



**Wirral Community
Health and Care**
NHS Foundation Trust

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2024

Wirral Community Health and Care NHS Foundation
Trust

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1 Introduction

The Workforce Disability Equality Standard (WDES) is included in the NHS standard contract for 2024/25. All NHS Trusts were required to produce and publish their first WDES baseline data in August 2019 and are subsequently required to submit data and publish a WDES report annually along with an annual action plan which must be approved by the Board.

This report details the information for Wirral Community Health and Care NHS Foundation Trust for 2024 and the data set is for 31 March 2024 using data from several sources: Electronic Staff Record (ESR), Trac system, HR record system for employment relation cases and NHS Staff Survey from 2023.

All data information was submitted to the national WDES team by 31 May 2024 and must be published externally with an action plan by 31 October 2024.

This is the sixth year that the WDES information has been collated and published.

There are 10 indicators which form the WDES and these are as follows

Indicator	Description
Metric 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.
Metric 2	Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.
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.
Metric 4	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.
Metric 5	Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.
Metric 6	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.
Metric 7	Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.
Metric 8	Percentage of disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work <i>* Prior to 2022, the term "adequate adjustments" was used</i>
Metric 9	Engagement of disabled staff.
Metric 10	Percentage difference between the organisation's board voting membership and its organisation's overall workforce.

The WDES action plan forms one of the key ambitions within both the People Strategy and Inclusion and Health Inequality Strategy with the aim of improving both access to work for people with disabilities as well as their staff experience.

2 Executive summary

The NHS Workforce Disability Equality Standard (WDES) is designed to improve workplace experience and career opportunities for disabled people working, or those seeking employment, in the National Health Service (NHS). The WDES follows the NHS Workforce Race Equality Standard (WRES) as a tool and an enabler of change. The WDES is a series of evidence-based metrics that provide NHS organisations with a snapshot of the experiences of their disabled staff in key areas. By providing comparative data between disabled and non-disabled staff, this information can be used to understand where key differences lie and will provide the basis for the development of action plans, enabling the Trust to track progress on a year-by-year basis. The WDES is based on ten evidence-based Metrics.

There has been a continued increase in the percentage of the workforce stating they have a disability which is now 7.26%, up from 6.2% last year. The Board continues to be constituted of a higher percentage of disabled staff compared to the workforce average. There is still a differential between the number of staff who have disclosed they are disabled on ESR and the number who state in the NHS Staff Survey that they have a disability or a long-term condition, but positive progress continues to be made.

The likelihood of being appointed has deteriorated and disabled applicants are now less likely to be appointed than non-disabled applicants.

Indicators in relation to staff experience continue to show that the experience for disabled staff is worse than the experience for non-disabled staff, which mirrors the national NHS data from the 2023 Staff Survey.

The Ability Staff Network continued to meet monthly via MS teams and is staff led by Laura Kennedy who chairs the network and has been instrumental in getting more colleagues to join.

The Executive Director sponsor rotates at the end of every financial year following a Trust wide review of sponsors for all staff networks which has meant a change in sponsor for the group from Dr Nick Cross, Medical Director to Dave Murphy, Chief Digital Information Officer. Each director has specific inclusion objectives and one of these is to be a network sponsor and demonstrate allyship.

3 WDES progress in 2023/24

Appendix 1 shows a baseline for workforce information in relation to disabled staff and appendix 2 shows the Trust Staff Survey result trends compared to the average scores. An overview of these results has been shared with the Ability Staff Network.

