



Workforce Disability Equality Standard (WDES) Report

2024 - 2025

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Welcome to Sherwood Forest Hospitals, Workforce Disability Equality Standard (WDES) Report 2024 -2025

Our vision: Empowering and supporting our people to be the best they can be

The Workforce Disability Equality Standard (WDES) is a set of eleven specific measures (metrics) which enable NHS organisations to review the workplace and career experiences of our colleagues who have declared that they have a disability against those who have not declared a disability. We use the data to review our performance and identify any disparity in the experiences of colleagues and then use the findings to inform the actions we will take to reduce disparity. Our actions are contained within this report (pages 5/6). Year on year comparison enables us to demonstrate change against the indicators of disability equality.

The WDES is important, because research shows that individuals who feel a true sense of inclusion in the workplace where they are able to access the reasonable adjustments and support they need in the performance of their duties will be motivated to perform their duties to the highest possible standard which supports us in the delivery of high-quality patient care and will contribute to increased patient satisfaction and patient safety.

The workforce information data contained within this report is from 31st March 2024 and the staff survey data is from the NHS Staff Survey results from the survey that was undertaken in 2023.



Our community

The 2021 Census data shows that across the populations of Mansfield, Ashfield and Newark and Sherwood, an average of 7% of our citizens identified as having a disability defined under the Equality Act 2010. Specifically, 9.63% have a disability that limits activity a lot and 11.6% where activity is limited a little. A further 6.73% noted that whilst they didn't have a disability as defined by the Equality Act 2010, they have a long term physical or mental health condition.

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WDES Indicator	2023	2024	Notes
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. (Workforce Data)	5.3%	6.5%	We continue to see increases in the number of colleagues noting their disability on the Electronic Staff Record (ESR) and our rate is the highest since WDES reporting began in 2018/19. Whilst this is encouraging, we still have disparity between our ESR data and Staff Survey where just over 22.5% of respondents noted they had a disability in 2023.
2. Relative likelihood of non-Disabled staff being appointed from shortlisting compared to Disabled staff (Workforce Data)	0.61	0.73	Our result for recruitment of disabled applicants remains positive as the figure suggests that disabled applicants were more successful in securing employment than those without a disability.
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. (Workforce Data)	0.0	0.0	During the 2023 reporting period there were no staff recorded as disabled who entered the formal capability process. This is at the same level as the previous year and shows that disabled staff are less likely to enter the formal capability process than non-disabled staff. This is testament to our person-centred approach to Employee Relations.
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:			
i. Patients/service users, their relatives or other members of the public	31.0%	32.8%	i. The percentage of staff recorded as being disabled who have experienced bullying and harassment from service users has increased. Trust sits above national NHS average (29.5%)
ii. Managers	12.7%	12.1%	ii. The percentage of staff recorded as being disabled who have experienced bullying and harassment from managers has decreased slightly. Trust sits below national NHS average (14.5%)
iii. Other colleagues	24.6%	24.8%	iii. The percentage of staff recorded as being disabled who have experienced bullying and harassment from other colleagues has not changed. Trust sits above national NHS average (23.75%)

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WDES Indicator	2023	2024	Notes
5. Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	48.8%	49.0%	Incident reporting has increased slightly over the last year for disabled staff. Although an increase is positive our data indicates that many of our disabled colleagues feel unable to report their experiences. Trust sits below the national average (52.5%)
6. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion	58.5%	59.8%	We have seen a positive increase from last year, our result remains positive when compared to the national average where we are performing over 7% above the national average.
7. 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.	30.9%	29.3%	We have seen a small decrease in presenteesim this year and we are performing above the national average of 26.6%.
8. Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	38.8%	43.5%	We have seen a pleasing increase in this indicator this year after recording our poorest result for this indicator last year. We would like to see improvements in this indicator close to the result we recorded in 2021 of 48%. Whilst we seek to continue improve in this area, our result is above the national average of 36.9%.
9. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	71.8%	76.9%	This is a very pleasing increase on our result from last year and we are now performing above the national average of 74.5%; this is a year on year improvement.
10. a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	6.8 Yes	6.9 Yes	The staff engagement score for Disabled staff has remained at a similar level and Trust sits above national NHS average (6.5%). Our WAND staff network continues to provide colleagues with a safe space to share their experiences and take forward actions to improve the experience for disabled colleagues at Sherwood.
11. Percentage difference between the organisations' Board voting membership and its overall workforce. (Workforce Data)	1.0%	-0.2%	This figure has reduced this year although we have not seen any changes in our Board representation. The figure has reduced due to the change in workforce headcount overall and the increase in colleagues who have noted a disability on ESR.

