

WORKFORCE DISABILITY EQUALITY STANDARD

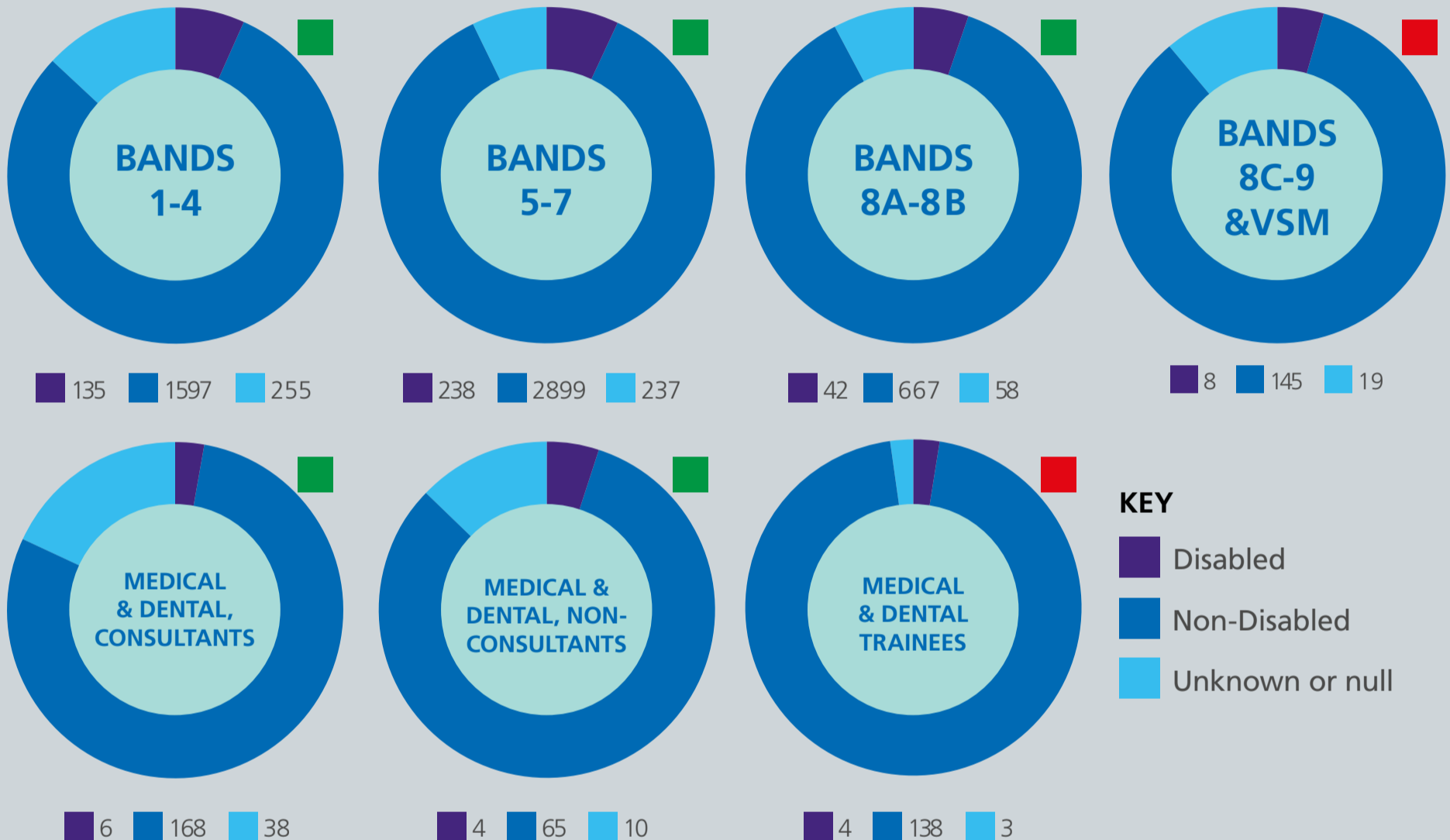


East London
NHS Foundation Trust

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