The key findings from the WDES 2023 results are as follows:

- The number of disabled staff has increased from 6.2% to 7.26%
- The likelihood of being shortlisted as a disabled member of staff has reduced and non-disabled applicants are more likely to be appointed than disabled applicants.
- No disabled staff entered the formal capability processes consistent with previous years.
- Number of responses from disabled staff for the Staff Survey 2023 has increased to 307 (30% of responses) compared to 251 (27% of responses) in 2022:
 - Disabled staff continue to be more likely to state that they feel they have been harassed by service users, public, team leaders and colleagues than non-disabled staff. However, since the previous year the percentage of staff stating this has happened has decreased from 24.3% to 18.89%.
 - With regards to staff experiencing harassment, bullying or abuse from managers, although this continues to be higher than that reported by non-disabled staff, it is only slightly higher than the previous year: 8.28% compared to 8.13%. This remains below the national average.
 - The percentage of disabled staff believing that the Trust provides equal opportunities for career progression or promotion (63.37%) has significantly improved compared to the previous year (49.39%) and is now only slightly lower than the figure for non-disabled staff (65.62%)
 - Disabled staff (18.84%) are more likely to state that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties compared to non-disabled staff (12.77%). This is an improvement from the previous year although the % difference between these groups still remains over 5 percentage points. Both groups are in line with the national average for disabled and non-disabled respondents.
 - The percentage of disabled staff (42.18%) compared to non-disabled (52.62%) saying that they are satisfied with the extent to which their organisation values their work continues to be lower, although this metric for disabled staff has improved.

- 79.29% of disabled staff state that they have had reasonable adjustments put in place and this has declined from the previous year of 83.95%. This is in line with the NHS community benchmark average.
- Engagement score for disabled staff has improved marginally from 6.68 to 6.93 but remains lower than engagement scores for non-disabled staff (7.28) and slightly lower than the NHS national staff survey average for disabled staff (6.95)
- The percentage of disabled staff on the board has increased compared to last year's WDES results from 8.3% to 23.08% and a decrease in "not declared" from 16.7% to 7.69%.

In addition, the Trust continues to promote the Trust's reasonable adjustment procedure which includes a reasonable adjustment passport and a framework to support staff with neurodiverse conditions. We have also introduced disability leave as part of our review of the Leave policy which the ability staff network had a key role in developing.

The Trust continues to embed a Menopause staff network and policy, including awareness sessions, as it is recognised the impact that symptoms can have on an individual and, possibly, any pre-existing disabilities.

The ability staff network supported the development of the newly introduced Trust behavioural standards framework to ensure that it was inclusive for those who are neurodivergent.

An action plan has been developed for the period August 2024 – July 2025 (appendix 3). This will be taken biannually to the People and Culture Committee and will also be continually reviewed and monitored with the staff network, at the EDI Steering Group and with the inclusion champions.

Actions carried over from 2023/24 are identified in the action plan in appendix 3 and are as follows;

- Promote lived experiences to increase awareness of disabilities and encourage allyship including 'Develop a day in the life experience / staff story to board'.

Priority actions for 2024/25 identified by the ability staff network are:

- Promotion of reasonable adjustments and include this within our manager training on supporting staff in relation to managing attendance.
- Promotion of processes in relation to Access to Work.
- To encourage staff to declare a disability and the benefits of doing so.
 - This will enable the Trust to improve the information it is able to gather about the experience of staff with disabilities in relation to promotion and access to training etc.
- Inclusion of the Ability Staff Network in the bullying and harassment policy review, adapting a civility and respect approach.

4 Conclusion and next steps

The percentage of disabled staff has increased and, according to the NHS staff survey, the percentage of disabled staff reporting that reasonable adjustments are in place has reduced since the previous year but is in line with the NHS community benchmark average. The roll-out of the Trust's reasonable adjustment procedure will continue to support staff and managers in discussing disabilities and any adjustments required, along with supportive training and guidance for line managers.

The likelihood of a disabled person being appointed through recruitment has reduced compared to a non-disabled applicant. In addition, in relation to staff experience, our disabled staff continue to report having a worse experience than non-disabled colleagues, mirroring the national WDES results.

We continue to have a more representative board in comparison to the rest of the workforce.

The Ability Staff Network has continued to meet on a monthly basis and although attendance has fluctuated it is seen as a valued space for members to meet and share experiences. New members have joined the group and the Trust's Chief Digital Information Officer is the named Executive sponsor for the network.

