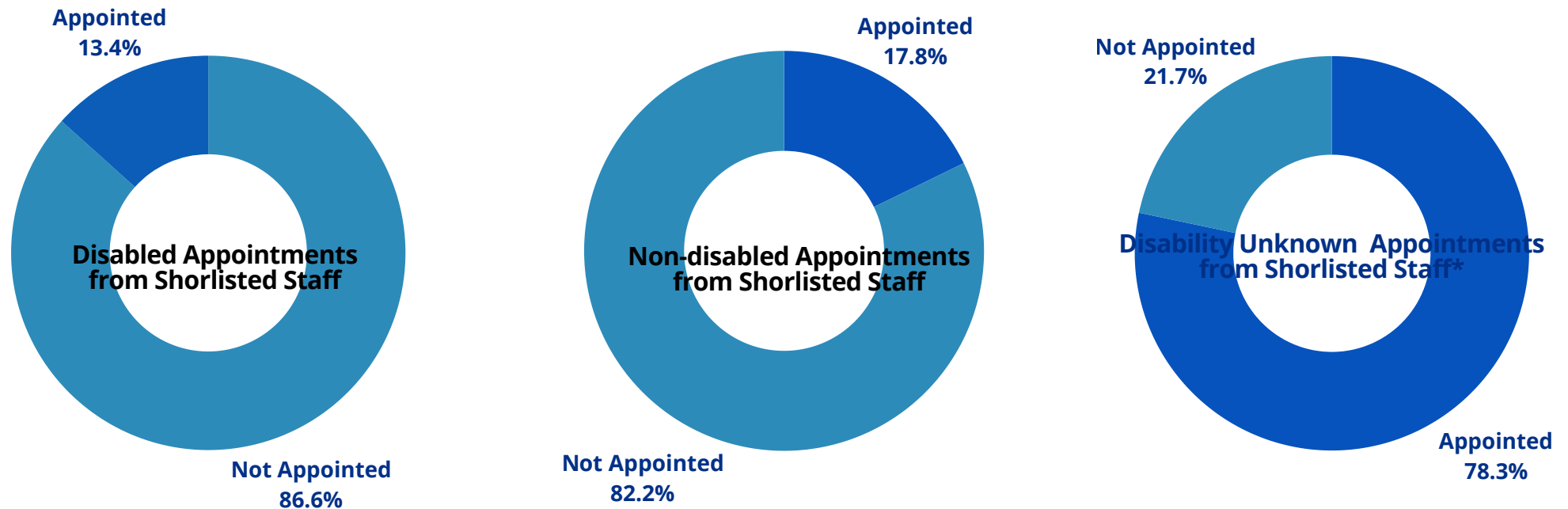
WDES Indicator 1

Figure 1: Composition of HUTH Staff



WDES Indicator 2

Figure 2: Appointment from Shortlisting for all staff groups



This year non disabled staff were **1.33** more likely to be appointed from a shortlist which was a deterioration on last year when it was 1.10 more likely. However the actual numbers appointed were very similar at 100 as compared to 102 the previous year.

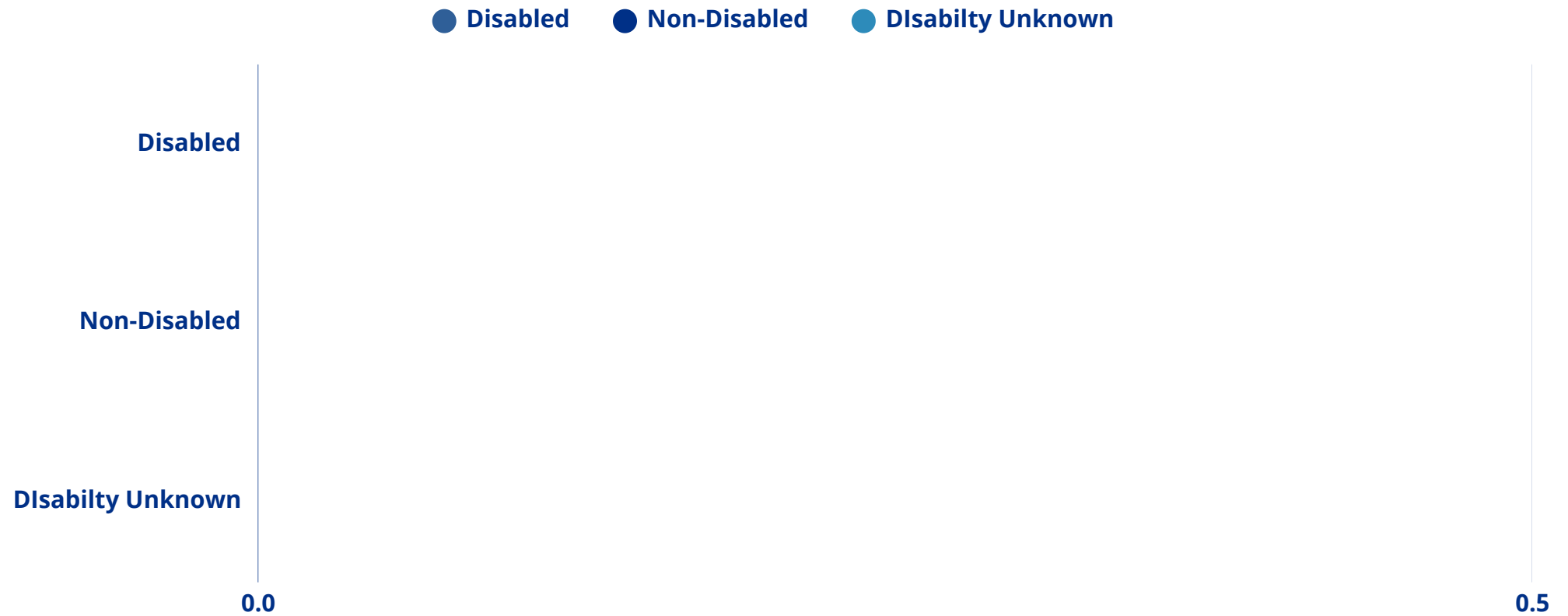
It is important to highlight that the trust, as part of the Department of Work and Pensions initiative, is recognised as being a Disability Confident Employer and offers a guaranteed interview scheme for disabled applicants who fulfil the minimum person specifications. For all organisations that adopt a guaranteed interview scheme, the data may not be directly comparable to those from organisations that do not have such a program. This information will be recorded on the WDES online reporting form to ensure consistency across organisations.

