

METRIC 1 - % of staff in AfC paybands and very senior managers compared with the percentage of staff in the overall workforce.

Clinical Staff March 2025					Non-Clinical Staff March 2025					WMAS - All Staff March 2025				
Banding	Disabled	Disabled % across the Clinical workforce	% Difference	Non Disabled	Banding	Disabled	Disabled % across the Non-Clinical workforce	% Difference	Non Disabled	Banding	Disabled	Disabled % across WMAS Workforce	% Difference	Non Disabled
Band 1-4	9.22%	7.95%	● 1.27%	85.59%	Band 1-4	7.35%	7.22%	● 0.13%	86.12%	Band 1-4	8.93%	7.85%	● 1.08%	5.40%
Band 5-7	7.01%	7.95%	● -0.94%	83.51%	Band 5-7	7.04%	7.22%	● -0.18%	85.04%	Band 5-7	7.01%	7.85%	● -0.84%	9.34%
Band 8a-8b	6.38%	7.95%	● -1.57%	91.49%	Band 8a-8b	3.85%	7.22%	● -3.37%	86.54%	Band 8a-8b	5.05%	7.85%	● -2.80%	6.06%
Band 8c-9 and VSM	0.00%	7.95%	● -7.95%	90.91%	Band 8c-9 and VSM	12.50%	7.22%	● 5.28%	87.50%	Band 8c-9 and VSM	8.57%	7.85%	● 0.72%	2.86%

When referring to 'disability declaration' we mean the information held on a person's staff record, which provides information about whether the person has a long-term physical, mental health or hidden condition, legally defined in the Equality Act (2010) as a disability. This information is held confidentially by the Trust and can be used to better understand the diversity of the trust's workforce and identify actions that will support Disabled staff in the workplace.

For Metric 1, workforce data has been clustered and analysed separately by clinical and non-clinical pay bands. The clustering of pay bands allows a better understanding of Disabled staff across the workforce (because of the low declaration rates recorded in ESR).

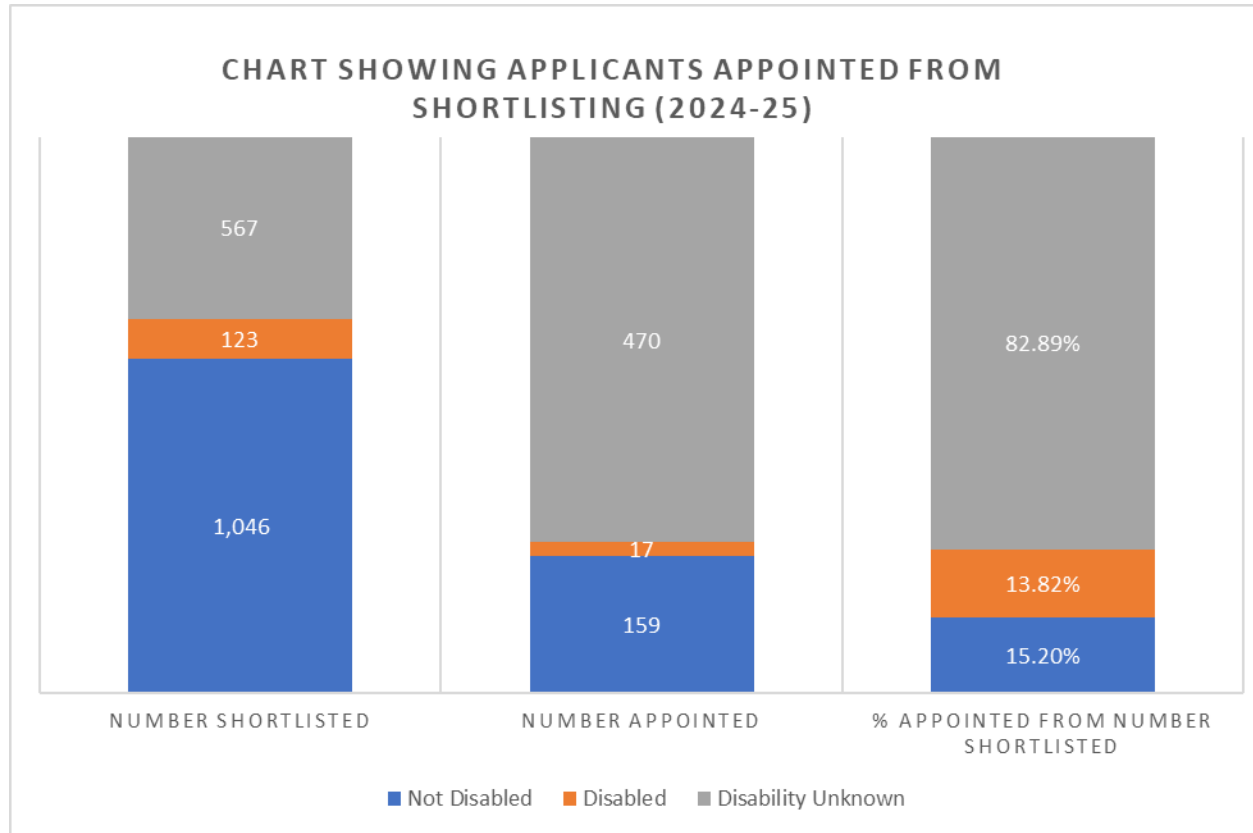
Metric 1 – Workforce Representation

Overall 7.22% of the non-clinical workforce and 7.95% of the clinical workforce declared a disability through the NHS Electronic Staff Record.