The Inclusion and Health Inequality Strategy and the People Strategy both include ambitions to increase the diversity of the workforce which includes a greater representation of disabled staff to reflect that nearly one in four of the working-age population are classed as disabled*

* *gov.uk* <https://www.gov.uk/government/statistics/the-employment-of-disabled-people-2023/employment-of-disabled-people-2023>

Appendix 1 WDES metrics report

Detailed below is the organisation's WDES data which was submitted in May 2024 covering the period 1 April 2023 – 31 March 2024.

Metric 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.

(Data source: ESR).

1a. Non-clinical workforce

	Disabled staff in 2023	Disabled staff in 2024	Disabled staff in 2023/2024	Non-disabled staff in 2023	Non-disabled staff in 2024	Non-disabled staff in 2023/24	Unknown/null staff in 2023	Unknown/null staff in 2024	Unknown/null staff in 2023/24	Total staff in 2023	Total staff in 2024
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	3.8	6.5	2.7	90.2	88.9	-1.3	5.9	4.6	-1.3	287	261
Cluster 2 (Band 5 - 7)	8.3	12.9	4.6	84.4	82.2	-2.2	7.3	5.0	-2.3	96	101
Cluster 3 (Bands 8a - 8b)	7.1	8.3	1.2	82.1	83.3	1.2	10.7	8.3	-2.4	28	24
Cluster 4 (Bands 8c – 9 & VSM)	6.7	13.3	6.6	73.3	73.3	0	20.0	13.3	-6.7	15	15

1b. Clinical workforce

	Disabled staff in 2023	Disabled staff in 2024	Disabled staff in 2023/2024	Non-disabled staff in 2023	Non-disabled staff in 2024	Non-disabled staff in 2023/24	Unknown/null staff in 2023	Unknown/null staff in 2024	Unknown/null staff in 2023/24	Total staff in 2023	Total staff in 2024
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	5.1	5.6	0.5	85.7	86.7	1	9.2	7.7	-1.5	336	336
Cluster 2 (Band 5 - 7)	7.1	7.6	0.5	82.7	83.8	1.1	10.2	8.5	-1.7	1152	1152
Cluster 3 (Bands 8a - 8b)	5.1	7.3	2.2	83.1	83.6	0.5	11.9	9.1	-2.8	59	59
Cluster 4 (Bands 8c – 9 & VSM)	0	0	0	100	100	0	0	0	0	5	5
Cluster 5 (Medical and Dental staff, Consultants)	0	0	0	50	0	-50	0	0	0	2	2
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	0	0	0	100	96	-4	0	4	4	20	20
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	0	0	0	0	0	0	0	0	0	0	0

Metric 2 – Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts

(Data source: Trust’s recruitment data)

	Relative likelihood in 2023	Relative likelihood in 2024	Relative likelihood difference (+/-)
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	0.98	1.5	-0.52

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.

(Data source: Trust’s HR data)

	Relative likelihood in 2023	Relative likelihood in 2024	Relative likelihood difference (+/-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	0 disabled staff entered formal process	0 disabled staff entered formal process	0

if there are fewer than 10 Disabled members of staff (on average) entering the formal capability process over the previous two years, this data does not need to be included with the publication of the WDES data: instead, a note can be added explaining this has been suppressed due to the small numbers involved.

Metric 4 – Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.