*48 VSM were appointed with a status of disability unknown skewing this figure

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WDES Indicator 3

Figure 3: Likelihood of Staff entering formal capability process

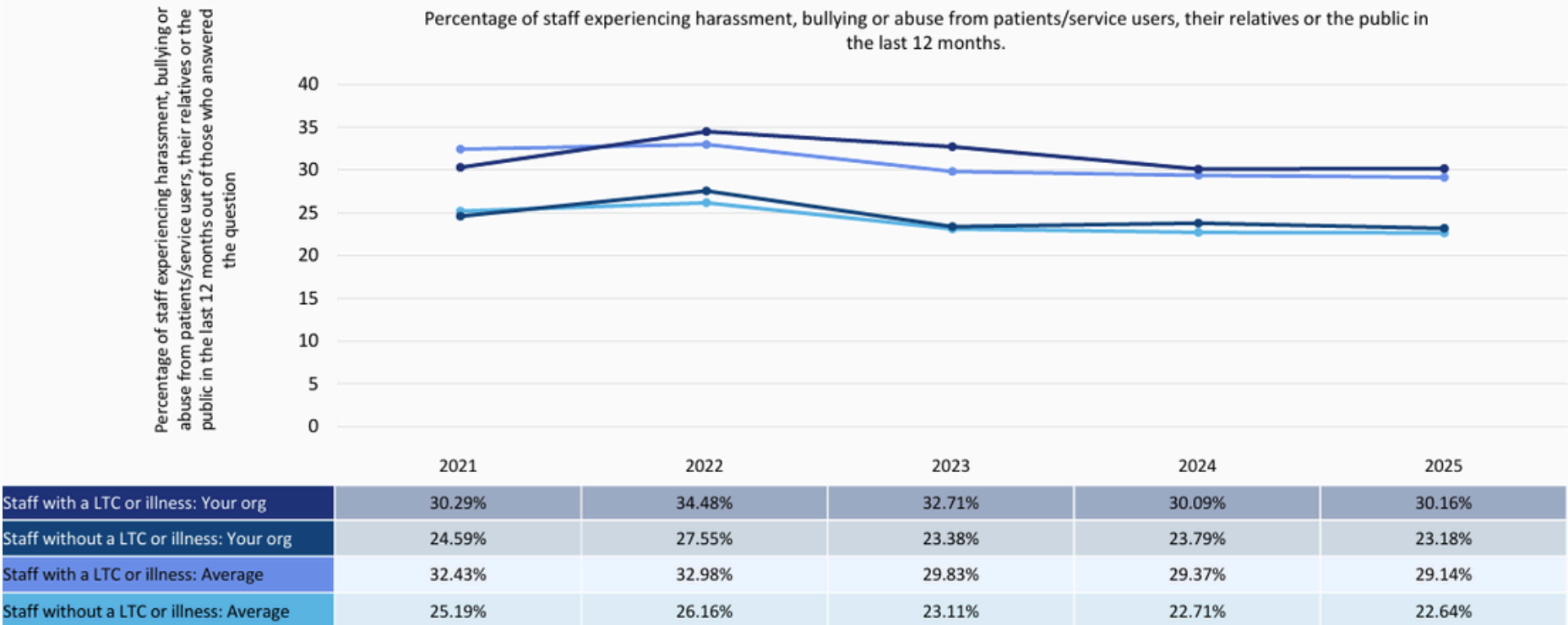


| Zero staff with a disability registered have entered the capability process in this reporting period

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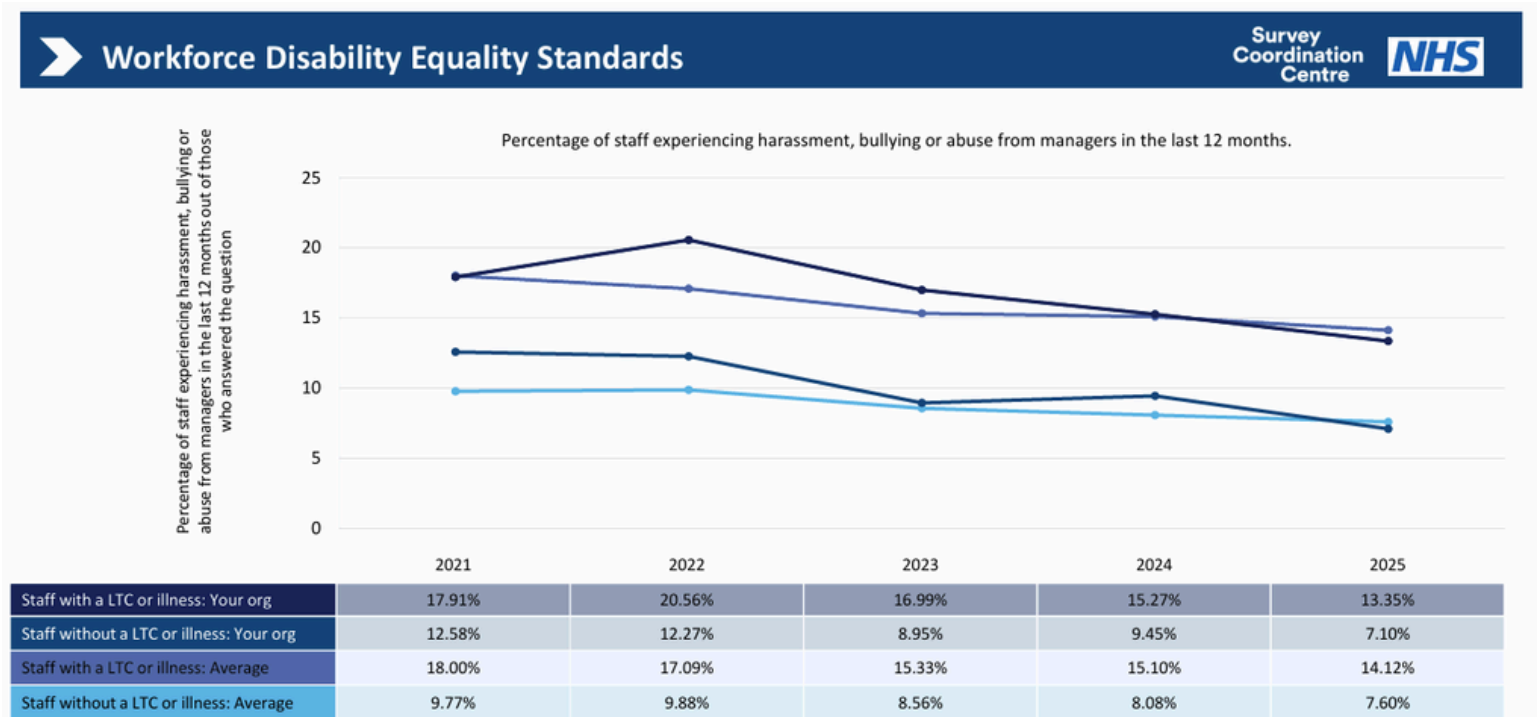
WDES Indicator 4a

