## WORKFORCE DISABILITY EQUALITY STANDARD



The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (Metrics) that enable NHS organisations to compare the experiences of Disabled and non-disabled staff. East London Foundation Trust will use the Metrics data and local data to develop an action plan that will enable us to demonstrate progress against the indicators of disability equality.





Appointments – relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

Shortlisted

387 disabled staff

4,698 non-disabled staff

Relative likelihood of non-disabled staff

being appointed from shortlisting compared to Disabled staff. This gap in likelihood has narrowed from 2021 to 2022.

Formal capability – relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process.

Total staff in workforce

437 disabled staff

5,679 non-disabled staff

Relative likelihood of Disabled staff

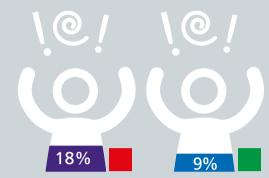
8.12 entering the formal capability process compared to Non-Disabled staff. The gap in likelihood has broadened from 2021 to 2022.



**Bullying** – experienced harassment, bullying or abuse from:



Patients/service users, their relatives or other members of the public

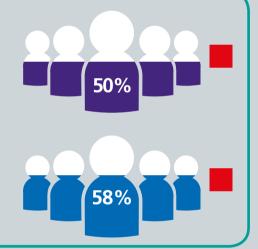


Managers

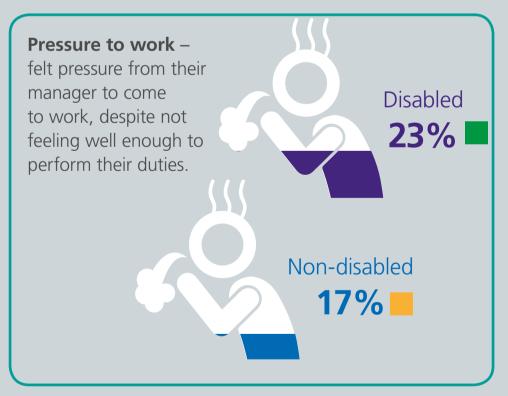
## Career progression –

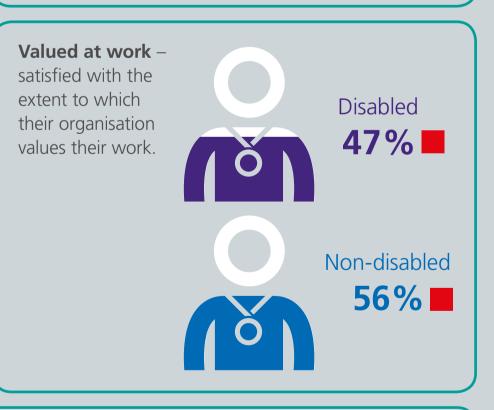
% of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

50% disabled staff 58% non-disabled staff



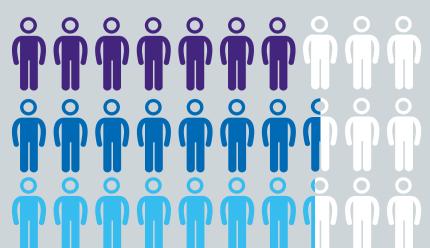
of disabled staff said their employer had made adequate adjustment(s) to enable them to carry out their work.





## Staff engagement –

The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.



**7** Disabled

**7.4** Non-disabled

**7.2** Organisation average