(Data source: Question 13, NHS Staff Survey)

	Disabled staff responses to 2022 NHS Staff Survey	Non-disabled staff responses to 2022 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2022	Disabled staff responses to 2023 NHS Staff Survey	Non-disabled staff responses to 2023 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2023
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
4a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	24.3	16.9	+7.4	18.9	15.8	+3.1
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	8.1	6.1	+2	8.3	5.5	+2.8
4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	21.5	8.4	+13.1	19.7	11.1	+8.6
4d) 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	59.3	58.7	+0.6	61.3	61.6	-0.3

Metrics 5 – 8

(Data source: Questions 14, 11, 5, 28b, NHS Staff Survey)

	Disabled staff responses to 2022 NHS Staff Survey	Non-disabled staff responses to 2022 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2022	Disabled staff responses to 2023 NHS Staff Survey	Non-disabled staff responses to 2023 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2023
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	49.4	64.5	-15.1	63.4	65.6	-2.2
Metric 6 - 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.	20.8	15.6	+5.2	18.8	12.8	6
Metric 7 - Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	38.6	45.2	-6.6	42.5	52.6	-10.1
Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	84.0%	NA	<i>Increase of 6.2% from 2021</i>	79.3	NA	<i>Decrease of 4.7% from 2022</i>

Metric 9 – Disabled staff engagement

(Data source: NHS Staff Survey)

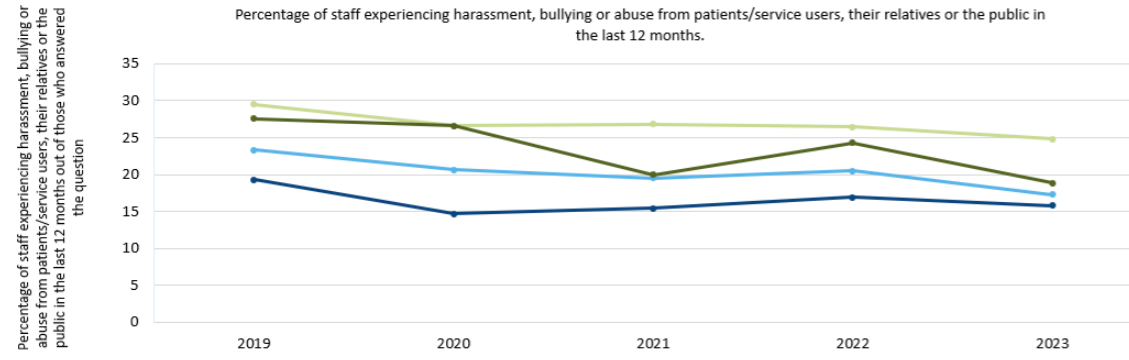
	Disabled staff engagement score for 2022 NHS Staff Survey	Non-disabled staff engagement score for 2022 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2022	Disabled staff engagement score for 2023 NHS Staff Survey	Non-disabled staff engagement score for 2023 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2023
a) The staff engagement score for Disabled staff, compared to non-disabled staff.	6.7	7.1	-0.4	6.9	7.3	-0.4
b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)						
Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.						
We have an ability staff network and during 2023 /24 they have been part of the attendance management policy review and flexible working policy review. They have also been part of the consultation on our new behavioural standards framework.						

Metric 10 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce

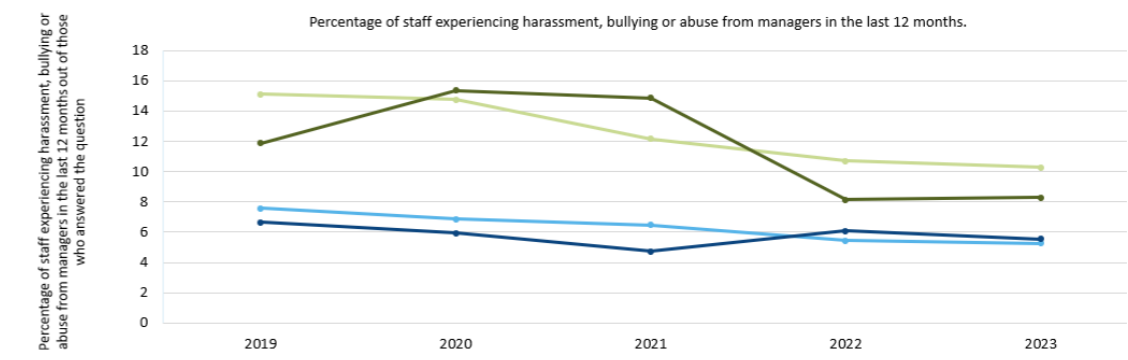
(Data source: NHS ESR and/or trust’s local data)