Across WMAS, 7.85% have made a disability declaration in 2024/2025.. This represents an increase of 0.45% from the 2023/2024 WDES submission.



METRIC 2 - Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts.

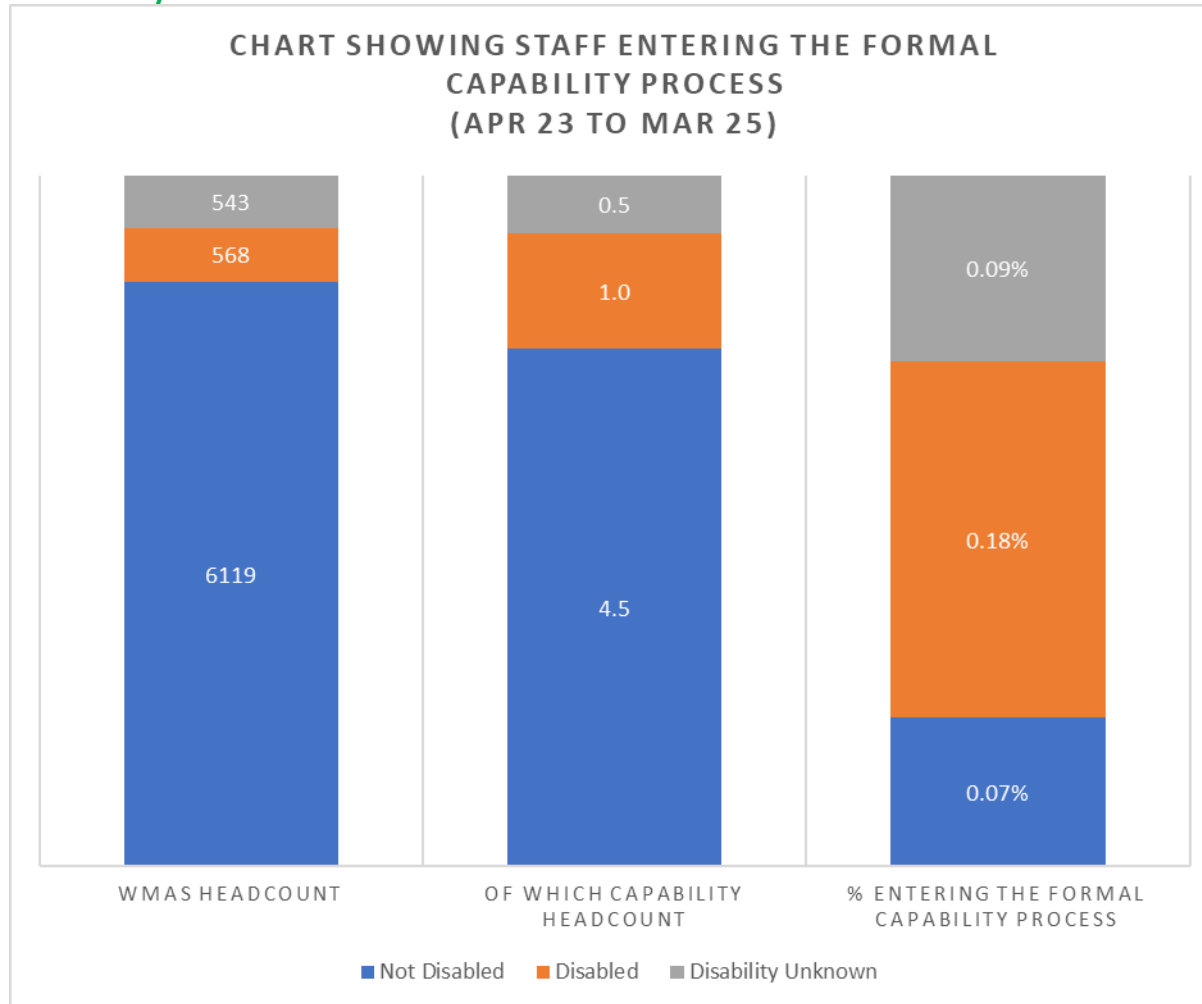


Metric 2 – Recruitment

The ratio for the relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff is **1.09**.

A figure below 1.00 would indicate that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.

METRIC 3 - Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. This indicator is based on data from a two year rolling average of the current year and the previous year.



Metric 3 – Capability

The ratio for the number of disabled staff going through the formal capability processes on the basis of performance compared to non-disabled staff is **2.39**

