

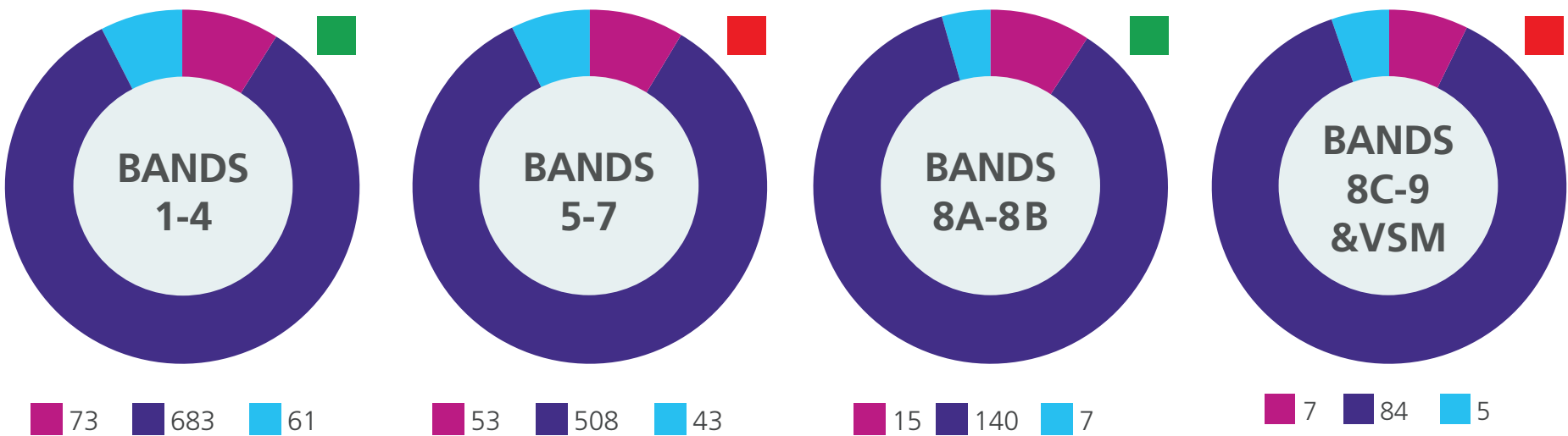
2024 WORKFORCE DISABILITY EQUALITY STANDARD (WDES)

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.