	Disabled Board members in 2023	Non-disabled Board members in 2023	Board members with disability status unknown in 2023	% points difference (+/-) Between Disabled and non-disabled Board members in 2023	Disabled Board members in 2024	Non-disabled Board members in 2024	Board members with disability status unknown in 2024	% points difference (+/-) Between Disabled and non-disabled Board members in 2024
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	Percentage (%)	
Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.	Exec = 0% (0)	Exec = 87.5% (7)	Exec = 12.5% (1)	Total board = 8.33% vs 75%	Exec = 10% (1)	Exec = 80% (8)	Exec = 10% (1)	Total board = 23.1% vs 69.2%
	Non-exec = 25% (1)	Non-Exec = 50% (2)	Non-Exec = 25% (1)		Non-exec = 66% (2)	Non-Exec = 33% (1)	Non-Exec = 0% (0)	
	Voting = 11.11% (1)	Voting = 66.67% (6)	Voting = 22.2% (2)	Overall workforce = 6.2% vs 84.5%	Voting = 25% (2)	Voting = 62.5% (5)	Voting = 12.5% (1)	Overall workforce = 7.3% vs 85.1%
	Non-voting = 0% (0)	Non-voting = 100% (3)	Non-voting = 0% (0)	Difference = 2.1% percentage points	Non-voting = 20% (1)	Non-voting = 80% (4)	Non-voting = 0% (0)	Difference = 15.8% percentage points

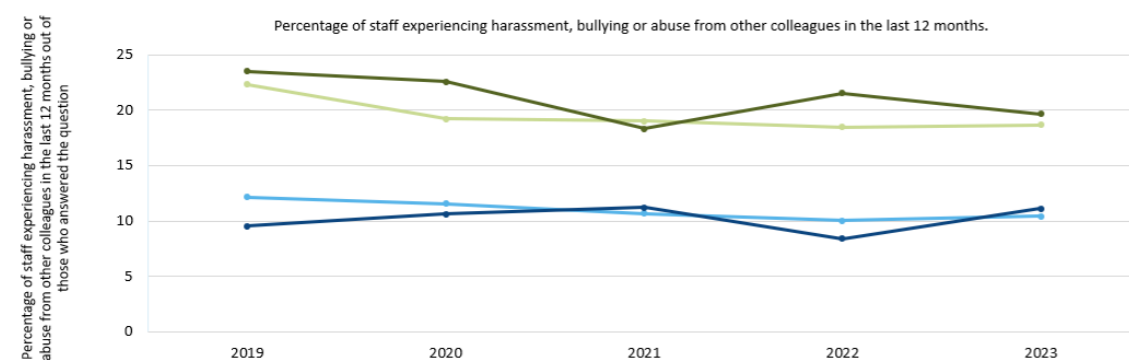
APPENDIX 2 – NHS Staff Survey Results 2019-2023



