Workforce Disability Equality Standard (WDES) Report for Trust Board

1.0	**PURPOSE OF THE REPORT**
1.1	To update the Trust Board on progress against the Workforce Disability Equality Standard Indicators (WDES). https://www.england.nhs.uk/wp-content/uploads/2019/01/wdes-2021-metrics.pdf
1.2	To update the Trust Board on the trust submission and the data, as per trust contractual requirements.
1.3	To highlight key priorities and actions required to make improvements against the WDES.
2.0	**BACKGROUND/CONTEXT**
2.1	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.
2.2	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.
2.3	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.
2.4	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.
2.5	It was restricted to NHS Trusts and Foundation Trusts for the first two years of implementation.
2.6	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.

3.0	**DATA ANALYSIS – METRICS (a summary of the data is provided in appendix 2)**
3.1	**Metric 1**

Metric 1 shows the percentage of Northern Lincolnshire and Goole NHS Foundation Trust NLaG) staff who have classified themselves as having a disability compared to those staff who do not have a disability using Agenda for Change (AfC) pay bands, medical and dental subgroups and Very Senior Managers (VSMs), (including Executive Board members). The percentages are clustered into 4 pay groups for non-clinical staff and 7 groups for clinical staff. This is due the small numbers of staff in each pay band.

This data has been collected from Electronic Staff Records (ESR) as of 31 March 2022 and 31 March 2023.

Metric 1a Non-Clinical Workforce							Mar-22	
	Disabled		**Non-Disabled**		**Unknown or Null**		**Total Number of Staff**	
	Number of Staff	**%**	**Number of Staff**	**%**	**Number of Staff**	**%**	**Number of Staff**	**%**
Cluster 1 AfC Band 1 – 4	55	3%	1519	88%	162	9%	1736	80%
Cluster 2: AfC Band 5 – 7	10	3%	272	89%	23	8%	305	14%
Cluster 3: AfC Band 8a – 8b	5	7%	62	89%	3	4%	70	3%
Cluster 4: AfC Band 8c, 8d, 9 & VSM (inc Exec Board)	1	2%	45	98%	0	0%	46	2%
Total	**71**	**3.29%**	**1898**	**87.99%**	**188**	**8.72%**	**2157**	

Metric 1a Non-Clinical Workforce							Mar-23	
	Disabled		**Non-Disabled**		**Unknown or Null**		**Total Number of Staff**	
	Number of Staff	**%**	**Number of Staff**	**%**	**Number of Staff**	**%**	**Number of Staff**	**%**
Cluster 1: AfC Bands 1 – 4	58	3%	1574	89%	145	8%	1777	81%
Cluster 2: AfC Band 5 - 7	16	5%	275	89%	18	6%	309	14%
Cluster 3: AfC Band 8a – 8b	5	7%	64	91%	1	1%	70	3%
Cluster 4: AfC Band 8c, 8d, 9 & VSM (inc Exec Board)	2	4%	43	96%	0	0%	45	2%
Total	**81**	**4%**	**1956**	**89%**	**164**	**7%**	**2201**	

Metric 1b Clinical Workforce							Mar-22	
	Disabled		Non-Disabled		Unknown or Null		Total Number of Staff	
	Number of Staff	%	Number of Staff	%	Number of Staff	%	Number of Staff	%
Cluster 1: AfC Bands 1 – 4	51	3.51%	1269	87.22%	135	9.28%	1455	30.21%
Cluster 2: AfC Band 5 – 7	86	3.43%	2195	87.45%	229	9.12%	2510	52.12%
Cluster 3: AfC Band 8a – 8b	3	2.48%	109	90.08%	9	7.44%	121	2.51%
Cluster 4: AfC Band 8c, 8d, 9 & VSM (inc Exec Board)	1	3.23%	29	93.55%	1	3.23%	31	0.64%
Cluster 5: Medical and Dental staff, Consultants	2	0.90%	192	86.10%	29	13.00%	223	4.63%
Cluster 6: Medical and Dental staff, Non-consultant career grade	1	0.57%	152	86.36%	23	13.07%	176	3.65%
Cluster 7: Medical and Dental staff, Medical and Dental trainee grades	2	0.67%	246	82.00%	52	17.33%	300	6.23%
Total	146	3.03%	4192	87.04%	478	9.93%	4816	