WDES Action Plan 2023-24 update

Annually, we identify three key objectives to be taken forward from our WDES data to improve the experiences of disabled colleagues. The following is an update on last years' action plan.

What we said we would do	What we did
<p>Maintain performance against indicator 2 for Recruitment of Disabled applicants</p>	<p>We have maintained our performance this year which is testament to our recruitment processes and the training we have in place for recruiting managers.</p> <p>Our recruitment and selection policy was reviewed in 2023 which included an updated Equality Impact Assessment outlining some of the potential risks of discrimination within recruitment processes and clearly outlining support and training available to prevent discrimination.</p>
<p>Improve percentage of colleagues indicating the Trust provides reasonable adjustments (indicator 9) and reduce presenteeism (indicator 7)</p>	<p>We have seen improvements in both of these areas in our results this year.</p> <p>During the year, we have continued to provide support for our disabled colleagues and those with long term health conditions through our WAND staff network.</p> <p>We also launched the NHS Health Passport; this document enables colleagues to have a discussion with their line manager about the disability or health condition and what can support them in the workplace.</p> <p>With support from WAND staff network members, we reviewed our reasonable adjustment guidance to improve understanding of adjustments and support managers to implement them in a timely manner when needed.</p> <p>We have also provided individual support to colleagues and their line manager's in provision of reasonable adjustments.</p>
<p>Ensure equity of opportunity for promotion and career progression for disabled colleagues</p>	<p>We have seen a small increase in the indicator this year.</p> <p>During the year, our appraisal documentation was reviewed and improved and training offered Trust-wide for all colleagues.</p> <p>We are continuing to develop our Talent Management Plan which will be launched during 2024 which will focus on ensuring ongoing equity of opportunity for BME colleagues and other minority groups.</p>

WDES Action Plan 2024-25

Objective	Action	Owner	Measure	Date for completion
1. ESR Declaration increase	Develop targeted communications plan over the next 12-months to guide colleagues to update their ESR record	EDI Team	Increase in Indicator 1 and reduced disparity between ESR and Staff Survey	End of Q4
	Share staff stories from those who have had reasonable adjustments and the benefits they have experienced following adjustments	EDI Team	Increase in Indicator 1 and reduced disparity between ESR and Staff Survey	Ongoing
2. Reduce presenteeism	Develop targeted communications plan to discourage presenteeism, i.e. Trust expectation is for colleagues to take time to rest and recover when not fully fit for work	EDI Team (Supported by wider People Directorate colleagues)	Reduction in Indicator 7	Q3 and Q4
	Promotion of the Health Passport to encourage those with disabilities and long term health conditions to speak to their line manager	EDI Team		During Disability History Month in Q3
	Develop lunch and learn session for line managers to explore compassionate leadership for those with disabilities and health conditions	EDI Team		During Disability History Month in Q3
3. Disability and Neurodiversity Awareness training	Develop Disability and Neurodiversity Awareness training for the Sherwood e-academy to include top tips for reasonable adjustments.	EDI Team	Improvement in Indicator 7 and 9	End of Q4

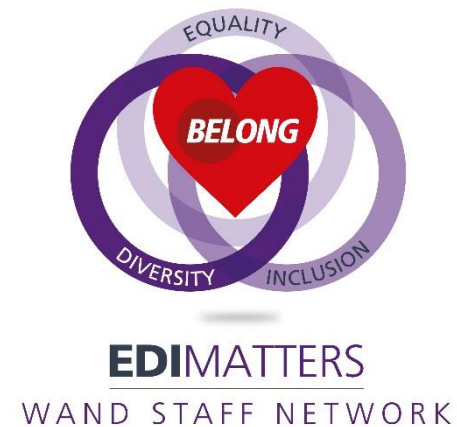
In addition to the above actions specific to our WDES results, our 6 High Impact Action Plan and on-going EDI work programme will support improvement in the experience of working at Sherwood for our disabled colleagues.

Conclusion

We are encouraged by some of our WDES results this year but acknowledge we have work to do to improve the working lives of our disabled colleagues and note that this group of colleagues reported the most disparity in the 2023 Staff Survey when compared to non-disabled colleagues.

We are hopeful that our focussed actions contained herein alongside our ongoing EDI work programme will support improvements in our data next year.

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Contact us

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