Figure 4 : Percentage of disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months



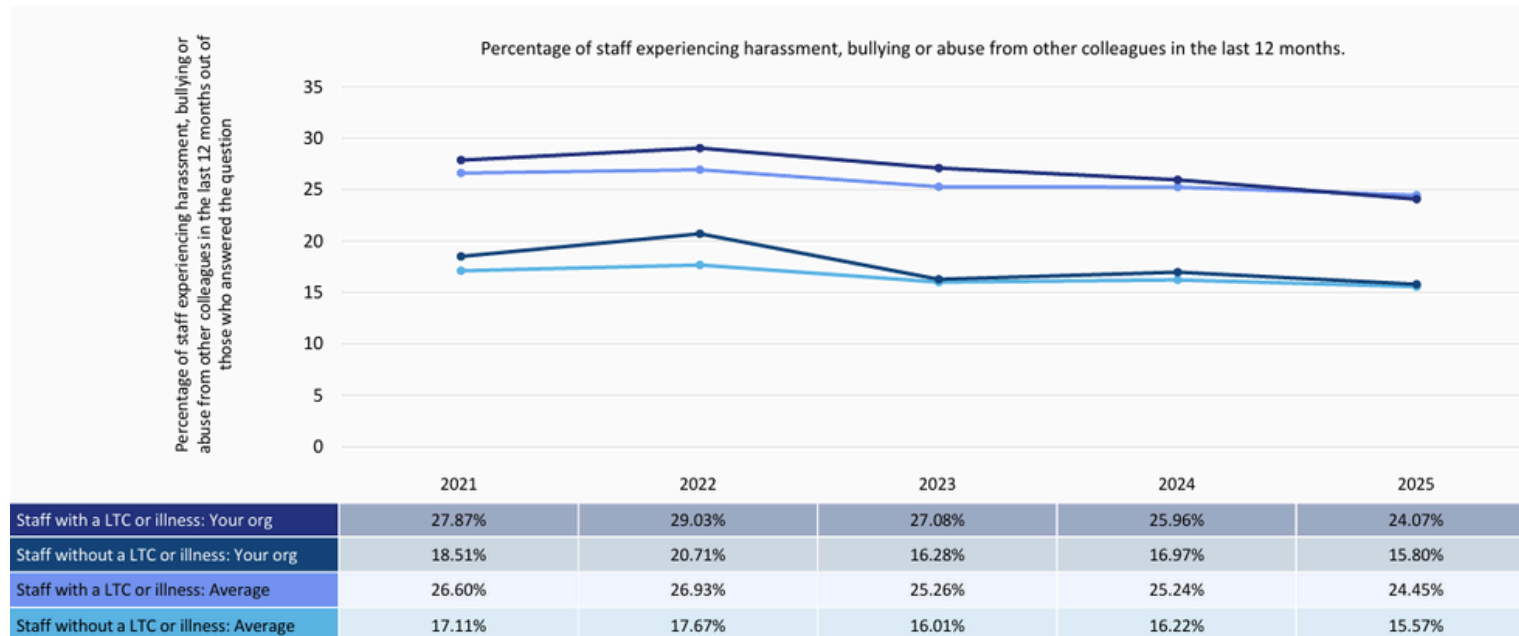
WDES Indicator 4b

Figure 5 : Percentage of disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months



WDES Indicator 4c

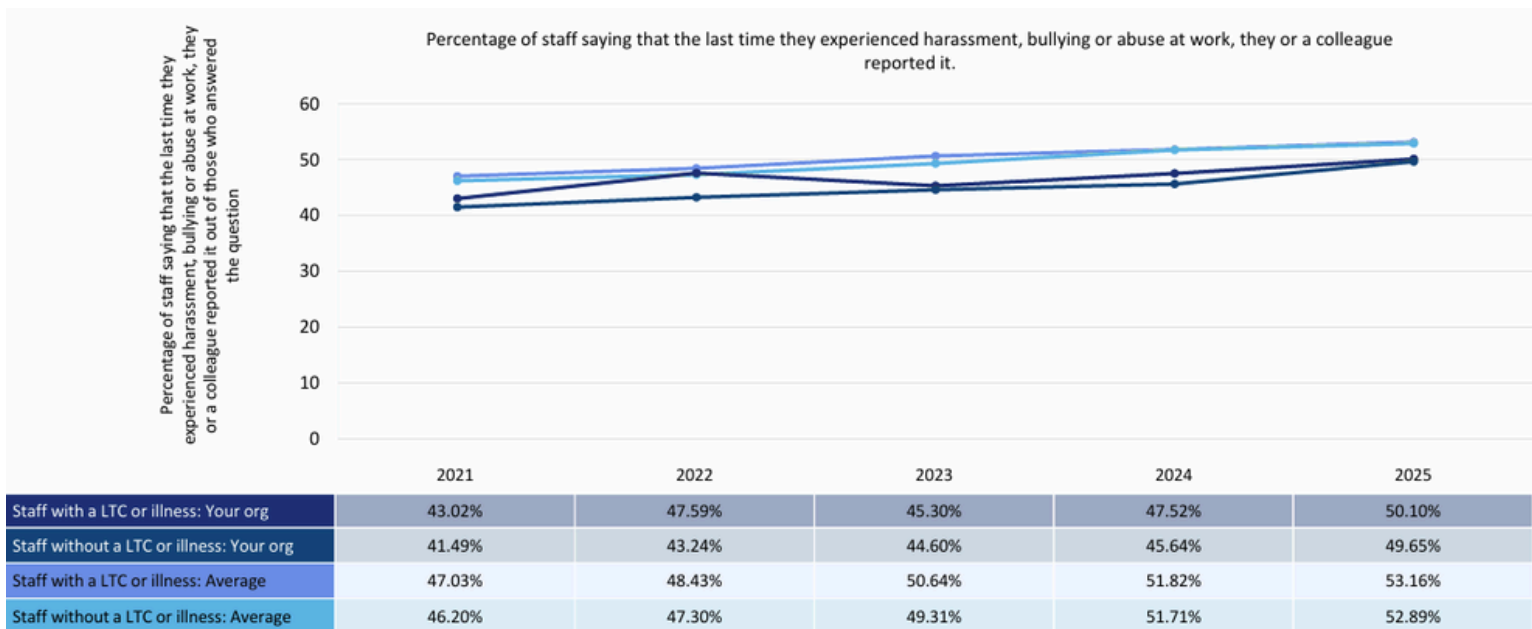
Figure 6 : Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