A figure above 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process

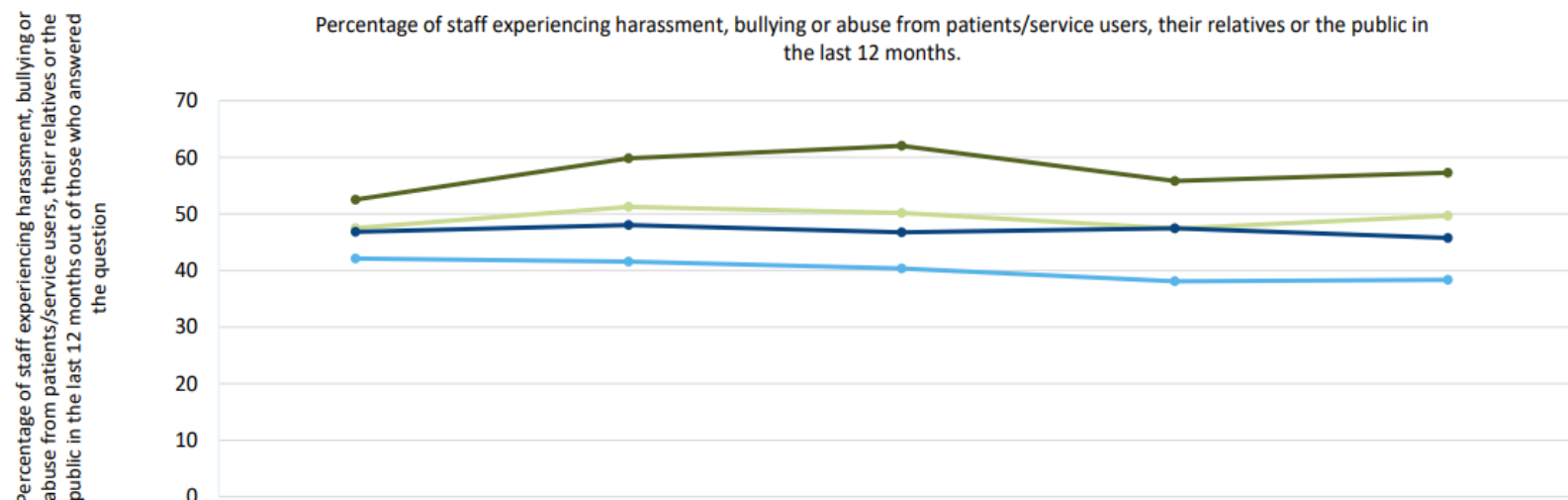
The numbers are very low for capability cases and although the ratio is 2.39, this only relates to 2 cases over a 2 year rolling average and therefore the figures are skewed somewhat by how the calculation is carried out.

The ratio was 3.42 in 2023 and therefore has also seen a decrease in March 2025.

METRIC 4 – Staff Survey Benchmarking Data - Q14a

a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

i. Patients/Service users, their relatives or other members of the public



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	52.53%	59.84%	62.04%	55.82%	57.29%
Staff without a LTC or illness: Your org	46.84%	48.03%	46.76%	47.46%	45.76%
Staff with a LTC or illness: Average	47.50%	51.25%	50.17%	47.42%	49.67%
Staff without a LTC or illness: Average	42.12%	41.58%	40.36%	38.09%	38.35%
Staff with a LTC or illness: Responses	771	737	785	642	1316
Staff without a LTC or illness: Responses	2722	2061	1957	1520	3287

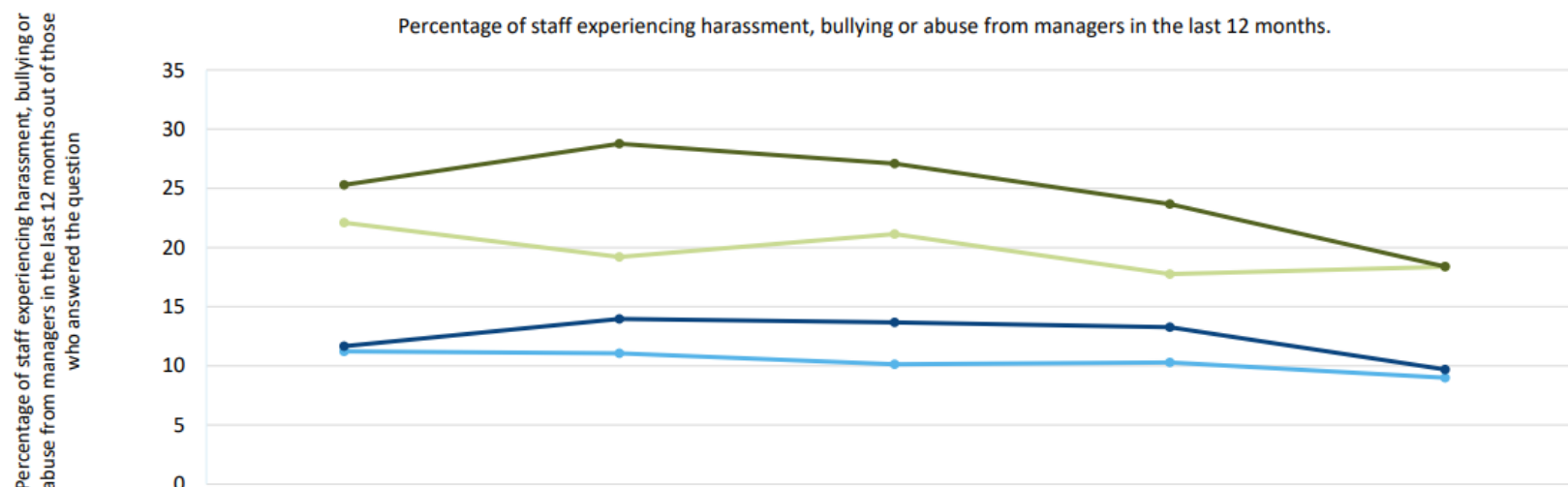
Metric 4ai– Harassment, bullying and abuse

Disabled staff in 2024 reported that they are more likely to experience harassment, bullying and abuse from patients and service users in the last 12 months. This has increased by 1.47% from the position in 2023.

