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NHS
Chelsea and Westminster Hospital
NHS Foundation Trust

**Chelsea and
Westminster
Hospital NHS
Foundation Trust
Workforce
Disability Equality
Standard (WDES)
Annual Report**

2023/2024



Foreword

The NHS Workforce Disability Equality Standard (WDES), implemented on 1st April 2019, provides a set of specific measures (metrics) that allow NHS organisations to compare the experiences of disabled and non-disabled staff. Alongside our workforce data and the results from the annual national staff survey, these metrics help us understand the employee experience of those with disabilities or long-term health conditions.

Since 2020, our results indicate progress across the WDES metrics, but it is clear that many disabled staff still face inequalities in the workplace compared to their non-disabled colleagues. Disability declaration rates remain low within our workforce, falling below the national average. This highlights an ongoing challenge for the Trust in fostering an environment where staff feel safe and empowered to declare disabilities or long-term health conditions and seek the support they need.

The Disabled Staff Network serves as the primary communication channel within the Trust, sharing vital information, supporting staff, and raising awareness. Our partnership with the Accessibility Steering Group provides a platform for disabled staff and those with long-term health conditions to be actively involved in decision-making processes that affect their working environment.

The Network meets monthly, offering staff a space to connect, support one another, and engage in meaningful conversations about how we can enhance the working lives of those with disabilities or long-term health conditions.

On behalf of the Disabled Staff Network, I would like to extend our heartfelt thanks to Dr. Helen Grote for her dedicated service as Chair over the past few years. As she steps down to pursue new opportunities beyond the Trust, we acknowledge her significant contributions and unwavering commitment, which have been instrumental in advancing the Network's work.

As Interim Chair of the Disabled Staff Network, I am committed to driving real improvements, ensuring that staff with visible and hidden disabilities receive the support they need. Our Network exists to support our colleagues, amplify their voices, and take actionable steps to address the disparities faced by disabled staff compared to their non-disabled peers. Together, we are dedicated to reducing barriers, increasing equity, and fostering a more inclusive workplace for all

Dean Gardner
Disabled Staff Network Chair (Interim)



Workforce Disability Equality Standard Report

The Workforce Disability Equality Standard came into effect on 1st April 2019. The standard aims to improve the representation and experiences of disabled staff working within and all across the NHS. The total workforce as at 31st March 2024 across all clinical and non-clinical bandings was 7411.

Across the Trust 3% of the workforce have declared that they have a disability. The national figure for declarations on Electronic Staff Records (ESR) as at March 2023 is *4.9% of the workforce

| | Total | Percentage of workforce |
|--|-------|-------------------------|
| Declared that they have a disability | 224 | 3% |
| Declared that they do not have a disability | 5856 | 79% |
| Not stated if they do or don't have a disability | 1331 | 18% |

Tables 1, 2 and 3 shows the number of staff in Non-Clinical, Clinical and Medical and Dental roles who have a disability declared on ESR.

Table 1: WDES Indicator 1: Non-clinical roles

| Non Clinical | 2023 | | | % Disabled (per band grouping) 2023 | 2024 | | | % Disabled (per band grouping) 2024 | Disabled trend |
|--------------|----------|--------------|------------|-------------------------------------|----------|--------------|------------|-------------------------------------|----------------|
| | Disabled | Non Disabled | Not Stated | | Disabled | Non Disabled | Not Stated | | |
| Band 2 - 4 | 22 | 521 | 136 | 3% | 30 | 521 | 138 | 4% | Increase |
| Band 5 – 7 | 13 | 346 | 61 | 3% | 11 | 373 | 67 | 2% | Decrease |
| Band 8a & 8b | 3 | 105 | 30 | 2% | 5 | 130 | 26 | 3% | Increase |
| Band 8c & 9 | 1 | 58 | 19 | 1% | 2 | 65 | 20 | 2% | Increase |
| VSM | 0 | 18 | 6 | 0% | 0 | 16 | 6 | 0% | No change |

The numbers of non-clinical staff across all bandings in the Trust as at 31st March 2024 is 1410 which accounts for 19% of the total workforce.

- Disabled staff in non-clinical roles 48
- Non-disabled staff in non-clinical roles 1105
- Not stated in non-clinical roles 257



*<https://www.england.nhs.uk/publication/workforce-disability-equality-standard-2023-data-analysis-report-for-nhs-trusts/>

Table 2a WDES Indicator 1: Clinical roles (excluding medical)

| Clinical | 2023 | | | % Disabled (per band grouping) 2023 | 2024 | | | % Disabled (per band grouping) 2024 | Disabled trend |
|--------------|----------|--------------|------------|-------------------------------------|----------|--------------|------------|-------------------------------------|----------------|
| | Disabled | Non Disabled | Not Stated | | Disabled | Non Disabled | Not Stated | | |
| Band 2 - 4 | 17 | 810 | 162 | 2% | 24 | 853 | 167 | 2% | No change |
| Band 5 - 7 | 89 | 2346 | 528 | 3% | 104 | 2504 | 532 | 3% | No change |
| Band 8a & 8b | 6 | 192 | 68 | 2% | 10 | 200 | 76 | 3% | Increase |
| Band 8c - 9 | 2 | 21 | 12 | 6% | 2 | 21 | 11 | 6% | No change |
| VSM | 0 | 2 | 0 | 0% | 0 | 2 | 0 | 0% | No change |

The numbers of clinical staff (excluding medical) across all bandings in the Trust as at 31st March 2024 is 4506 which accounts for 61% of the total workforce.