Metric 1b Clinical Workforce							Mar-23	
	Disabled		Non-Disabled		Unknown or Null		Total Number of Staff	
	Number of Staff	%	Number of Staff	%	Number of Staff	%	Number of Staff	%
Cluster 1: AfC Bands 1 – 4	72	4%	1514	95%	16	1%	1602	31%
Cluster 2: AfC Band 5 – 7	103	4%	2494	96%	3	0%	2600	51%
Cluster 3: AfC Band 8a – 8b	3	2%	124	98%	0	0%	127	2%
Cluster 4: AfC Band 8c, 8d, 9 & VSM (inc Exec Board)	0	0%	28	100%	0	0%	28	1%
Cluster 5: Medical and Dental staff, Consultants	2	1%	227	99%	0	0%	229	4%
Cluster 6: Medical and Dental staff, Non-consultant career grade	1	0%	201	99%	2	1%	204	4%
Cluster 7: Medical and Dental staff, Medical and Dental trainee grades	2	1%	299	99%	0	0%	301	6%

Total	183	4%	4887	96%	21	0%	5091

In the tables, metric 1a and metric 1b clearly show that the percentage of disabled staff in both the non-clinical and clinical workforce is very low standing at 3.62% of the total workforce. This percentage has increased slightly by 0.5% since 2022. This is comparable to what is reported nationally across NHS trusts (3.7% disabled staff worked within NHS in 2021). The tables above highlights that there are a small proportion of the workforce (2.54%) which record their disability status as either unknown, not declared or a null response. However, there are now much fewer unknown recordings when compared to last year (a reduction of 7.01%). This is largely to do with promotion of ESR self-service whereby employees can directly edit their own personal details, regular data cleansing exercises and consistent trustwide communications.

3.2

Metric 2

The table below shows the relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts for 2021-22 and 2022-23.

	Indicator	**2021-22**			**2022-23**		
		Descriptor	**Disabled Staff**	**Non-Disabled Staff**	**Descriptor**	**Disabled Staff**	**Non-Disabled Staff**
Metric 2	Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.	Number of shortlisted applicants	287	4337	Number of shortlisted applicants	589	7632
		Number appointed from shortlisting	42	1080	Number appointed from shortlisting	88	1493
		Ratio shortlisted/ appointed Likelihood candidates are appointed from shortlisting	42/287= 0.15	1080/4337= 0.25	Ratio shortlisted / appointed Likelihood candidates are appointed from shortlisting	88/589= 0.15	1493/7632= 0.20
		Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts is 1.67			Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts is 1.31		

Note: This refers to both external and internal posts.

Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts in 2021-22 was 1.67 times more likely to be appointed from shortlisting compared to disabled staff, in 2022-23 the ratio has improved to show that non-disabled staff were 1.31 times more likely to be appointed from shortlisting.

*It should also be noted that NLaG as part of the Department of Work and Pensions scheme

are a Disability Confident Employer, and therefore operate a guaranteed interview scheme for disabled applicants who meet the minimum person specification.

If the 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 WDES online reporting form to ensure comparability between organisations.

Metric 3

Metric 3 explores the relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process. Data is based on the number of staff entering the formal capability procedure from a two-year rolling average of the current year and the previous year. This metric applies to capability on the grounds of performance and not ill health.

	Indicator	2021-23		
		Descriptor	Disabled Staff	Non-Disabled Staff
Metric 3	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	Number of staff in workforce	264	6843
		Average number of staff entering the formal capability process for any reason	1	4
		Of these, how many are on the grounds of ill health only?	0	0
		As there are fewer than 10 Disabled members of staff (on average) entering the formal capability process over the previous two years. Therefore, this metric has been suppressed due to the small numbers involved.		

