

# WORKFORCE DISABILITY EQUALITY STANDARD

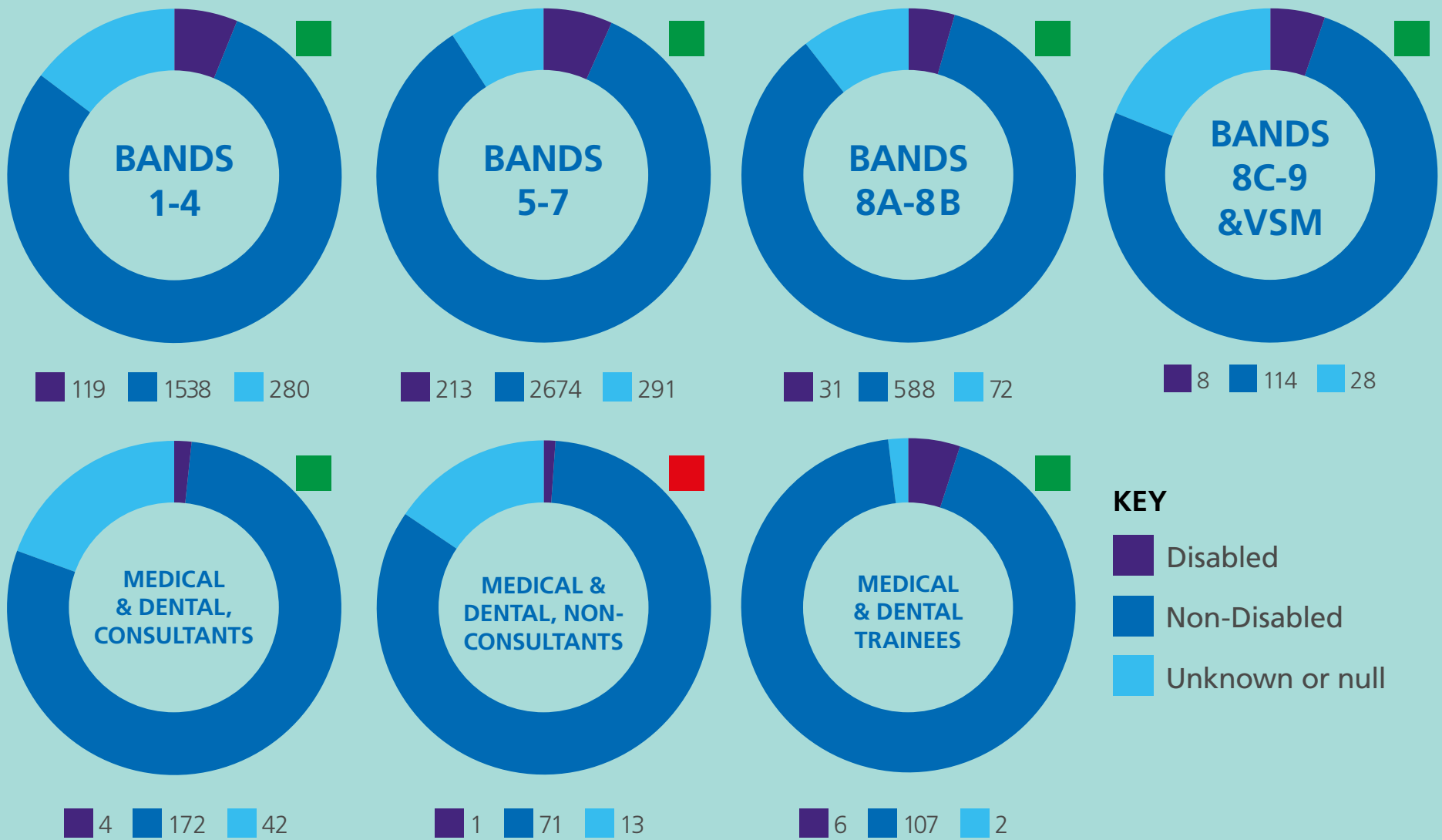


East London  
NHS Foundation Trust

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.