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WDES Indicator 4d

Figure 7 : Percentage of disabled staff who indicated that they or a colleague reported the last incident of harassment, bullying or abuse experienced at work

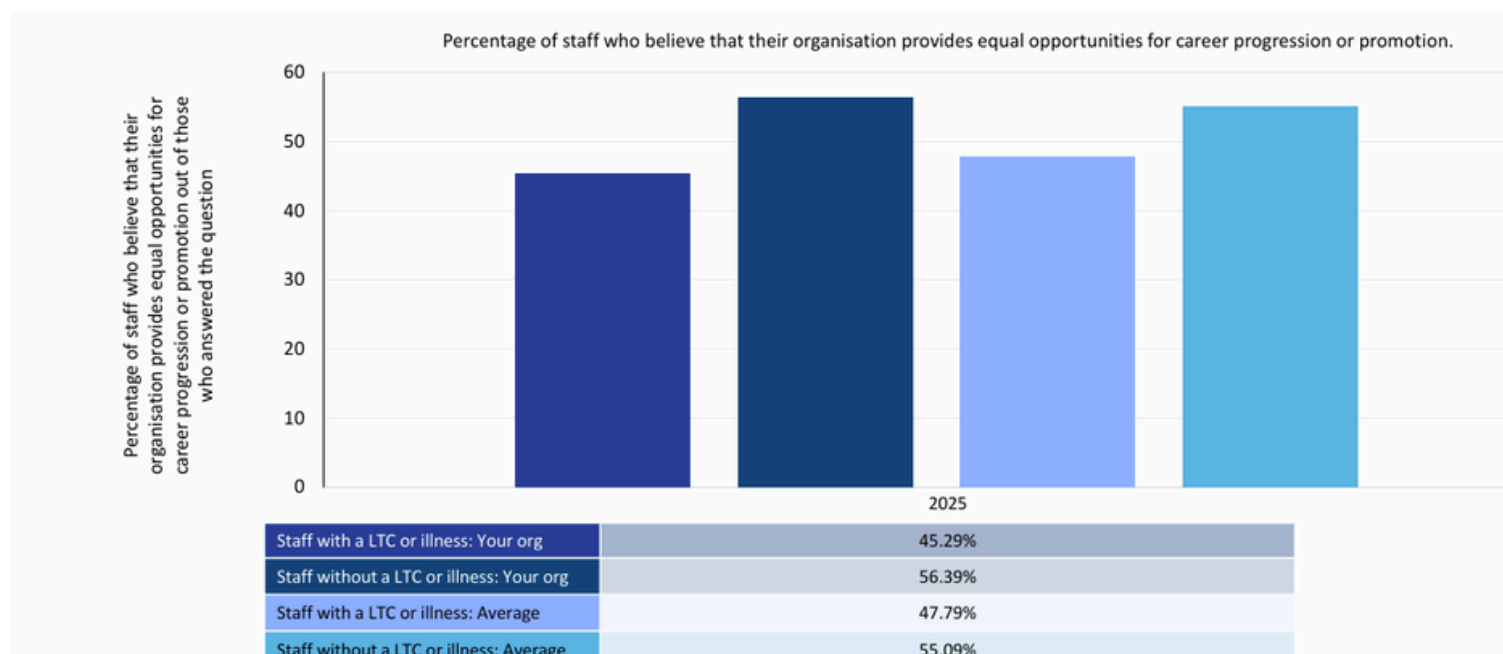


50.1% of employees with a disability have reported an incident of harassment, bullying, or abuse at work. This reveals that disabled staff members are more inclined to report incidents compared to their non-disabled peers. The Trust has seen an increase over the past three years in indicator 4d regarding reporting incidents, which is encouraging as it suggests people feel more empowered to speak up. This progress aligns well with the introduction of the zero tolerance reporting tool. This emphasises the importance of fostering a workplace culture that encourages reporting, ultimately contributing to a more supportive and inclusive environment.

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WDES Indicator 5

Figure 8 : Percentage of disabled staff believing that their trust provides equal opportunities for career progression or promotion



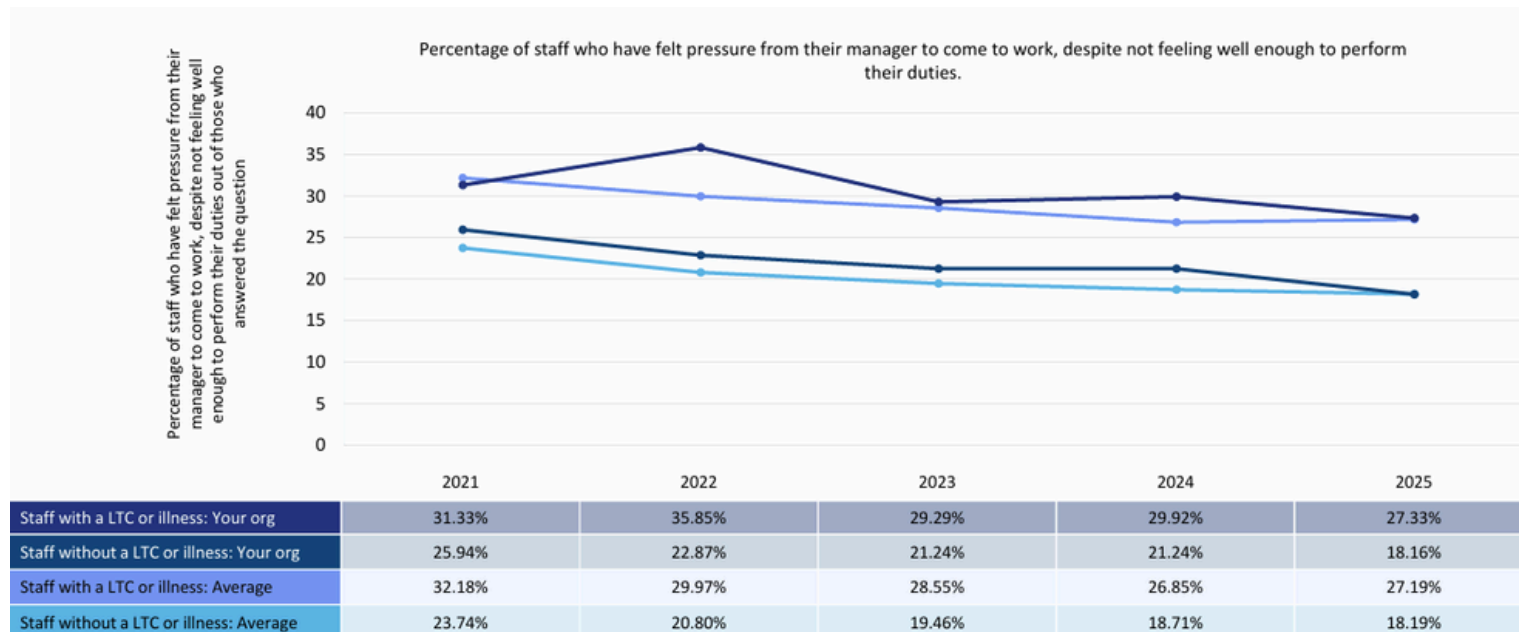
Less than half of disabled staff who completed the staff survey believe that their trust provides equal opportunities for career progression or promotion. Disabled staff are 10.1% less likely to believe that the trust provides equal opportunities for career progression or promotion compared to non-disabled staff.