3.4 **2022 NHS Staff Survey Results Analysis Metrics 4, 5, 6, 7, 8 and 9a**

The metrics 4, 5, 6, 7, 8 and 9a overleaf represent unweighted question level responses to key findings in the NHS for NLaG staff. The staff survey results surrounding the disabled workforce between 2021 and 2022 are similar, with slight improvements to some of the metrics.

	Metric	2021 Staff Survey Result		2022 Staff Survey Result	
Metric 4.1	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	Disabled	28.00%	Disabled	31.9%
		Non-disabled	21.00%	Non-disabled	22.7%
		NHS Average Score		NHS Average Score	
		Disabled	32.40%	Disabled	33.0%
		Non-disabled	25.20%	Non-disabled	26.2%
Metric 4.2	Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	Disabled	22.50%	Disabled	20.3%
		Non-disabled	11.90%	Non-disabled	12.6%
		NHS Average Score		NHS Average Score	
		Disabled	18.00%	Disabled	17.1%
		Non-disabled	9.80%	Non-disabled	9.9%
Metric 4.3	Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	Disabled	30.70%	Disabled	34.3%
		Non-disabled	20.30%	Non-disabled	20.1%
		NHS Average Score		NHS Average Score	
		Disabled	26.60%	Disabled	26.9%
		Non-disabled	17.10%	Non-disabled	17.7%
Metric 4.4	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	Disabled	42.90%	Disabled	50.2%
		Non-disabled	44.00%	Non-disabled	46.9%
		NHS Average Score		NHS Average Score	
		Disabled	47.00%	Disabled	48.4%

		Non-disabled	46.20%	Non-disabled	47.3%

Metric 4

Staff feel harassment, bullying or abuse in the last 12 months from:

- Patient's, relatives or the public is 9.2% higher for disabled staff than non-disabled staff. However, this remains below the national NHS average
- Managers are 7.7% higher for disabled staff than non-disabled staff. This remains above the national average score
- Other colleagues are 14.2% higher for disabled staff than non-disabled staff. This is above the national average.
- Disabled staff are less likely to report harassment, bullying or abuse at work than non-disabled staff.

Metric 5	Percentage believing that the Trust provides equal opportunities for career progression or promotion	Disabled	47.20%	Disabled	44.0%
		Non-disabled	53.90%	Non-disabled	56.3%
		NHS Average Score		NHS Average Score	
		Disabled	51.40%	Disabled	51.4%
		Non-disabled	56.80%	Non-disabled	57.3%

Metric 5

Disabled staff are 12.3% less likely to believe that the Trust provides equal opportunities for career progression or promotion compared to non-disabled staff. The gap has worsened since the 2021 staff survey.

Metric 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.	Disabled	35.80%	Disabled	30.5%
		Non-disabled	26.40%	Non-disabled	21.9%
		NHS Average Score		NHS Average Score	
		Disabled	32.20%	Disabled	30.0%
		Non-disabled	23.70%	Non-disabled	20.8%

Metric 6

Disabled staff felt 8.60% more pressured to attend work, despite not feeling well enough to perform their duties compared to non-disabled staff.

Metric 7	Percentage of staff saying that they are satisfied with the extent to which their organisation values their work.	Disabled	26.70%	Disabled	28.4%	
		Non-disabled	36.80%	Non-disabled	37.0%	
		NHS Average Score		NHS Average Score		
		Disabled	32.60%	Disabled	32.5%	
		Non-disabled	43.30%	Non-disabled	43.6%	

Metric 7

Disabled staff felt 8.6% less satisfied that the organisation valued their work compared to non-disabled staff.

Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Disabled	70.50%	Disabled	69.3%
		NHS Average Score		NHS Average Score	
		Disabled	70.90%	Disabled	71.8%

Metric 8

69.3% of disabled staff from the staff survey feel we have made adequate adjustments to enable them to carry out their work. A 1.2% reduction compared to the previous year.