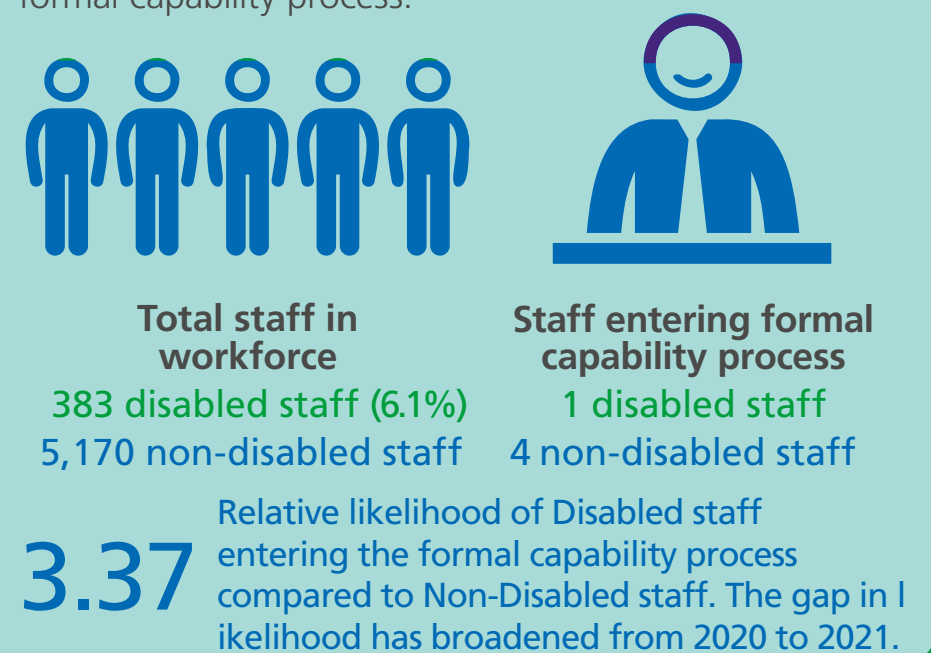
## Paybands – number of people per pay range compared with the overall workforce



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



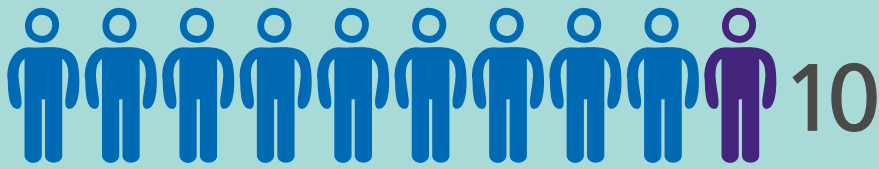
**Formal capability** – relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process. ■



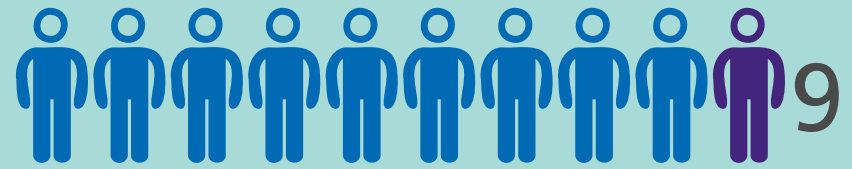
**Board members** – total disabled and non-disabled board members of which voting and non-voting