Note: Due to changes in the question wording in 2025, previous years' results for WDES metric 5 are not reported.

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WDES Indicator 6

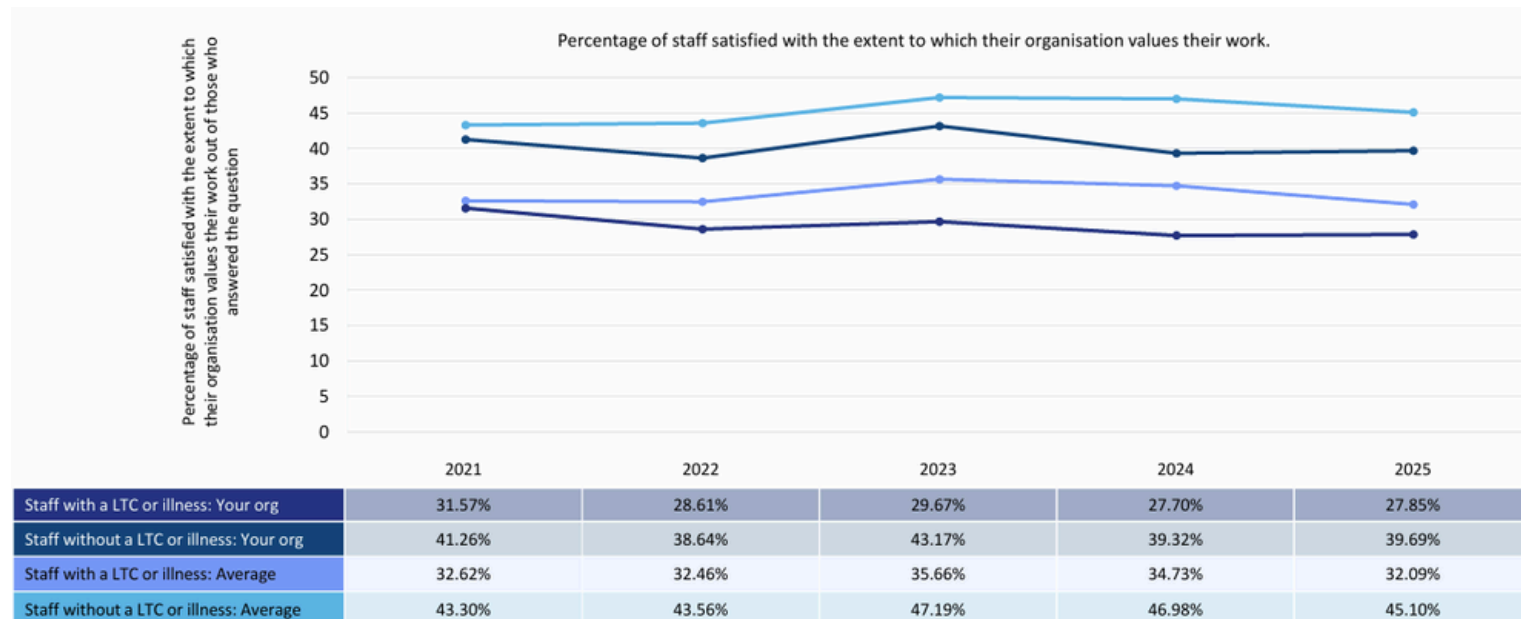
Figure 9: Percentage of disabled staff who said that they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties



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WDES Indicator 7

Figure 10: Percentage of disabled staff saying that they are satisfied with the extent to which their organisation values their work