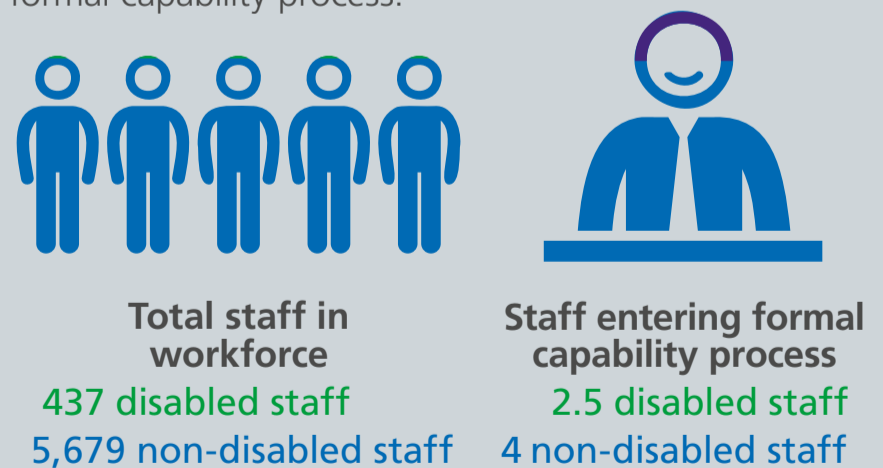


Appointments – relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. ■

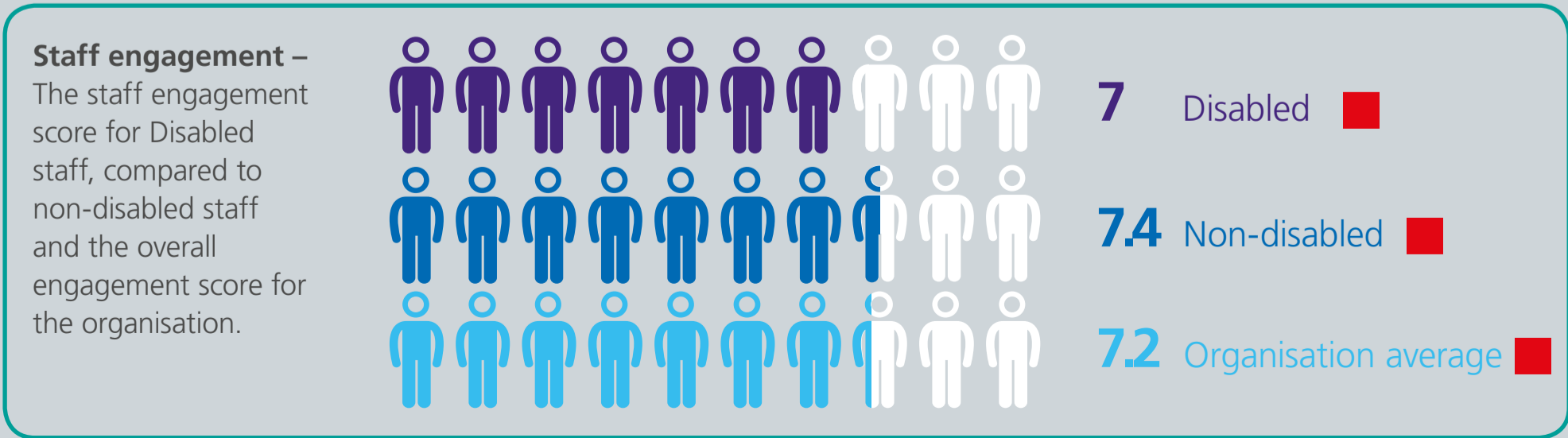
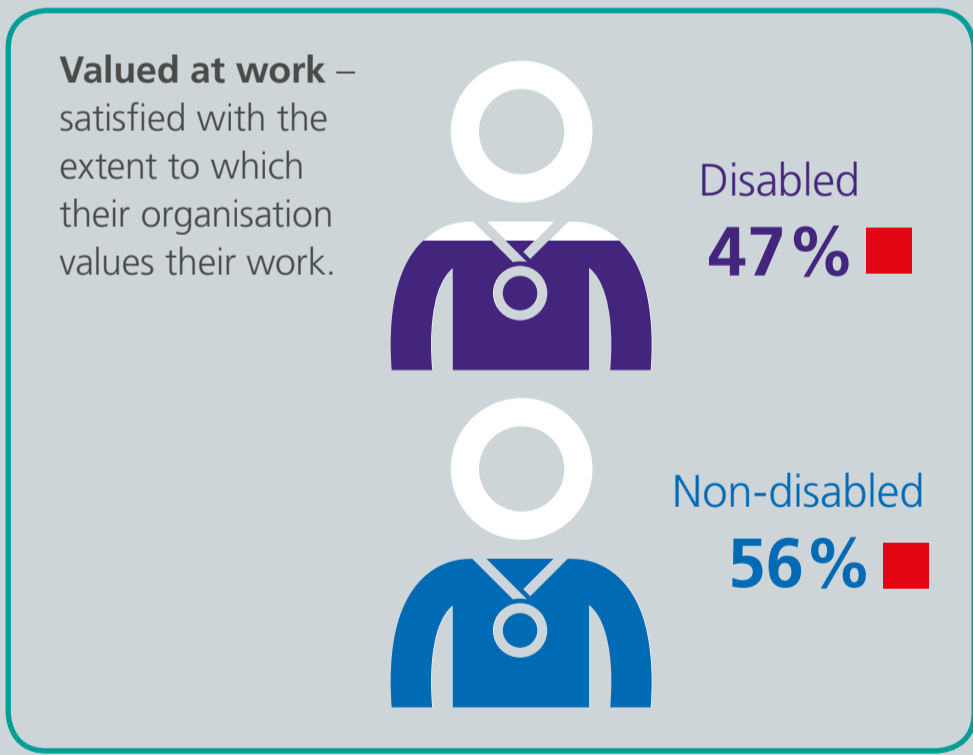