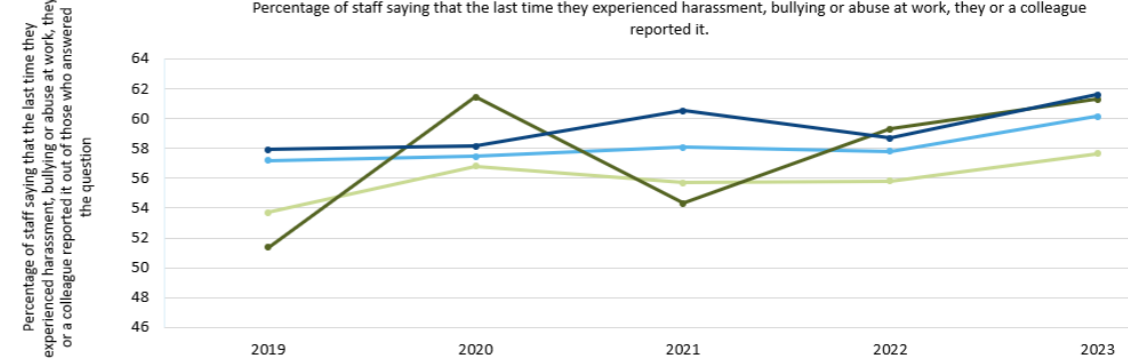
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	27.57%	26.60%	20.00%	24.30%	18.89%
Staff without a LTC or illness: Your org	19.30%	14.70%	15.40%	16.92%	15.84%
Staff with a LTC or illness: Average	29.52%	26.60%	26.81%	26.46%	24.79%
Staff without a LTC or illness: Average	23.32%	20.67%	19.53%	20.51%	17.29%
Staff with a LTC or illness: Responses	185	188	230	251	307
Staff without a LTC or illness: Responses	627	626	656	662	707



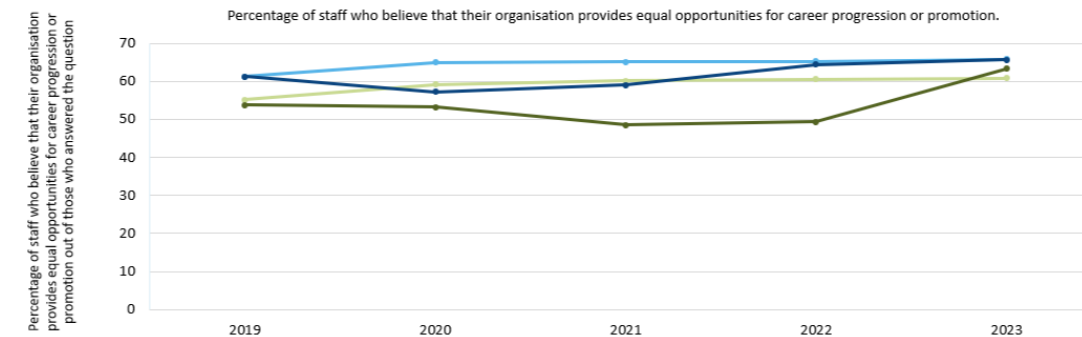
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	11.89%	15.34%	14.85%	8.13%	8.28%
Staff without a LTC or illness: Your org	6.65%	5.94%	4.74%	6.10%	5.54%
Staff with a LTC or illness: Average	15.12%	14.75%	12.17%	10.71%	10.27%
Staff without a LTC or illness: Average	7.59%	6.85%	6.49%	5.45%	5.28%
Staff with a LTC or illness: Responses	185	189	229	246	302
Staff without a LTC or illness: Responses	617	623	654	656	704



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	23.50%	22.58%	18.34%	21.54%	19.67%
Staff without a LTC or illness: Your org	9.53%	10.65%	11.21%	8.42%	11.10%
Staff with a LTC or illness: Average	22.31%	19.19%	19.00%	18.49%	18.66%
Staff without a LTC or illness: Average	12.15%	11.56%	10.69%	10.01%	10.42%
Staff with a LTC or illness: Responses	183	186	229	246	300
Staff without a LTC or illness: Responses	619	620	651	653	703