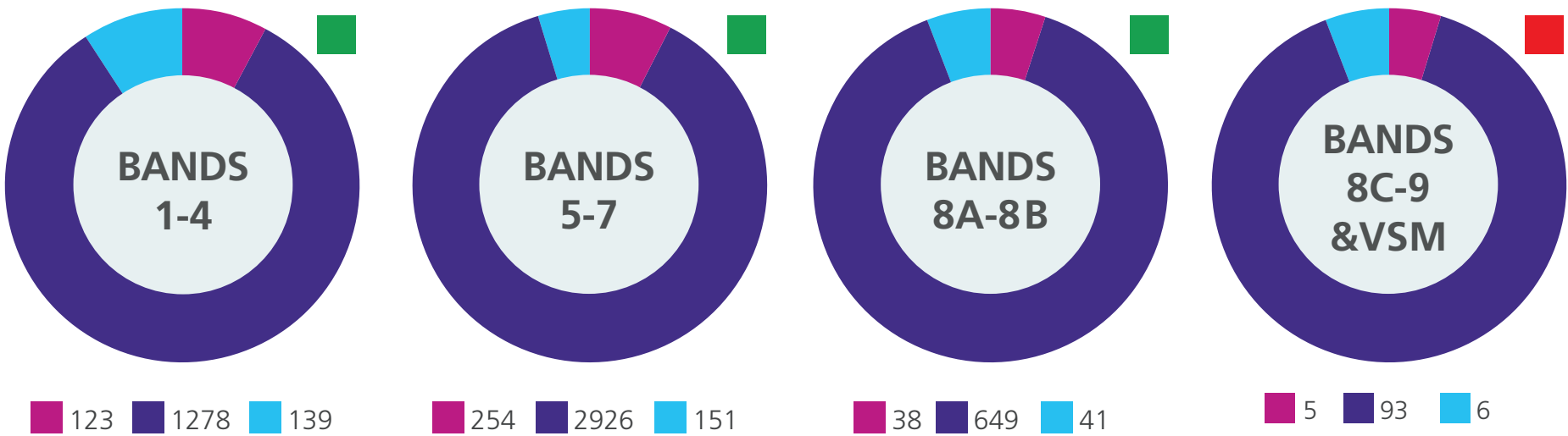


Pay bands – number of people per pay range compared with the overall workforce

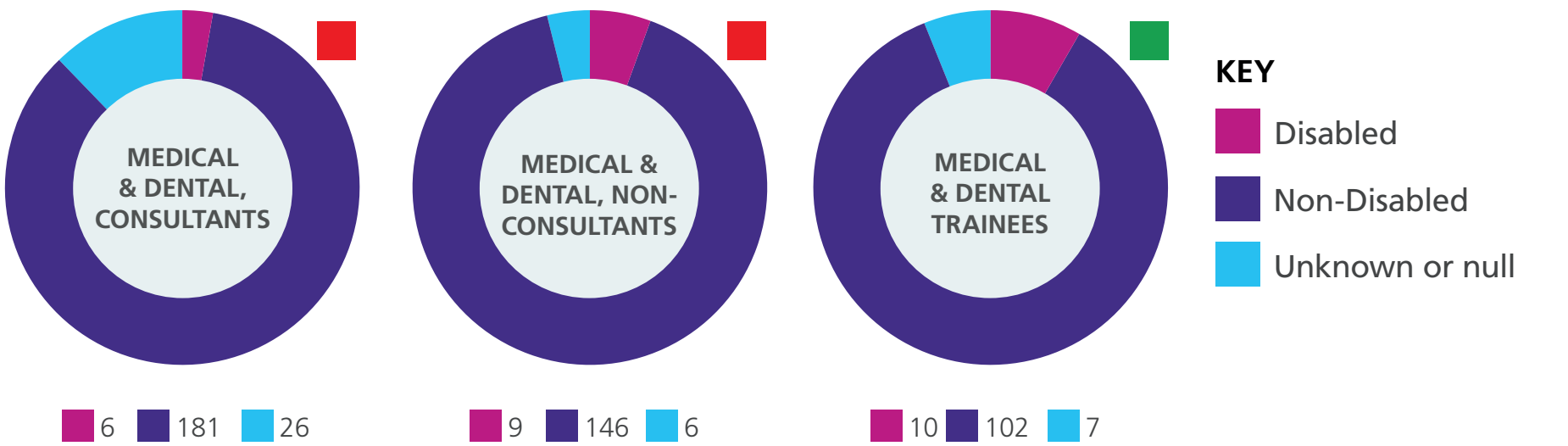
Non-clinical



Clinical



Medical and Dental



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



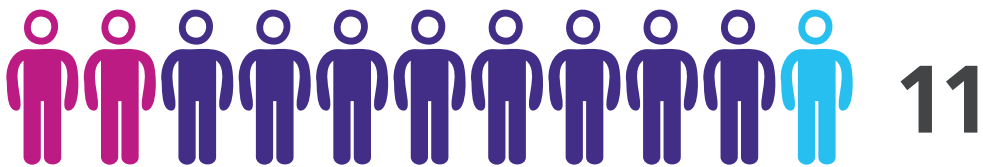
1.1 Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff. This gap in likelihood has consistently remained within equity levels.

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



3.82 Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff. The gap in likelihood has narrowed from 2023 to 2024.

Executive board members

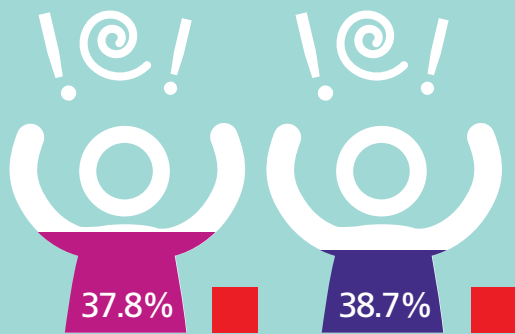


Disabled Non-disabled Unknown or null

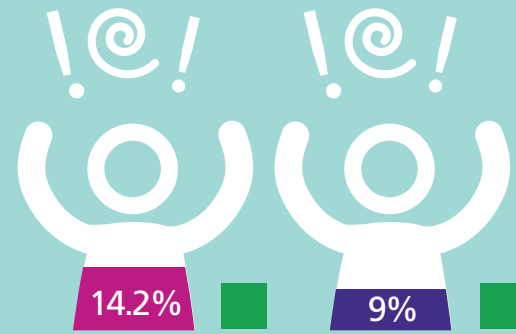
Non-Executive board members



Bullying – experienced harassment, bullying or abuse from:

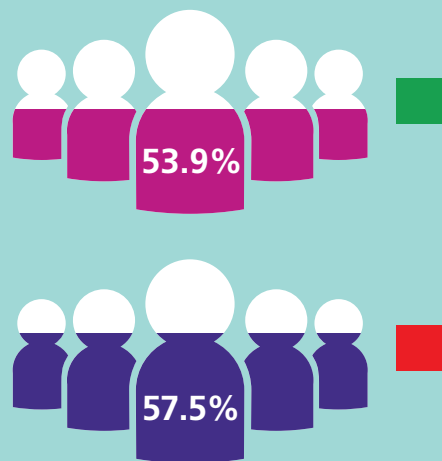


Patients/service users, their relatives or other members of the public



Managers

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



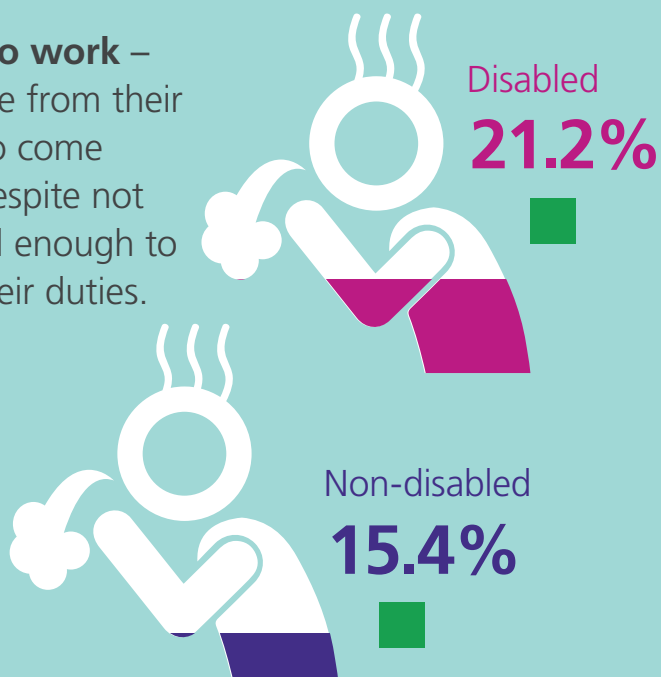
53.9% disabled staff
57.5% non-disabled staff

76.4%

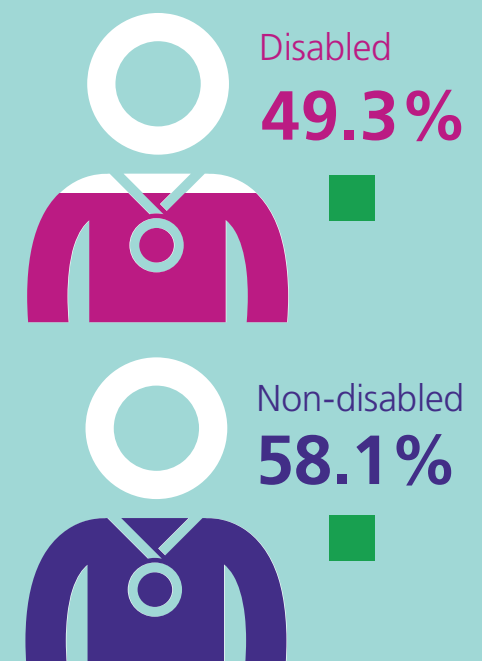


of disabled staff said their employer had made adequate adjustment(s) to enable them to carry out their work.

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.



6.96
Disabled organisational average

7.46
Non-disabled organisational average