- Disabled staff in clinical roles 140
- Non-disabled staff clinical roles 3580
- Not stated in clinical roles 786

***Table 2b** WDES Indicator 1: Clinical roles (medical)

| Medical and Dental | 2023 | | | % Disabled (per band grouping) 2023 | 2024 | | | % Disabled (per band grouping) 2024 | Disabled trend |
|------------------------------|----------|--------------|------------|-------------------------------------|----------|--------------|------------|-------------------------------------|----------------|
| | Disabled | Non-Disabled | Not Stated | | Disabled | Non-Disabled | Not Stated | | |
| Trainee grades / trust grade | 31 | 667 | 57 | 4% | 30 | 694 | 94 | 4% | No change |
| Career / staff grades | 0 | 45 | 21 | 0% | 0 | 44 | 20 | 0% | No change |
| Consultants | 5 | 392 | 174 | 1% | 6 | 433 | 174 | 1% | No change |
| Senior Medical Manager | 0 | 53 | 40 | 0% | 0 | 53 | 37 | 0% | No change |

The numbers of medical staff across all bandings in the Trust as at 31st March 2024 is 1495 which accounts for 20% of the total workforce. Of these 90 are Senior Medical Managers.

- Disabled staff in medical roles 36
- Non-disabled staff medical roles 1224
- Not stated in medical roles 325



* There is a difference in the way that national data collection is reported for WDES. Medical staff are included within clinical staff calculations for WRES and are split out for WDES, which is reflected in the above.

Table 3: WDES indicator 2

| WDES indicator 2: Relative likelihood of non-disabled staff compared to disabled being appointed from shortlisting across all posts | | | | |
|--|-------------------|-------------------|-------------------|-------------------|
| Trust 2024 | Trust 2023 | Trust 2022 | Trust 2021 | Trust 2020 |
| 1.18 | 1.14 | 1.74 | 1.54 | 1.09 |

Note: equity is a figure of 1.0

The above shows our progress in relation to WDES indicator 2. In 2024 non-disabled applicants were more likely to be appointed from shortlisting than disabled applicants. The national average (mean) for WDES indicator 2 in 2023 was 0.99.

Table 4: WDES indicator 3

| WDES indicator 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process | | | | |
|--|-------------------|-------------------|-------------------|-------------------|
| Trust 2024 | Trust 2023 | Trust 2022 | Trust 2021 | Trust 2020 |
| 0.00 | 0.00 | 0.00 | 3.89 | 2.41 |

Note: equity is a figure of 1.0

The above shows our progress in the relative likelihood of disabled staff compared to non-disabled entering the formal capability process. The national for this indicator is 2.17 which shows the Trust is doing significantly better in comparison. There was a significant change between 2021 and 2022 due to national changes in how this figure is calculated, including the exclusion of sickness absence cases.



Table 5: WDES indicators 4 – 9a

| WDES Indicator | Disabled year on year trend | Narrowing the gap year on year trend | 2023 | | 2022 | |
|---|-----------------------------|--------------------------------------|--------------------------|----------------------|--------------------------|----------------------|
| | | | Non-disabled staff score | Disabled staff score | Non-disabled staff score | Disabled staff score |
| WDES Indicator 4a: Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: patients/service users, their relatives or other: | | | | | | |
| Members of the public | Decrease | Widened | 34.5% | 42.8% | 41.2% | 47.4% |
| Managers | Decrease | Narrowed | 10.1% | 16.3% | 11.9% | 19.3% |
| Other Colleagues | Decrease | Widened | 17.7% | 28.9% | 21.1% | 31.8% |
| WDES Indicator 4b: 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. | Increase | Widened | 54.3% | 53.5% | 52.3% | 51.8% |
| WDES Indicator 5: Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion. | Increase | Widened | 55.8% | 48.1% | 53.3% | 46.7% |
| WDES Indicator 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. | Decrease | Narrowed | 22.8% | 29.0% | 24.9% | 31.2% |
| WDES Indicator 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. | Increase | Narrowed | 48.5% | 37.8% | 44.3% | 33.0% |
| WDES Indicator 8: Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. | Increase | N/A | N/A | 68.2% | N/A | 68.0% |
| WDES Indicator 9a: The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. | Increase | Narrowed | 7.1 | 6.8 | 7.0 | 6.5 |

This shows that for staff who have declared that they have a disability within the 2023 Staff Survey we have made improvements across the majority of the metrics from the previous year compared to the responses from those who completed the Staff Survey in 2022 and declared that they have a disability. The percentage of disabled staff believing the Trust provides equal opportunities for career progression or promotion reflects the improvements 2202/23. However, the overall experience of disabled staff is less favourable compared to those who are not disabled and there are four areas where the gap between disabled staff and non-disabled staff has widened.



Table 6: WDES indicators 10

| WDES Indicator 10: <i>disaggregated</i> | Year on year trend | Trust 2024 | Trust 2023 | Trust 2022 |
|---|---------------------------|-------------------|-------------------|-------------------|
| % difference between the organisations' Board voting membership and its overall workforce | No change | -3% | -3% | 8% |
| % difference between organisations' Board executive membership and its overall workforce | No change | -3% | -3% | -2% |

WDES Action Plan

Our WDES action plan is part of our wider EDI action plan under the People Strategy and specific actions will be taken and monitored over the next 12 months. These include:

- Reviewing our current approach to reasonable adjustments to ensure clarity and equity of access and support;
- A campaign to improve our self-declaration figures and reduce the number of 'Not Stated' responses in order for further analysis of Trust wide data (for example analysing engagement with and access to career development opportunities);
- The established of a multi-disciplinary feeling safe group to bring subject matter experts and professional leads to help triangulate data on violence and aggression to ensure we target our violence reduction initiatives in the right areas.
- Continue to embed the Trust's Disabled Staff Network in order to increase the voice of all colleagues with a disability and work to address areas for improvement identified in this report.