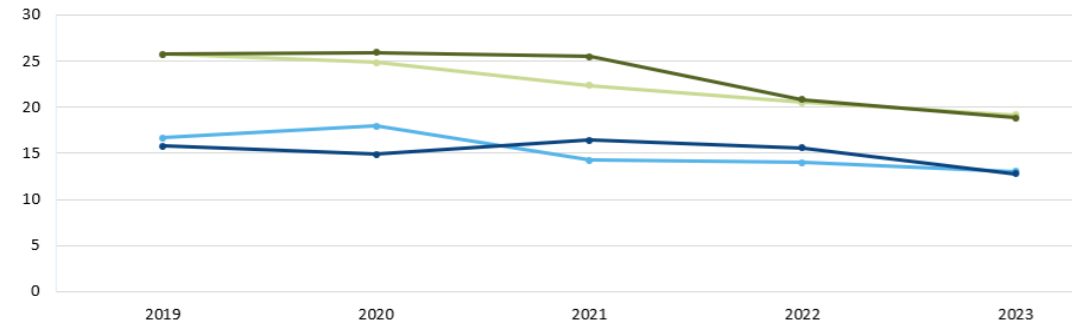
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	51.39%	61.43%	54.32%	59.30%	61.29%
Staff without a LTC or illness: Your org	57.93%	58.14%	60.53%	58.70%	61.59%
Staff with a LTC or illness: Average	53.69%	56.81%	55.68%	55.80%	57.63%
Staff without a LTC or illness: Average	57.19%	57.46%	58.08%	57.82%	60.14%
Staff with a LTC or illness: Responses	72	70	81	86	93
Staff without a LTC or illness: Responses	145	129	152	138	151



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	53.76%	53.19%	48.55%	49.39%	63.37%
Staff without a LTC or illness: Your org	61.24%	57.21%	59.05%	64.46%	65.62%
Staff with a LTC or illness: Average	55.17%	59.15%	60.09%	60.54%	60.85%
Staff without a LTC or illness: Average	61.24%	65.01%	65.12%	65.22%	65.75%
Staff with a LTC or illness: Responses	186	188	241	247	303
Staff without a LTC or illness: Responses	627	624	696	650	701

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question

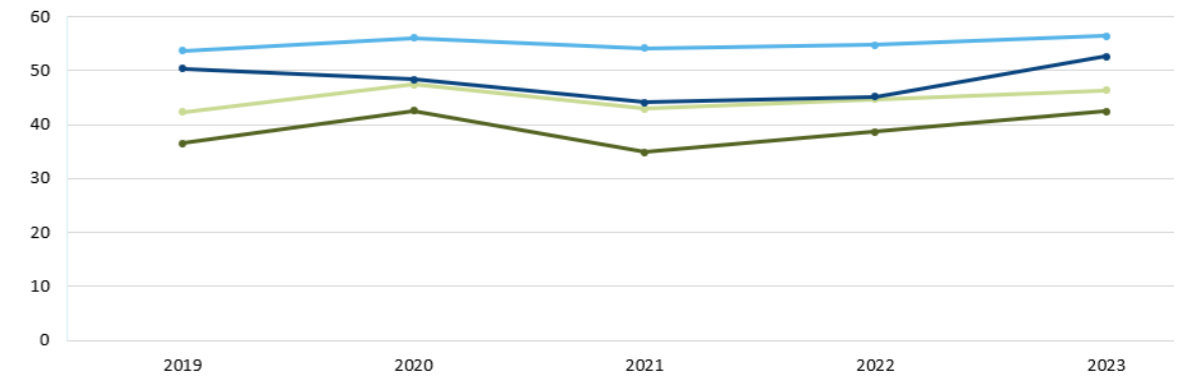
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	25.76%	25.93%	25.45%	20.81%	18.84%
Staff without a LTC or illness: Your org	15.76%	14.90%	16.42%	15.58%	12.77%
Staff with a LTC or illness: Average	25.76%	24.86%	22.35%	20.51%	19.16%
Staff without a LTC or illness: Average	16.67%	17.95%	14.27%	13.97%	13.06%
Staff with a LTC or illness: Responses	132	108	165	173	207
Staff without a LTC or illness: Responses	330	255	335	308	321

Percentage of staff satisfied with the extent to which their organisation values their work out of those who answered the question