Metric 9 Part a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Disabled	6.0	Disabled	5.9
		Non-disabled	6.6	Non-disabled	6.6
		Organisation Score	6.4	Organisation Score	6.4
		NHS Average Score		NHS Average Score	
		Disabled	6.4	Disabled	6.4
		Non-disabled	7.0	Non-disabled	6.9

Metric 9a

The engagement score for disabled staff is 0.7 less than that of non-disabled staff therefore disabled staff feel less engaged with compared to non-disabled staff. This is much worse than the national average.

Metric 9 Part b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No) If no what actions are planed?	Yes As part of the Trust's Equality Objectives plans the Trust has developed a Disability Network to give disabled staff a voice.	Yes As part of the Trust's Equality Objectives plans the Trust has developed a Disability Network to give disabled staff a voice.

Metric 10

Metric 10	The percentage of NLaG Board and Executive Team who classify themselves as having a disability or long-term condition of 31 March 22. (Includes both executive and non-executive directors)	**31-Mar-22**			
		Trust Board and Executive Team	**Disabled**	**Non-Disabled**	**Not Declared**
			6.25%	93.75%	0.00%
		31-Mar-23			
		Trust Board and Executive Team	**Disabled**	**Non-Disabled**	**Not Declared**
			14.29%	85.71%	0.00%

The NLaG Board and Executive Team members who classify themselves as having a disability has increased since last year, from 6.25% in 2022 to 14.29% in 2023.

See Appendix 2 which gives a summary of the data and a comparison to National and local WDES data.

4.0	**PROGRESS AND ACTIONS**
4.1	**Reporting and Assurance**

- **Progress 2022/2023**
  - ➤ The Trust's new Equality, Diversity and Inclusion (EDI) Strategy which includes our Equality Objective (2023 – 202) are in place. This was approved at the June 2023 Trust Board meeting. In addition, an EDI action plan is now under development which will set out our commitment to actions required to redress disparity, progress, timescales and supporting evidence.
  - ➤ The Health and Well Being group is now the Health and Well Being and Equality, Diversity and Inclusion Steering Group with a dedicated EDI remit.
  - ➤ We are continuing to work closely with and support the wider People Directorate team and the Trust's Freedom to Speak Up Guardian.
  - ➤ 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 bias.
  - ➤ All new staff receive equality, diversity and inclusion training which has a focus on inclusive behaviours and exploring unconscious bias. Additionally, we are delivering a managers leadership programme which includes unconscious bias and cultural awareness training.

- **Further Actions 2023/2024 (See Appendix 1)**
  - ➤ We continue to make progress against all WDES actions through the EDI action plan and included the wider engagement and culture transformation programme of

work.
- ➢ To provide reports as required against the EDI action plan.
- ➢ As part of strengthening culture awareness ensure that our staff equality networks (Disability Network) are represented and actively involved in the Health and Well Being and EDI Steering Group and the Culture Transformation Working Group.
- ➢ To break down data (where this is possible) to identify hotspot areas and take more bespoke action.

4.2	**Recruitment and Retention**

- • **Progress 2022/2023**
  All recruitment panels include an equality representative. The Trust's Head of Recruitment has worked with the Trust EDI Lead through the Recruitment Review to ensure that all stages of the recruitment processes are fair and free from discrimination.

- • **Further Actions 2023/2024 (See Appendix 1)**
  - ➢ To understand our recruitment and retention of staff and particularly, explore reasons staff leave the Trust by protected characteristic, and to identify any outliers.
  - ➢ To specifically include unconscious bias awareness in recruitment as part of the Leadership programme.