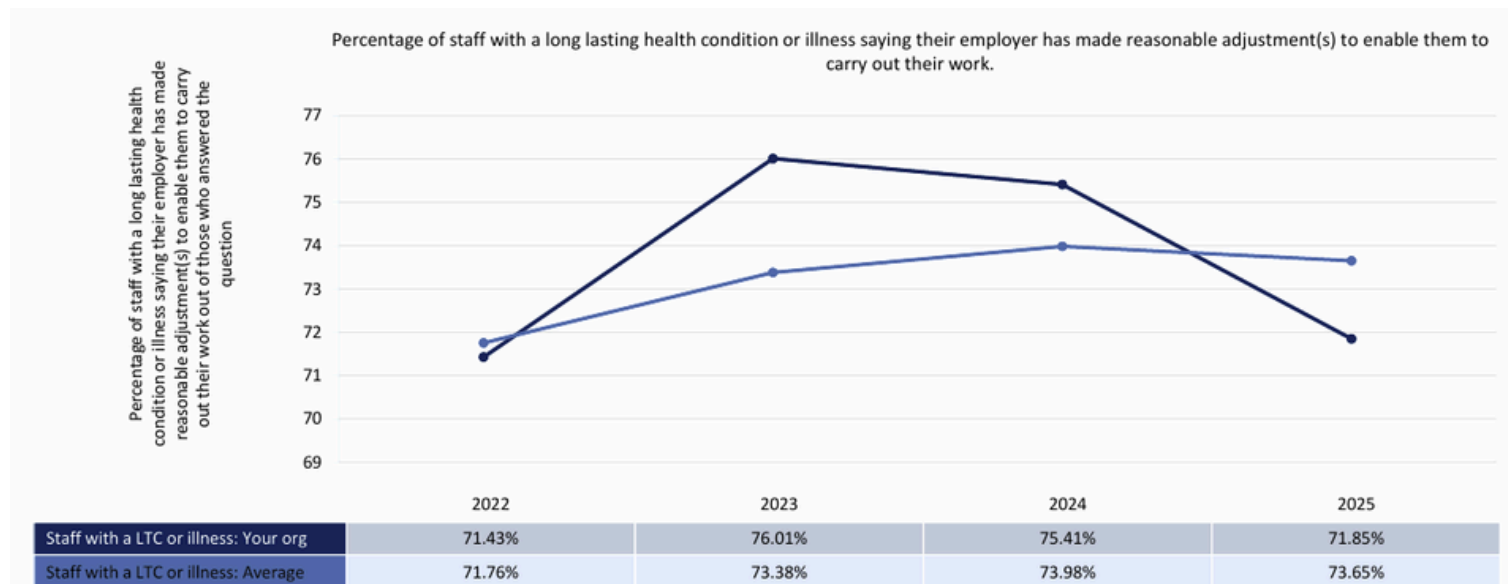


Disabled employees are 11.8% less likely to feel appreciated by the organisation for their workplace contributions.

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WDES Indicator 8

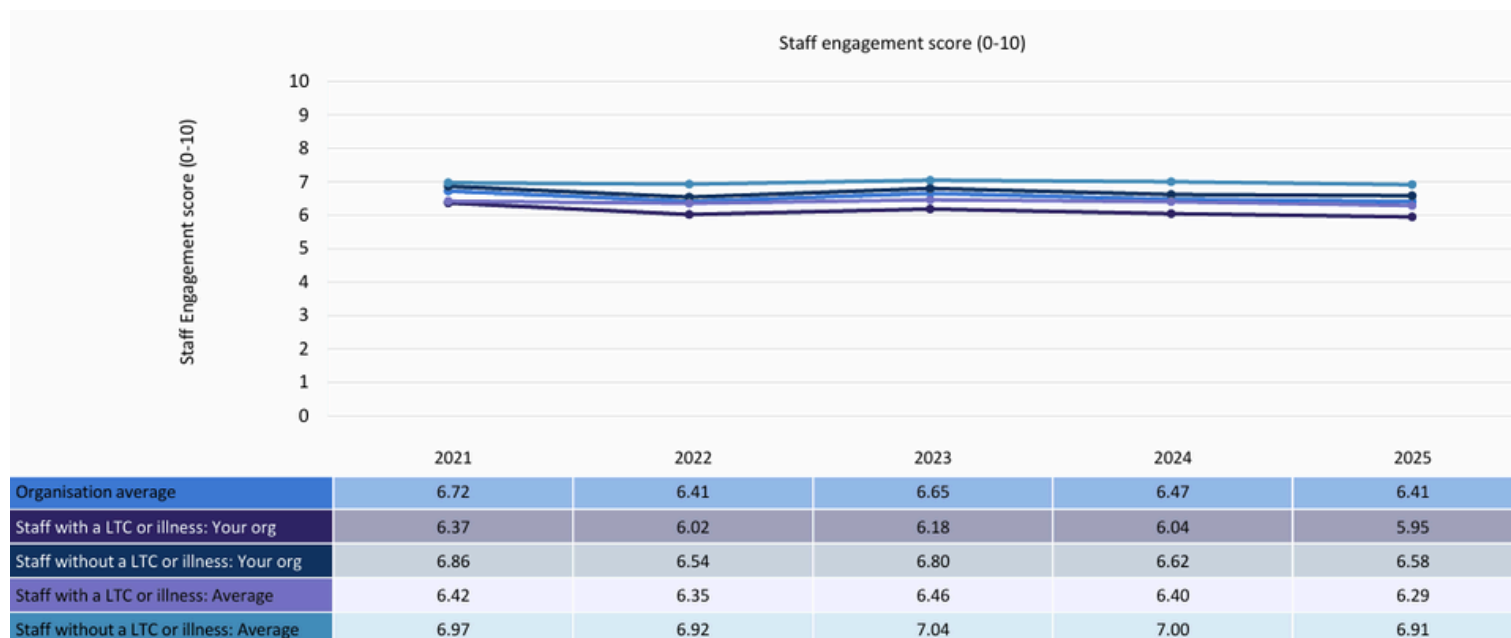
Figure 11: Percentage of disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work