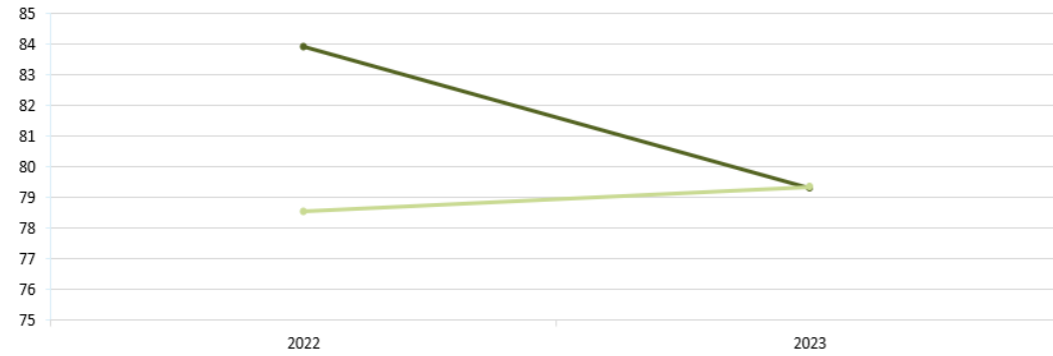
Percentage of staff satisfied with the extent to which their organisation values their work.



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	36.56%	42.55%	34.85%	38.65%	42.48%
Staff without a LTC or illness: Your org	50.40%	48.40%	44.13%	45.23%	52.62%
Staff with a LTC or illness: Average	42.35%	47.49%	42.95%	44.69%	46.35%
Staff without a LTC or illness: Average	53.76%	56.14%	54.16%	54.77%	56.49%
Staff with a LTC or illness: Responses	186	188	241	251	306
Staff without a LTC or illness: Responses	625	626	698	661	705

Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work out of those who answered the question

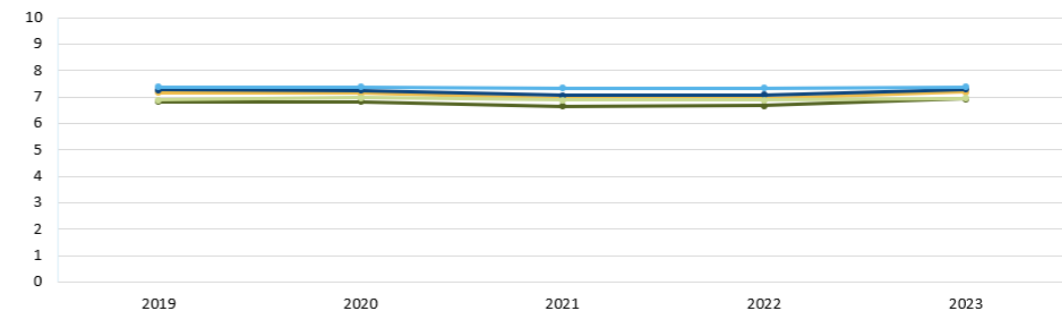
Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.



	2022	2023
Staff with a LTC or illness: Your org	83.95%	79.29%
Staff with a LTC or illness: Average	78.54%	79.34%
Staff with a LTC or illness: Responses	162	198

Staff Engagement score (0-10)

Staff engagement score (0-10)



	2019	2020	2021	2022	2023
Organisation average	7.16	7.15	6.92	6.95	7.18
Staff with a LTC or illness: Your org	6.81	6.83	6.64	6.68	6.93
Staff without a LTC or illness: Your org	7.26	7.25	7.05	7.07	7.28
Staff with a LTC or illness: Average	6.88	6.97	6.89	6.88	6.95
Staff without a LTC or illness: Average	7.37	7.37	7.34	7.34	7.39
Staff with a LTC or illness: Responses	186	189	243	251	307
Staff without a LTC or illness: Responses	630	628	698	662	709

Note: Data shown in this chart are unweighted therefore will not match weighted staff engagement scores in other outputs.

APPENDIX 3 - WDES action plan 2024/25

Separate document