METRIC 4 – Staff Survey Benchmarking Data – Q14b

a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

ii. Managers



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	25.29%	28.77%	27.09%	23.66%	18.38%
Staff without a LTC or illness: Your org	11.66%	13.96%	13.67%	13.27%	9.69%
Staff with a LTC or illness: Average	22.10%	19.20%	21.14%	17.76%	18.37%
Staff without a LTC or illness: Average	11.22%	11.06%	10.12%	10.29%	8.99%
Staff with a LTC or illness: Responses	767	730	779	641	1300
Staff without a LTC or illness: Responses	2711	2041	1946	1498	3260

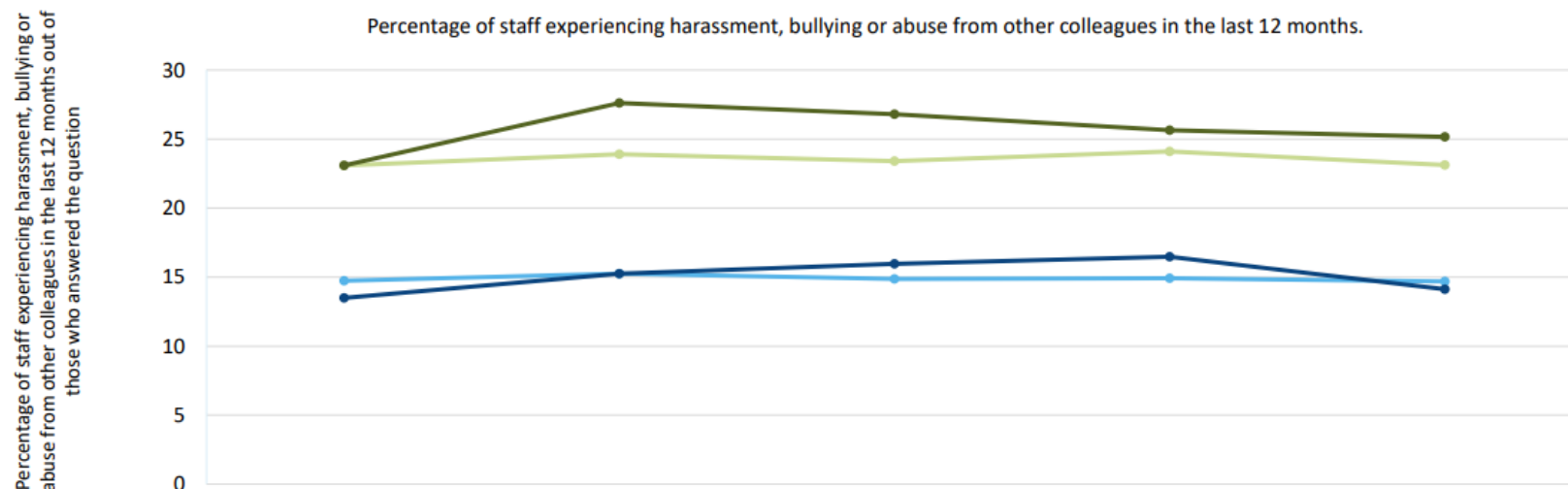
Metric 4a ii – Harassment, bullying and abuse

Disabled staff in 2024 reported that they are more likely to experience harassment, bullying and abuse from managers in the last 12 months. However, the % of staff reporting this, did decrease by 5.28% from 23.66% to 18.38%.

METRIC 4 – Staff Survey Benchmarking Data – Q14c

a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

iii. Other Colleagues



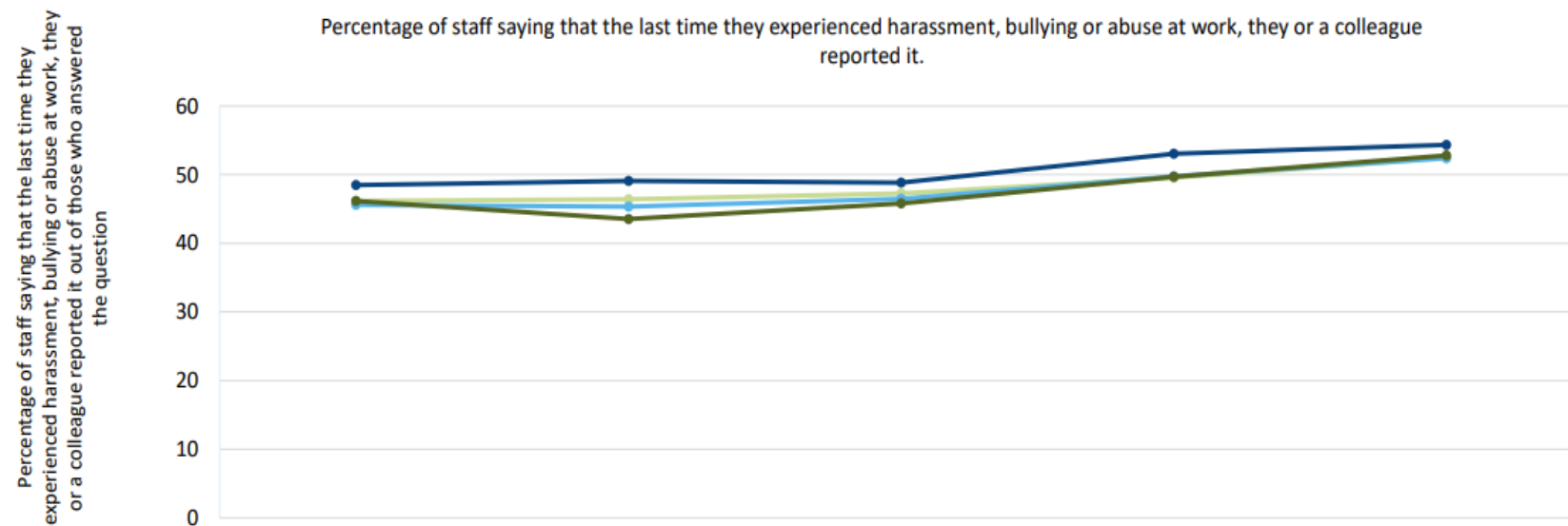
	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	23.09%	27.61%	26.80%	25.64%	25.16%
Staff without a LTC or illness: Your org	13.49%	15.25%	15.95%	16.47%	14.12%
Staff with a LTC or illness: Average	23.09%	23.90%	23.40%	24.10%	23.11%
Staff without a LTC or illness: Average	14.74%	15.25%	14.87%	14.91%	14.68%
Staff with a LTC or illness: Responses	771	728	776	630	1288
Staff without a LTC or illness: Responses	2713	2039	1918	1485	3230

