

Workforce Disability Equality Standard (WDES)

The WDES report is a snapshot as at 31 March 2025. Valuing our disabled staff is essential as it fosters an inclusive culture that respects and supports diversity, leading to increased staff morale, productivity and loyalty. It also drives innovation by bringing unique perspectives and problem-solving approaches and embraces a much broader talent pool.

In addition to the WDES data we have completed the Equality Diversity Standard report and EDI Improvement Plan together with the 6 high impact actions aim to ensure our staff work in an environment where they are supporting to live the ICB's values and can provide the best care to our patients.

Key findings:

- 10.9% of workforce are disabled
- 0.79% of disabled applicants were likely to be appointed from shortlisting
- 47% of disabled staff believed there were equal opportunities for career progression or promotion,
- The percentage of staff experiencing harassment, bullying or abuse from other staff in the last 12 months was higher for disabled staff (15.52%) than non disabled staff (10.13%)
- 18.89% of disabled staff compared to non-disabled staff (10.9%) say they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
- 36.21% of disabled staff compared to non-disabled staff (46.52%) say they are satisfied with the extent to which their organisation values their work.
- 78.79% of disabled staff say the ICB has made reasonable adjustments to enable them to carry out their work.
- There are no Disabled staff on the ICB board membership

Workforce Disability Equality Standard (WDES) Metrics

There are ten WDES metrics.

- Three metrics focus on workforce data;
- Five are based on questions from the NHS Staff Survey;
- One metric focuses on disability representation on boards;
- One metric (metric 9b) focuses on the voices of Disabled staff.

Three WDES metrics (2, 5 and 10) are the equivalent of indicators set out in the Workforce Race Equality Standard (WRES), whilst WDES metric 1 is similar to the WRES indicator on workforce representation.

WDES metric 4 is closely related to the two WRES metrics (5 and 6) on bullying and harassment.

WDES metric 9a draws from the NHS staff engagement score, which is an amalgamation of several questions in the NHS Staff Survey.

WDES metric 9b asks for evidence of action to facilitate the voices of Disabled staff to be heard. (Depending on the response, evidence of actions or plans to address the gap should be added to the organisation's Annual report).

It should be noted that within the WDES metrics the term 'Disabled compared to non-disabled', analyses the differences in experience between those staff who have responded 'Yes' and 'No' to monitoring questions about whether they have a disability. The label "Unknown" is used to refer to the other options recorded on ESR, namely "Prefer not to answer", "Not declared" and "Unspecified".

Workforce Disability Equality Standard (WDES) Metrics

Workforce Indicators for each of these three workforce indicators compare the data for disabled and non disabled staff.

Metric 1 Percentage of staff in Agenda for Change (AfC) pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and clinical staff in clusters 1 to 4.

- Cluster 1 AfC Bands under 1, 1, 2, 3 and 4
- Cluster 2 AfC Bands 5, 6 and 7
- Cluster 3 AfC Bands 8a and 8b
- Cluster 4 AfC Bands 8c, 8d, 9 and VSM
- Cluster 5 Medical and Dental staff, consultants
- Cluster 6 Medical and Dental staff, non-consultant career grades
- Cluster 7 Medical and Dental staff, trainee grades

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

Metric 3 Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure.

National NHS Staff Survey metrics for each of the five staff survey indicators, compare the outcomes of the responses for disabled and non disabled staff

Metric 4 Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patient/service users, their relatives or other members of the public, managers, other colleagues:

Metric 5 Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

Metric 6 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.

Metric 7 Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.

Metric 8 Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.

Metric 9a The staff engagement score for Disabled staff, compared to non-disabled staff.

Disabled staff Engagement

Metric 9b Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes or No)?

Board representation indicator for this indicator, compare the difference for disabled and non disabled staff.

Metric 10 Percentage difference between the organisation's board voting membership and its organisation's overall workforce, disaggregated by voting and non-voting membership of the board and by executive and non-exec membership of the board.