4.3 Capability and Staff Experience

- • **Progress 2022/2023**
  - ➢ A key focus has been to engage with our staff and increase the visibility of EDI support in the workplace. Therefore, to give all staff an opportunity to openly discuss their concerns and experience we have held a number of face to face EDI engagement events with a diverse range of staff.
  - ➢ We arranged two large staff engagement events in Diana Princess of Wales Hospital (DPOW) and Scunthorpe General Hospital (SGH) to celebrate inclusivity. These events gave our diverse staff and our Staff Equality Network members an opportunity to meet the EDI team and the wider people directorate team. We also arranged for some external providers to have stalls to show case how they may be able to support our staff in different ways. Feedback from both these events has been excellent.
  - ➢ We have grown and further developed our Disability staff equality network and have over 80 members who we correspond with. Our Disability Facebook group has nearly 40 members.
  - ➢ A number of staff took part and have successfully completed the NHS England Calibra Programme aimed Leadership for staff who have a disability.
  - ➢ DFN Project Search has been an amazing success giving young people with learning disabilities an opportunity to experience work. This has resulted in some interns gaining employment and attaining transferable skills for their future.
  - ➢ We have developed a Disability and Long Terms Conditions Policy and Procedure to support our staff.
  - ➢ We provide guidance in terms of supporting our staff who are neuro diversity also how to access reasonable adjustments.

- • **Further Actions 2023/2024 (See Appendix 1)**

	➢ We are continuing to grow and develop our Disability staff equality network.
	➢ To ensure the network is able to influence decision making which shapes and influences their employee experience we will ensure they are represented at the Health and Well Being, and EDI Steering Group.
	➢ Arrange annually 4 large engagement events to celebrate inclusivity and intersectionality.
	➢ We are continuing with the very successful DFN Project Search Programme and expanding the departments who are involved in this scheme.
	➢ We will be creating a Staff App to engage with all staff on EDI engagement.
4.4	**Trust Board and Senior Leadership** • **Progress 2022/2023** We recognise that Trust Board and the senior leadership community has some elements of diversity. However, due to the small numbers these percentages are very fragile. We continue to review our data intermittently. • **Further Actions 22023/2024 (See Appendix 1)** ➢ To fully understand the impact of the new group structure and how this will affect the Trust Board diversity going forward. ➢ To interrogate in more detail the diversity within the senior leadership community to understand areas of under-representation and consider what positive actions are required to address the gaps.
5.0	**Recommendations.**
5.1	To note the contents of this report against the NHS Workforce Disability Equality Standard.
5.2	Approve the data content which we are required to share with NHS England and trust commissioners.
5.3	To note the actions proposed for 2023/2024 and to monitor progress of those actions and wider culture transformation programme through the Workforce Committee.

Appendix 1 - Workforce Disability Equality Standard (WDES) Action Plan 2023/24

The Action Plan 2023/24 has been developed, based on the 2022/23 WDES technical data results, to help close the gaps in workplace experience between Staff who have a disability and staff who don't have a disability.

Action	WDES Indicator	Timescale	Lead
Explore ways that the Trusts newly introduced Equality Diversity and Inclusion (EDI) strategy can strengthen the addressing of Workforce Disability Inequalities specifically taking into consideration the Group Structure of the organisation.	All	January 2024 / Ongoing	Workforce and Organisational Development (OD) EDI Team
Explore opportunities within the new Group Structure which can support this staff group – in particular, Leadership Development Opportunities	Indicator 1	October / November 2023	EDI Team and Leadership Team
As part of strengthening culture awareness ensure that our staff equality networks (Disability Network) are represented and actively involved in the Health and Wellbeing and EDI Steering Group and the Culture Transformation Working Group.	All	October 2023 / Ongoing	EDI Team
To look at breaking down data (where this is possible) to identify hotspot areas and take more bespoke action.	All	February 2024 / Ongoing	OD & EDI Team
To monitor recruitment and retention of staff and particularly, explore reasons staff leave the Trust by protected characteristic, and to identify any outliers.	Indicator 2	November 2023 / Ongoing	EDI Team and Head of Recruitment
To specifically include unconscious bias awareness in recruitment as part of the Leadership programme.	Indicator 2	November 2023	EDI Team
To grow and develop our Disability staff equality network. To ensure the network is able to influence decision making which	All	On-going	EDI Team

shapes and influences their employee experience we will ensure they are represented at the Health and Well Being, and EDI Steering Group.			
Arrange annually 4 large engagement events to celebrate inclusivity and intersectionality.	All	October 2023 January 2024 March 2024 July 2024	EDI / OD Teams
We are continuing with the very successful DFN Project Search Programme and expanding the departments who are involved in this scheme.	All	On-going	EDI Team
We will be creating and launching a Staff App to improve EDI engagement.	All	October 2023	EDI Team
To understand the impact of the new group structure and how this will affect the Trust Board diversity going forward.	Indicator 10	January 2024	EDI Team
To interrogate in more detail the diversity within the senior leadership community to understand areas of under-representation and consider what positive actions are required to address the gaps.	Indicator 1	April 2024	EDI Team