Metric 4aiii – Harassment, bullying and abuse

Disabled staff in 2024 reported that they are more likely to experience harassment, bullying and abuse from other colleagues in the last 12 months. Similar percentage rates were reported in 2022, 2023, & 2024.

METRIC 4 – Staff Survey Benchmarking Data – Q14d

b) 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.



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	46.17%	43.54%	45.82%	49.70%	52.80%
Staff without a LTC or illness: Your org	48.48%	49.08%	48.84%	53.05%	54.34%
Staff with a LTC or illness: Average	46.17%	46.43%	47.26%	49.56%	52.41%
Staff without a LTC or illness: Average	45.60%	45.34%	46.49%	49.77%	52.41%
Staff with a LTC or illness: Responses	444	480	502	373	750
Staff without a LTC or illness: Responses	1250	1033	909	720	1474

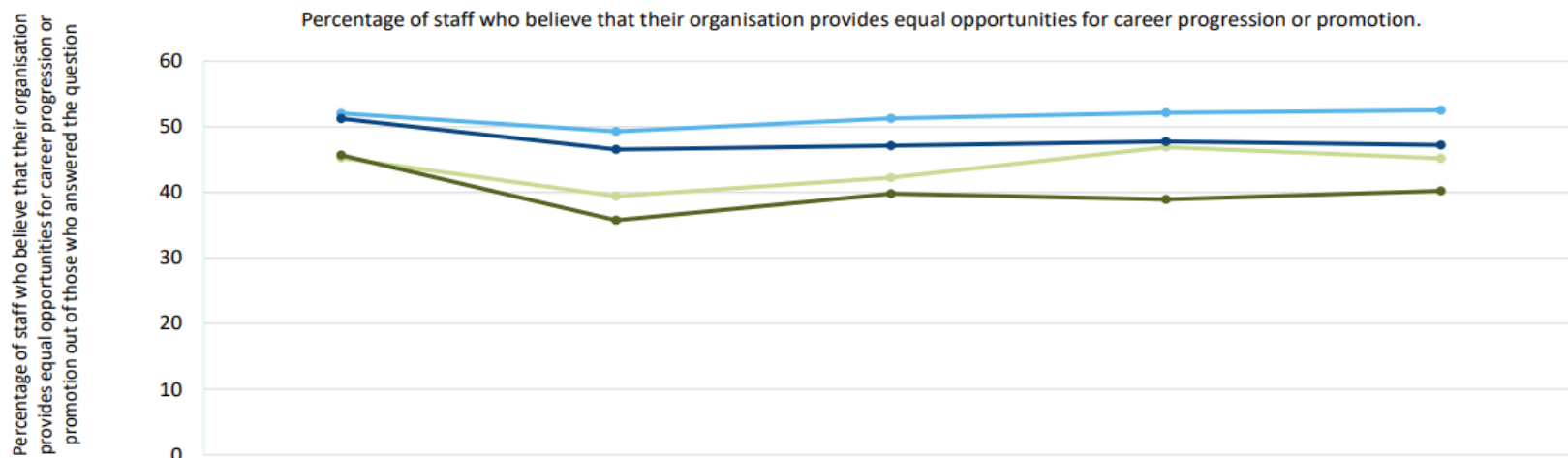
Metric 4b– Harassment, bullying and abuse

Disabled staff in 2024 reported that they are less likely to report the last time they experienced harassment, bullying or abuse at work. However, all staff increased their responses to reporting such behaviours in 2024.