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WDES Indicator 9

Figure 12: Staff engagement scores



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WDES Indicator 10

Figure 13: Disability representation among board members

Figure 13: Total Board Composition

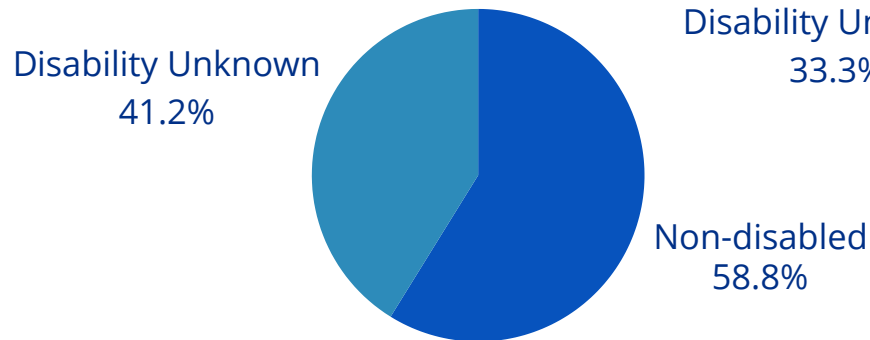


Figure 14: Voting Board Members

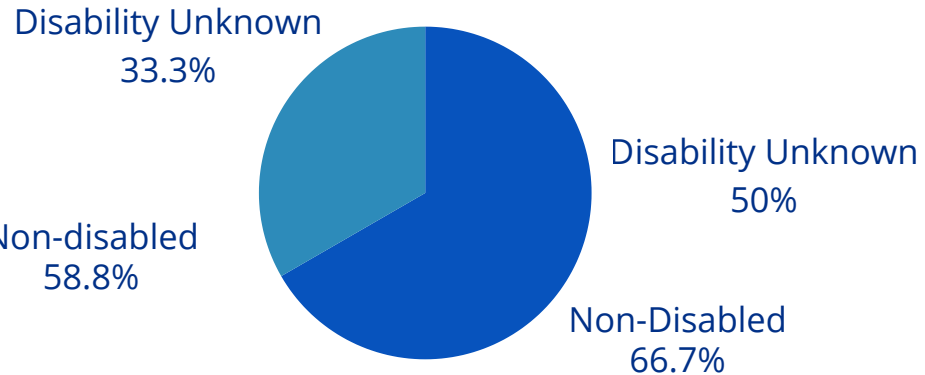
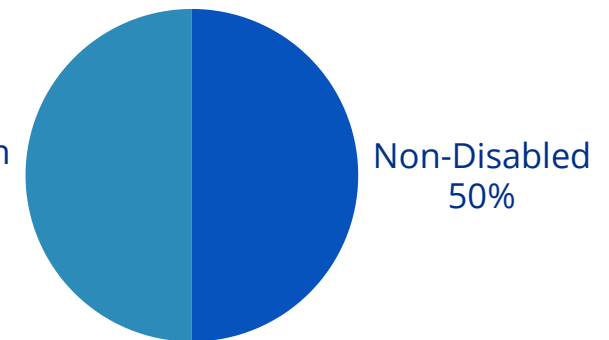


Figure 15: Non-Exec Board members



There is currently no disabled representation on the board either at Exec or Non-exec level. However this position changes when taking into account the joint board.

HUTH is part of NHS Humber Health Partnership, operating under a Shared Group Board and Leadership team. Staff are employed by either Northern Lincolnshire and Goole NHS Foundation Trust or Hull University Teaching Hospitals NHS Trust. In which case, figures will not be double- counted.

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Existing Networks and Programmes

Continued to embed Zero Tolerance to Ableism Framework and Reporting tool. The tool is playing a significant part to assisting how we support equality, to tackle all forms of discrimination and in particular support our disabled staff.

Reasonable Adjustments

The central Reasonable adjustments for Equity, Accessibility and Confidence Hub (REACH) team has been established and provides a dedicated service advocating for individuals asking for reasonable adjustments if they are needed and will escalate to the EDI for support when appropriate.

Governance

The Group Equality, Diversity, and Inclusion Steering Group has been formed to establish the Group's EDI Action Plan and priorities. This group is able to challenge and give the Trust Board assurance in terms of meeting our equality duties.

Education and Development

All new staff receive face to face equality, diversity and inclusion training as part of corporate induction. All staff and managers, as part of their mandatory training, receive equality, diversity and inclusion training which has a focus on inclusive behaviours and exploring unconscious/implicit bias. Additionally, we are delivering a managers leadership programme which includes; recognising and valuing diversity within our teams, enabling leaders to identify and address all forms of discrimination and equip leaders to have open and honest conversations with their staff.

Supporting staff who are Neuro Divergent

A groupwide Teams Channel has been established to specifically support staff who are neuro divergent to help them share with each other and to escalate when support is required.

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Action Plan

Although this year's national WDES reports indicate positive progress in some areas, it is clear that considerable effort is still required to improve the experiences of disabled employees within the trust. To address this, an Action Plan has been created based on the 24/25 WDES technical data results, aimed at bridging the gap in workplace experiences between disabled and non-disabled staff.

Action	WDES Indicator	Delivery Timescale	Lead Responsibility
<p>1. Embed the Zero Tolerance to Ableism framework</p> <ul style="list-style-type: none">• Ensure staff are aware of this framework• Establish links with the staff network• Relaunch by developing a shortened reference version of the Framework to make it easier for people to read and understand	<p>3, 4a, 4b, 8, 9a, 9b</p> <p>EDS 2022 2B</p>	<p>Ongoing</p>	<p>EDI Team</p>
<p>2. Hold a Groupwide Disability Network Conference</p> <ul style="list-style-type: none">• Develop an inspiring Agenda for Members and Allies• Would need to fund an accessible venue & Transport for staff to get to the Venue.	<p>All</p> <p>EDS 2022 2B</p>	<p>October 2026/Ongoing</p>	<p>EDI Team/Comms/Network Chairs</p>

Action	Metric	Delivery Timescale	Lead Responsibility
<p>3. Introduce an Inclusive Recruitment Project</p> <p>Stage One Data Analysis:</p> <ul style="list-style-type: none">○ Data Analysis Importance: Group discussed the importance of analysing recruitment data, including both successful and unsuccessful candidates, to understand trends and disparities.○ Disaggregation by Characteristics: They emphasised the need to disaggregate data by protected characteristics to identify and address any systemic inequities in the recruitment process.○ Promotion Analysis: Highlighted the significance of understanding promotion to higher bandings, expressing interest in seeing data on promotion rates and potential disparities.	<p>1a, 1b, 2</p> <p>EDS 2022 2D, 3</p>	<p>February 2027/ Ongoing</p>	<p>EDI Team, Recruitment</p>

Action	Metric	Delivery Timescale	Lead Responsibility
4. Embed Reasonable Adjustments for Equity, Accessibility and Confidence Hub (REACH) <ul style="list-style-type: none"> Continue to promote the profile of Access to Work supporting staff to apply and make the application for adjustments via Access to Work simpler we now have in place the centralised process Enable and promote Line Managers to introduce simple adjustments quickly by developing a disability support guide for managers reference. Introduce a Groupwide disability related leave policy that can be incorporated into HR processes Introduce a “Disability Passport” for colleagues across the Trust. 	6, 7, 8, 9a EDS 2022 2A	Ongoing	EDI Team, HR

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Action	Metric	Delivery Timescale	Lead Responsibility
5. Supporting staff who are Neuro Divergent <ul style="list-style-type: none"> Through the staff network provide support to this group of staff. Promote the Teams Channel to Neuro Diverse staff As part of EDI training make managers aware of neuro divergence & Create Guide. Explore reasonable adjustments and how they better support neuro divergent staff. 	All EDS 2022 2A, 2B, 2C	April 2027/ Ongoing	EDI Team, Disability Staff Network
6. EDI Education <ul style="list-style-type: none"> Deliver EDI training on all Corporate Induction Course Deliver a range of EDI course each month 'Embracing the Challenges of Inclusive Leadership' Leading without Limits programme group wide bespoke programme for disabled colleagues internally 	All EDS 2022 2B, 2C	March 2027/ Ongoing	EDI/OD Teams

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Appendix 1

Metric 1 - non-clinical

The percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2023.

If including Agency staff, please enter them in the "Other" category.

Disability Unknown refers to those staff who have indicated that they prefer not to say, as well as those who have not responded to the disability monitoring question in ESR.