Appendix 2

Northern Lincolnshire and Goole NHS Foundation Trust (NLaG) Workforce Disability Equality Standard (WDES) Data Summary 2023

The table below shows a summary of the NLaG WDES data for March 2022 and March 2023, and it identifies where improvements are required. It also shows a summary of National Health Service (NHS) England's national picture of WDES data the average Acute Trust NHS Staff Survey data and the Hull University Teaching Hospitals (HUTH) data as a comparator.

WDES M1	March 22		March 23			HUTH Comparator 2023	NHS Comparator
	Percentage of Disabled Staff in total workforce	3.12%	Percentage of Disabled Staff in total workforce	3.62%	Slight Increase In-line with National Comparator and HUTH	3.42%	3.7% (2021 data)
WDES M2	March 22		March 23			HUTH Comparator	
	The relative likelihood of Non-Disabled staff being appointed compared to Disabled staff is	1.67 times more likely	The relative likelihood of Non-Disabled staff being appointed compared to Disabled staff is	1.31 times more likely	Small Improvement	1.56 times more likely	1.1 times more likely (2021 data)
WDES M3	March 22		March 23			HUTH Comparator	
There are fewer than 10 Disabled members of staff (on average) entering the formal capability process over the previous two years. Therefore, this metric has been suppressed due to the small numbers involved.						No data – Low Score	1.94 times more likely (2021 data)
WDES NHS Staff Survey 2022 Data M4 Disabled Staff feel harassment, bullying or abuse in the last 12 months from:						HUTH Comparator	
Patient's, relatives or the public is 9.2% higher for disabled staff than non-disabled staff. However, this remains below the national NHS average.					Improvements Required	Similar Trends	

Managers are 7.7% higher for disabled staff than non-disabled staff. This remains above the national average score. Other colleagues are 14.2% higher for disabled staff than non-disabled staff. This is above the national average. Disabled staff are less likely to report harassment, bullying or abuse at work than non-disabled staff.		
WDES NHS Staff Survey 2022 Data M5 Percentage believing that the Trust provides equal opportunities for career progression or promotion		
Disabled staff are 12.3% less likely to believe that the Trust provides equal opportunities for career progression or promotion compared to non-disabled staff. The gap has worsened since the 2021 staff survey.	Improvements Required	Similar Trend
WDES NHS Staff Survey 2022 Data M6 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.		
Disabled staff felt 8.60% more pressured to attend work, despite not feeling well enough to perform their duties compared to non-disabled staff.	Improvements Required	Similar Trend
WDES NHS Staff Survey 2022 Data M7 Percentage of staff saying that they are satisfied with the extent to which their organisation values their work.		
Disabled staff felt 8.6% less satisfied that the organisation valued their work compared to non-disabled staff.	Improvements Required	Similar Trend
WDES NHS Staff Survey 2022 Data M8 Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.		
69.3% of disabled staff from the staff survey feel we have made adequate adjustments to enable them to carry out their work. A 1.2% reduction compared to the previous year.	Improvements Required	Similar Trend
WDES NHS Staff Survey 2022 Data M9 The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.		
The engagement score for disabled staff is 0.7 less than that of non-disabled staff therefore disabled staff feel less engaged with compared to non-	Improvements Required	Similar Trend

WDES M10	March 22		March 23			HUTH Comparator 2023	NHS Comparator
disabled staff. This is much worse than the national average.							
	Percentage of NLaG Board and Executive Team who classify themselves as having a disability or long-term condition	6.25%	Percentage of NLaG Board and Executive Team who classify themselves as having a disability or long-term condition	14.29 %	Positive but small numbers	5.88%	3.7% (2021 data)