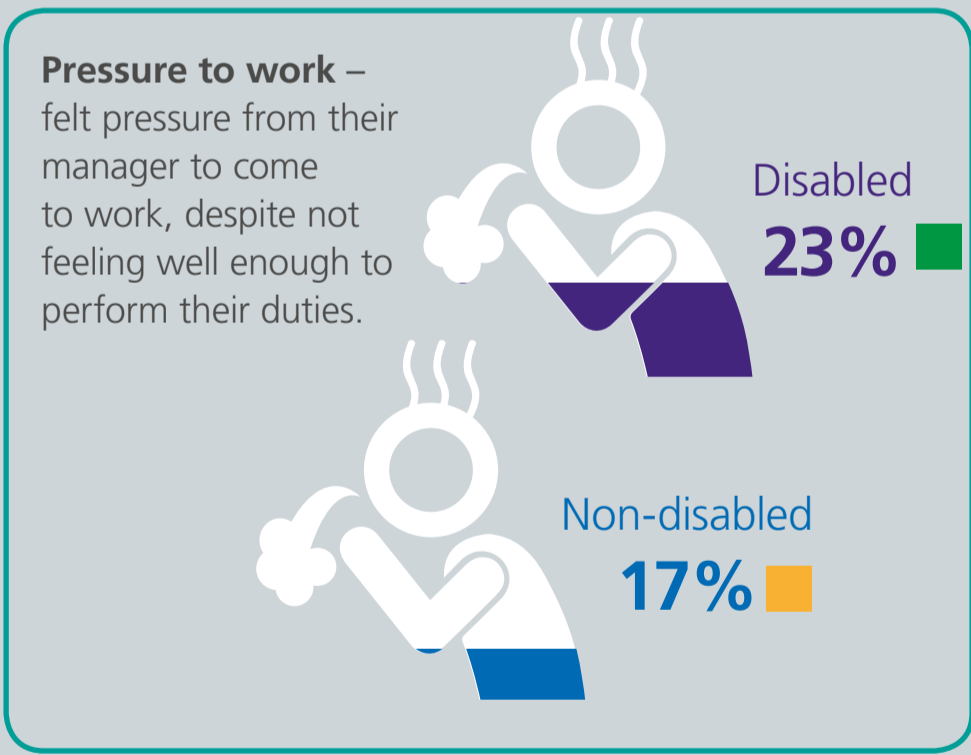
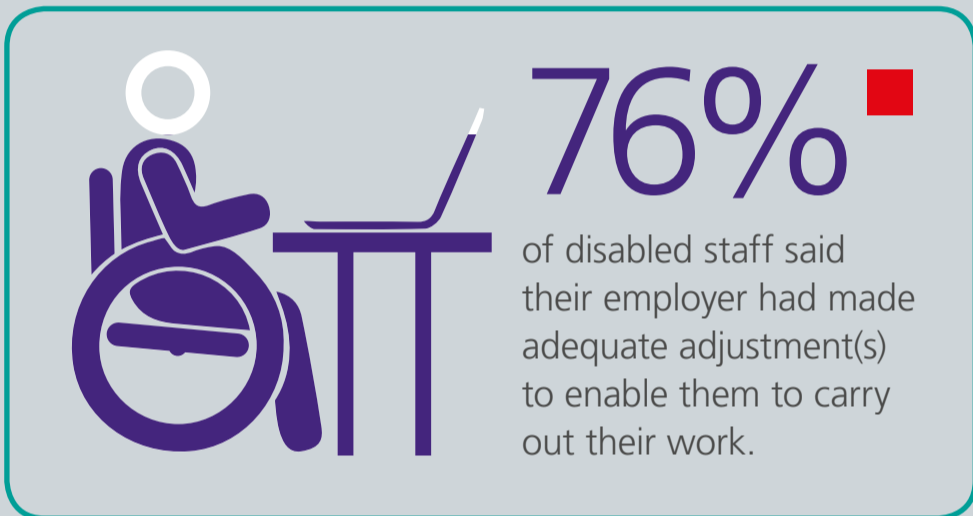
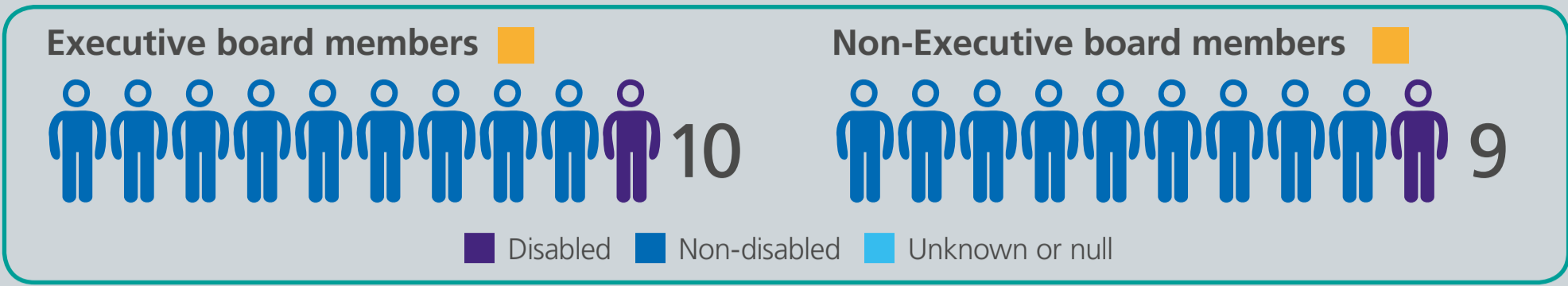


1.11 Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff. This gap in likelihood has narrowed from 2021 to 2022.

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



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



*Data lifted from 2021 staff survey