METRIC 5 – Staff Survey Q15



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



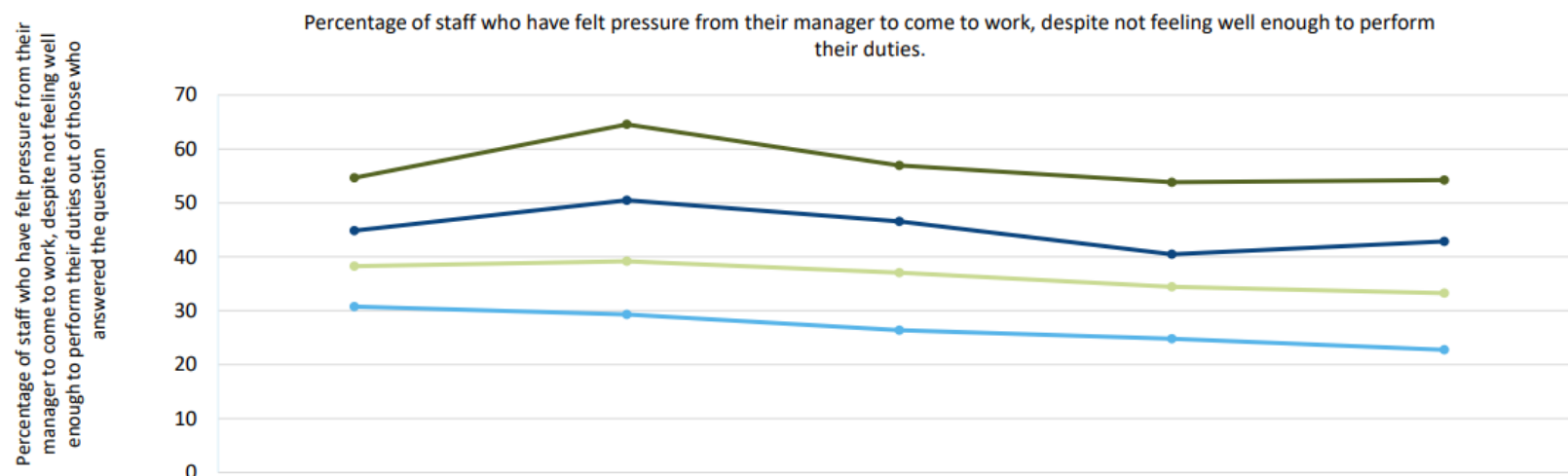
	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	45.68%	35.75%	39.80%	38.92%	40.22%
Staff without a LTC or illness: Your org	51.25%	46.55%	47.13%	47.75%	47.24%
Staff with a LTC or illness: Average	45.26%	39.42%	42.27%	46.91%	45.19%
Staff without a LTC or illness: Average	52.04%	49.30%	51.28%	52.16%	52.53%
Staff with a LTC or illness: Responses	775	744	784	781	1293
Staff without a LTC or illness: Responses	2753	2099	1950	1820	3220

Metric 5 – Career progression

The belief in equal opportunities for career progression or promotion has increased for disabled staff and remained relatively similar for non-disabled staff in 2024.

METRIC 6 – Staff Survey Q9e

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.



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	54.64%	64.55%	56.92%	53.83%	54.24%
Staff without a LTC or illness: Your org	44.86%	50.49%	46.56%	40.46%	42.84%
Staff with a LTC or illness: Average	38.28%	39.17%	37.04%	34.41%	33.26%
Staff without a LTC or illness: Average	30.77%	29.30%	26.39%	24.82%	22.75%
Staff with a LTC or illness: Responses	582	615	650	626	1027
Staff without a LTC or illness: Responses	1371	1230	1177	1043	1949

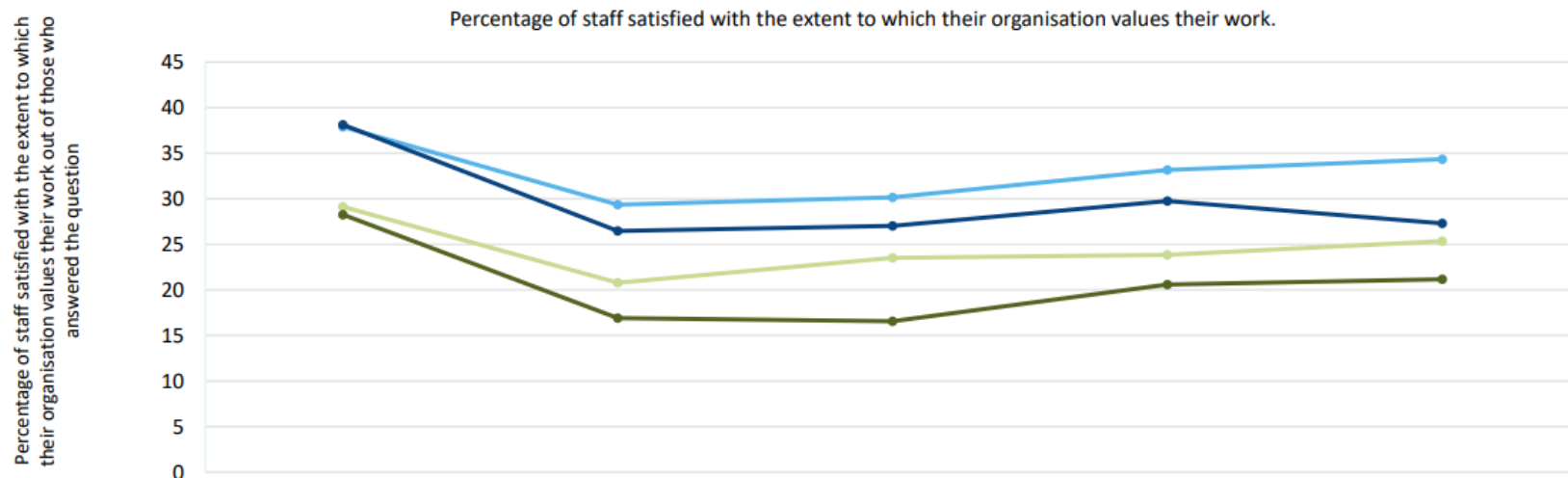
Metric 6 – Presenteeism

Disabled staff are 12% more likely, compared to non-disabled staff, to have felt pressured to come into work despite not feeling well enough to perform their duties. Disabled staff in 2024 reported an increase in pressure by their manager compared to 2023.