**Executive board members**

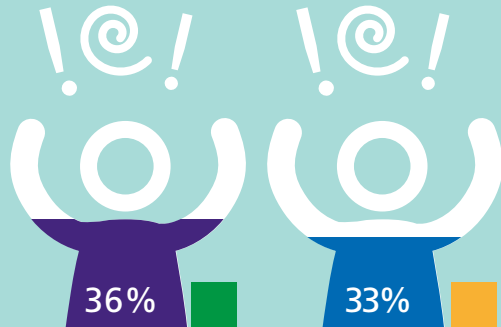


**Non-Executive board members**

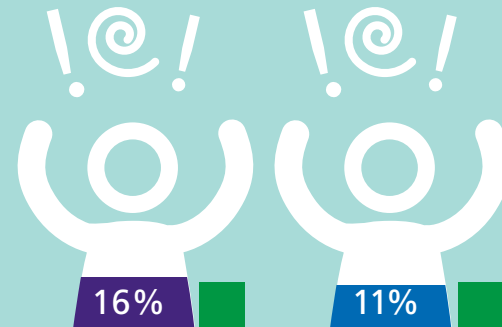


■ Disabled ■ Non-disabled ■ Unknown or null

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



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

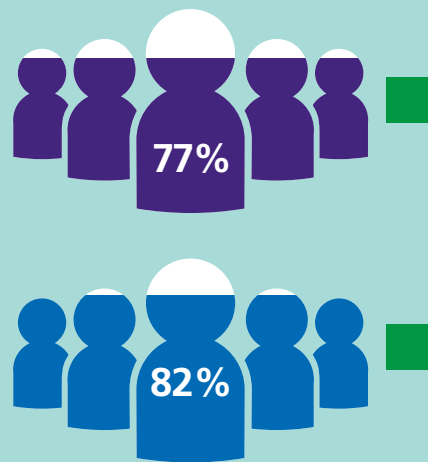


Managers

**Career progression** –

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

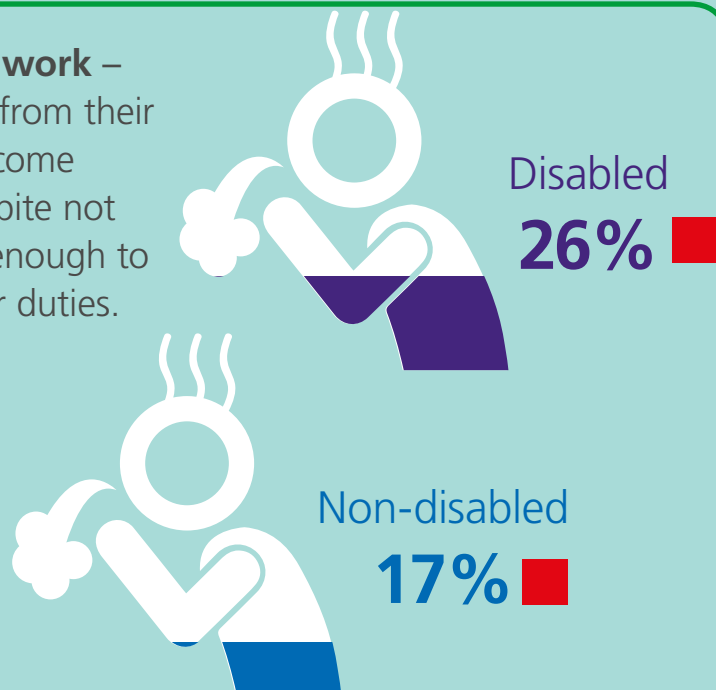
77% disabled staff  
82% non-disabled staff



78% ■  
of disabled staff said their employer had made adequate adjustment(s) to enable them to carry out their work.

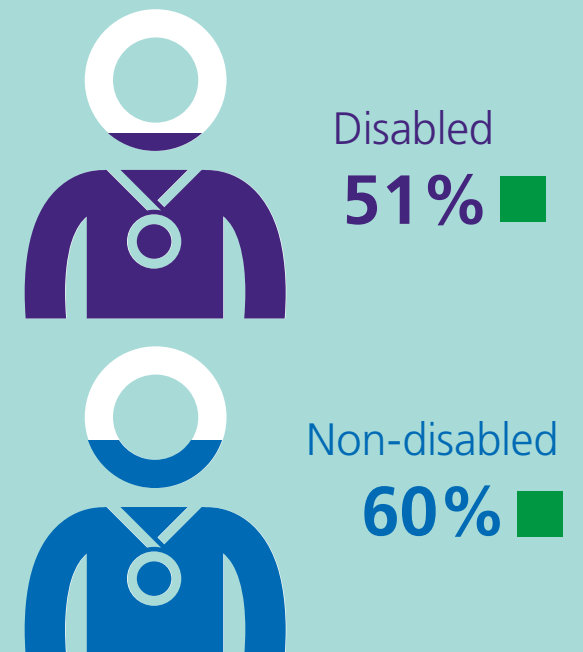
**Pressure to work** –

felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.



**Valued at work** –

satisfied with the extent to which their organisation values their work.



**Staff engagement** –

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