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
Under Band 1	0	0%	5	83.3%	1	16%	6
Band 1	1	7.1%	12	85.7%	1	7.1%	14
Band 2	63	93.8%	983	93.8%	2	0%	1048
Band 3	44	92.7%	584	92.7%	2	0%	630
Band 4	23	91.2%	249	91.2%	1	0%	273
Band 5	11	94.8%	202	94.8%	0	0%	213

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
Band 6	9	93.3%	126	93.3%	0	0%	135
Band 7	6	94.1%	96	94.1%	0	0%	102
Band 8a	7	88.2%	60	88.2%	1	1%	68
Band 8b	2	96.4%	53	96.4%	0	0%	55
Band 8c	2	89.5%	17	89.5%	0	0%	19
Band 8d	1	90.9%	10	90.9%	0	0%	11
Band 9	0	100%	4	100%	0	0%	4
VSM	1	58.1%	18	58.1%	12	38%	31
Other	0	0%	0	0%	0	0%	0

e.g. Agency and/or any other groups, please specify

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Total non-clinical

Non-clinical summary by pay band grouping

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
AfC Bands 1 (and under), 1, 2, 3 and 4	131	1%	1833	93%	7	0.0%	1971
AfC Bands 5, 6 and 7	26	1%	424	94.2%	0	0%	450
AfC Bands 8a and 8b	9	1%	113	91.9%	1	0.0%	123
AfC Bands 8c, 8d, 9 and VSM	4	1%	49	75.4%	12	11%	65

170	6.5%	2419	92.7%	20	0.8%	2609
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Metric 1 - clinical

The percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2023.

If including Agency staff, please enter them in the "Other" category.

Disability Unknown refers to those staff who have indicated that they prefer not to say, as well as those who have not responded to the disability monitoring question in ESR.

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
Under Band 1	2	%	38	95	0	0	40
Band 1	0	%	1	100	0	0	1
Band 2	12	%	301	95.9	1	0	314
Band 3	61	%	1184	94.5	8	0	1253
Band 4	13	%	191	93.6	0	0	204
Band 5	119	%	2037	94.2	7	0	2163

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
Band 6	70	%	1084	93.7	3	0	1157
Band 7	40	%	672	93.7	5	0	717
Band 8a	8	%	224	96.6	0	0	232
Band 8b	2	%	59	96.7	0	0	61
Band 8c	1	%	18	94.7	0	0	19
Band 8d	0	%	3	100	0	0	3
Band 9	0	%	2	100	0	0	2
VSM	1	%	14	66.7	6	28	21
Other e.g. Agency and/or any other groups, please specify	0	%	0		0		0

Metric 1 - clinical

The percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2023.

If including Agency staff, please enter them in the "Other" category.

Disability Unknown refers to those staff who have indicated that they prefer not to say, as well as those who have not responded to the disability monitoring question in ESR.

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
Medical & Dental Staff, Consultants	13	2.1%	553	96.6%	8	1.4%	574
Medical & Dental Staff, Non-Consultants career grade	3	5.0%	55	91.0%	2	3.0%	60
Medical & Dental Staff, trainee grades	27	2.1%	823	88.0%	83	8.1%	933
Total clinical	329	5.1%	5828	94.0%	30	0.1%	6187
Total medical & dental	43	2.1%	1431	91.0%	93	5.1%	1567
Total clinical & non-clinical	542	5.1%	9678	93.0%	143	1.4%	10363

Clinical summary by pay band grouping

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
AfC Bands 1 (and under), 1, 2, 3 and 4	88	0.1%	1715	94.6%	9	0.1%	1812
AfC Bands 5, 6 and 7	229	1.0%	3793	94.0%	15	0.1%	4037
AfC Bands 8a and 8b	10	0.1%	283	96.6%	0	0.0%	293
AfC Bands 8c, 8d, 9 and VSM	2	0.1%	37	82.2%	6	1.1%	45

Metric 2

Metric 2 - Recruitment

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

Note:

i) This refers to both external and internal posts.

ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the Survey section to ensure comparability between organisations.

	Disabled	Non-disabled	Disability Unknown
Number of shortlisted applicants	749 *	7821 *	0 *
Number appointed from shortlisting	100 *	1390 *	0 *
Likelihood of shortlisting/appointed	0.13	0.18	

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

1.33

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Metric 3 - Capability

Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

Notes:

- i. This Metric will be based on data from a two-year rolling average of the current year and the previous year.
- ii. This metric applies to capability on the grounds of performance and not ill health.
- iii. If a member of staff enters the capability process for reasons of **both** performance **and** ill health, they should not be included in the count of "ill health only" cases.
- iv. For clarification: the data required is the numbers of staff **entering** the capability process from 1 April 2022 to 31 March 2024, divided by 2.

	Disabled	Non-disabled	Disability Unknown
Number of staff in workforce	542	9678	143
Average number of staff entering the formal capability process for any reason	0 *	0 *	0 *
Of these, how many are on the grounds of ill health only?	0 *	0 *	0 *
Likelihood of staff entering the formal capability process	0.000000	0.000000	0.000000

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

Notes

This is managed locally and not held centrally

Metric 10

Metric 10 - Board voting membership

Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:

- By voting membership of the Board
- By executive membership of the Board

The data for this metric should be a snapshot as of 31st March 2023.

	Disabled	Non-disabled	Disability Unknown	Total
Total Board members	0 *	9 *	0 *	9
How many are voting members?	0 *	5 *	0 *	5
Number of non-voting members	0	4	0	4
How many are Exec Board members?	0 *	7 *	0 *	7
Number of non-exec members	0	2	0	2
Number of staff in overall workforce (from Metric 1)	542	9678	143	10363
Total Board members - % by Disability	0 %	100 %	0 %	
Voting Board members - % by Disability	0 %	100 %	0 %	
Non-Voting Board Member - % by Disability	0 %	100 %	0 %	
Executive Board Member - % by Disability	0 %	100 %	0 %	

Non-Executive Board Member - % by Disability	0 %	100 %	0 %	
Overall workforce - % by Disability	5.23 %	93.39 %	1.38 %	
Difference % (Total Board - Overall workforce)	-5.23 %	6.61 %	-1.38 %	
Difference % (Voting membership - Overall Workforce)	-5.23 %	6.61 %	-1.38 %	
Difference % (Executive membership - Overall Workforce)	-5.23 %	6.61 %	-1.38 %	

Notes

Please note - we share a group board with Northern Lincolnshire and Goole and these are only the staff whose primary employment sits within our Trust, Therefore this is not a true indication of the make up of the board however as a group we do not wish to overreport.