METRIC 7 – Staff Survey Q4b



Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	28.26%	16.91%	16.56%	20.59%	21.16%
Staff without a LTC or illness: Your org	38.12%	26.46%	27.02%	29.74%	27.30%
Staff with a LTC or illness: Average	29.12%	20.78%	23.51%	23.83%	25.34%
Staff without a LTC or illness: Average	37.89%	29.35%	30.15%	33.14%	34.34%
Staff with a LTC or illness: Responses	775	745	785	782	1314
Staff without a LTC or illness: Responses	2762	2105	1958	1819	3282

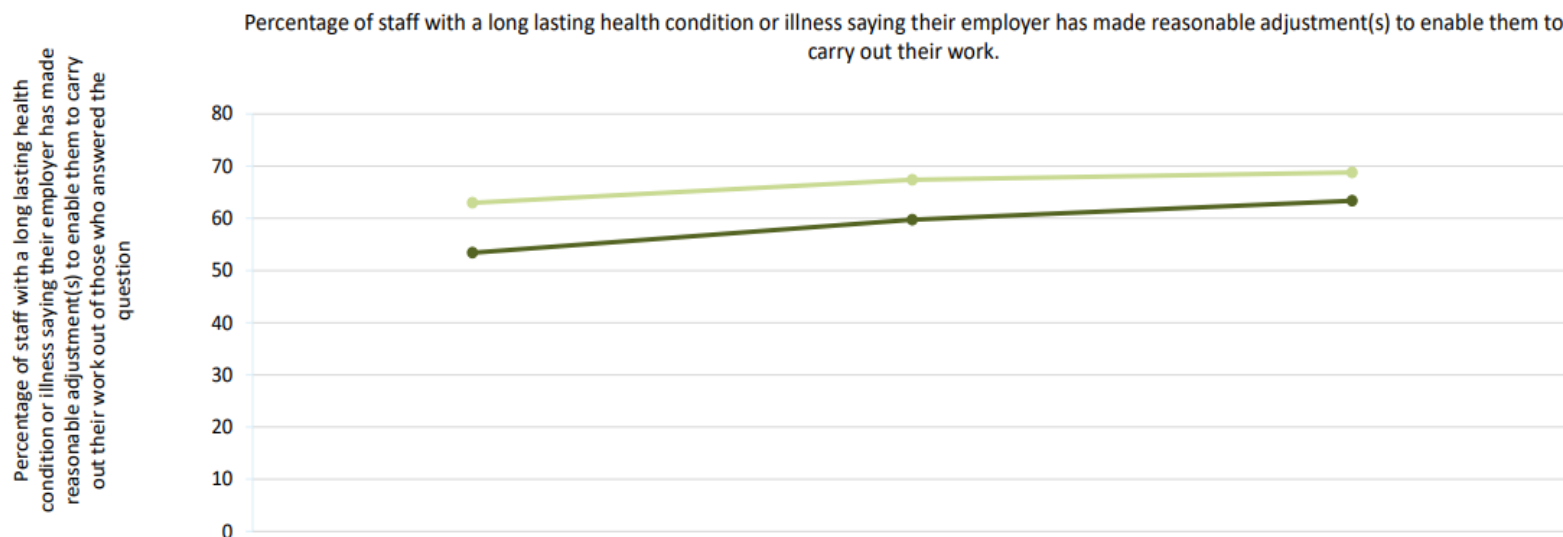
Metric 7 – Feeling valued

Feeling valued has increased for disabled staff in March 2024 but has marginally decreased for non-disabled staff. The figures for all staff remain below the average reported figures for March 2024.

METRIC 8 – Staff Survey Q30b



Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.



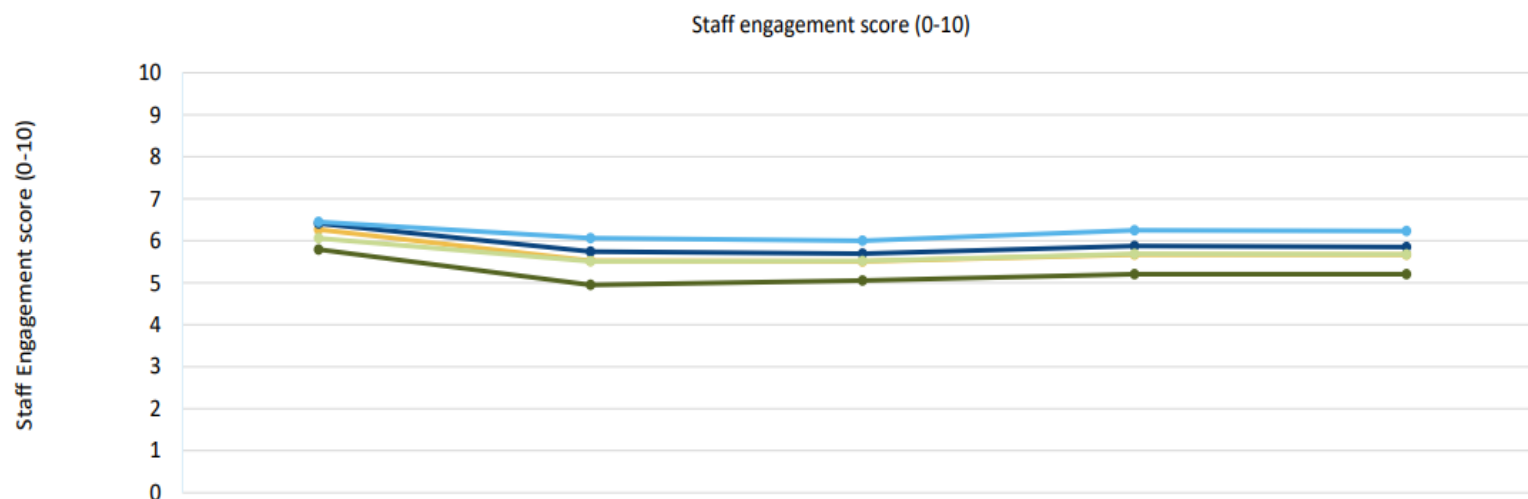
	2022	2023	2024
Staff with a LTC or illness: Your org	53.40%	59.75%	63.36%
Staff with a LTC or illness: Average	62.97%	67.39%	68.79%
Staff with a LTC or illness: Responses	470	477	797

Metric 8 – Workplace adjustments

In 2024, 63.36% of disabled staff felt that the Trust had made adequate adjustments to enable them to carry out their work. This shows a 3.61% improvement between 2023 and 2024.

METRIC 9 – NHS Staff Survey - The engagement of Disabled staff

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



	2020	2021	2022	2023	2024
Organisation average	6.27	5.52	5.51	5.67	5.67
Staff with a LTC or illness: Your org	5.79	4.95	5.05	5.21	5.20
Staff without a LTC or illness: Your org	6.41	5.74	5.69	5.88	5.85
Staff with a LTC or illness: Average	6.06	5.51	5.52	5.69	5.68
Staff without a LTC or illness: Average	6.45	6.06	6.00	6.25	6.23
Staff with a LTC or illness: Responses	778	747	788	787	1318
Staff without a LTC or illness: Responses	2765	2106	1961	1825	3293

Metric 9 – Disabled staff engagement

In 2024 the engagement score for all staff remained relatively stable. The engagement score does however fall below the average scores for all staff.

METRIC 9 – NHS Staff Survey - The engagement of Disabled staff

b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

The Disability Staff network has been reaching out and engaging with staff with disabilities (both obvious and hidden), and caring responsibilities. Meetings have mainly been online via Teams which seems to have worked well and allowed staff from other locations to join more easily, with the first face to face meeting in three years at MP just before Christmas.

The Trust's Disability, Carers and Advocates Network held a drop-in day at Millenium Point (HQ) to celebrate Disability History Month in December 2024. The day was supported by the Health and Wellbeing Team who offered health checks and free goodies, there was also representation from the FTSU team, mental health practitioners and SALS, as well as the opportunity for people to get their health checks done. The day provided a good opportunity to engage with the various teams at Millenium Point, including operational staff, PTS, NEOC and EOC colleagues. Chair of the DCA, John Eames, said: "The day was only possible due to the help and support of so many people, especially our hosts at HQ, SALS, the Health and Wellbeing Team, as well as Nathan Hudson, and Mohammed Ramzan, the EDI Lead.

Workplace Quality Mark – British Dyslexia Association

We are proud to have started a project working with The British Dyslexia Association on their workplace quality mark scheme. The Trust has signed the pledge to meet the bronze scheme and has made a commitment to work towards achieving the silver level mark within the next 12 months.

Declaration rates:

The Trust has continued to support declaration rates for staff with a disabilities and prepared a briefing which was circulated to all staff via the weekly brief.

METRIC 10 - Percentage difference between the organisations' Board voting membership and its organisation's overall workforce, disaggregated:

- By Voting membership of the Board.
- By Executive membership of the Board.

% by Disability 2023-2024	Disabled	Non-Disabled	Disability unknown or null
Number of staff in overall workforce	568	6120	542
Total Board members - % by Disability	12.50%	87.50%	0.00%
Voting Board Member - % by Disability	14.29%	84.62%	0.00%
Non Voting Board Member - % by Disability	0.00%	100.00%	0.00%
Executive Board Member - % by Disability	11.11%	88.89%	0.00%
Non Executive Board Member - % by Disability	14.29%	85.71%	0.00%
Overall workforce - % by Disability	7.85%	84.65%	7.50%
Difference (Total Board - Overall workforce)	5.00%	3.00%	-7.50%
Difference (Voting membership - Overall Workforce)	8.00%	0.00%	-7.50%
Difference (Executive membership - Overall Workforce)	3.00%	4.00%	-7.50%

Definitions:

Board & Voting membership – membership in this context includes all members of the Board irrespective of whether they are Executive or Non-Executive members.

Executive membership – An executive board member is an employee of the organisation and sits on an organisation's Board of Directors and advises current organisational management on specific operations, e.g. Medical Director or Finance Director, as opposed to a non-Executive board member who is a member of the board of directors of the organisation who does not form part of the executive management team.

Metric 10 – Board representation

12.50% of Board members are disabled. The percentage of disabled staff in the wider workforce has increased in the past year (7.40% in March 2024 to 7.85% in March 2025).