Workforce Disability Equality Standard (WDES) Results

WDES Metrics		Year				Trend
		2021	2022	2023	2024	
1. Percentage of staff in Agenda for Change (AfC) pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.	Disabled			Data to follow	8%	
	Non-disabled			Data to follow	87%	
2. Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.				Data to follow	0.5%	
3. Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure.					0%	
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months:	Disabled	7%	7%	6%	Not available	↓
	Non-disabled	12%	10%	10%	Not available	↔
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled	12	15	13	Not available	↓
	Non-disabled	7	7	7	Not available	↔
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled	15	15	15	Not available	↔
	Non-disabled	8	8	9	Not available	↑
4 Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	Disabled	46	40	48	Not available	↑
	Non-disabled	46	42	43	Not available	↑
5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled	56	50	47	Not available	↓
	Non-disabled	63	57	52	Not available	↓
	Disabled	15	15	14	Not available	↓

Workforce Disability Equality Standard (WDES) Results

6. 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.	<u>Non disabled</u>	11	10	9	Not available	↓
7. Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Disabled	51	45	38	Not available	↓
	<u>Non disabled</u>	58	52	48	Not available	↓
8. Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.	Disabled		89	86	Not available	↓
	<u>Non disabled</u>		80	80	Not available	↔
9a. The staff engagement score for Disabled staff, compared to non-disabled staff.	Disabled	6	6	6	Not available	↔
	<u>Non disabled</u>	7	6	6	Not available	↓
9b Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes or No)?					Yes	
10 Percentage difference between the organisation's board voting membership and its organisation's overall workforce					tbc	

Staff with a disability is noted to have a Long Term Condition or illness.

Staff non disability is noted not to have a Long Term Condition or illness

Data source ESR report. 4.5% of staff chose not to state their disability

See full data set report dated 31.03.24

Please refer to slide 7 in the EDI Annual Report to see the disability representation for the ICB workforce.








Indicators 5 to 9a were taken from data from the Staff Opinion Survey Benchmark Report 2023

The Staff Opinion Survey for 2024 were not available at the time this report was published.






WDES metrics grouped into themes linking to WRES

	Recruitment, retention and representation	Training and Development	Formal Procedures	Staff Experience & engagement
1. Percentage of staff in Agenda for Change (AfC) pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.				
2. Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.				
3. Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure.				
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months:				
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months				
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months they or a colleague reported it				
5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.				
6. 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.				
7. Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.				
8. Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.				
9a. The staff engagement score for Disabled staff, compared to non-disabled staff.				
9b Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes or No)?				
10 Percentage difference between the organisation's board voting membership and its organisation's overall workforce				





Workforce Disability Equality Standard Action Plan

Theme 1 Metrics 1, 2 & 10 Representation, Recruitment and Retention				
Actions		When	People Promise	Action completed & Next Steps
1.1	To review the recruitment and selection policy	2025		Review completed & policy updated and communicated. This will be subject to ongoing review.
1.2	To offer recruitment and selection training for all recruiting managers (to include unconscious bias)	2025		Recruitment and selection training has been rolled out in 2025 and will continue in 2026
1.3	To review the exit interview process and questions to provide further analysis to support improvements in retention. To continue to be a member of the Retention Steering Group to share best practice and improvements in retention.	2025		The exit interview process has been reviewed and this will continue to be considered in new N&S ICB.
1.4	Ensure recruitment panels have a diverse representation.	2025		Noted in training and documentation.
1.5	Ensure all recruitment campaigns and advertising have consistent wording reflecting the ICBs values.	2025		Recruitment campaigns have currently been paused.
1.6	Ensure all interviews are conducted in line with the recruitment and selection policy and appropriate questions from the question bank and interview rating templates are followed.	Ongoing		Ongoing and information for recruiting managers available on the intranet.
1.7	The ICB will sign up to the Disability Confident Scheme and will continue to support the NHS Two Ticks (disability status at the shortlisting stage (NHSE)).	2025		Paused in 2025 during organisation consultation. Will be key consideration for N&W ICB.

Workforce Disability Equality Standard Action Plan








Theme 2 Metrics 5 Learning and Development				
Actions		When	People Promise	Action completed & Next Steps
2.1	To continue to regularly monitor compliance figures to ensure all staff have completed mandatory Equality, Diversity Inclusion Training.	Ongoing		Compliance is regularly reviewed with Executive team.
2.2	To continue to regularly monitor compliance figures to ensure all staff have completed mandatory Speak Up, Listen Up and Follow Up for Senior Managers.	Ongoing		Compliance is regularly reviewed with Executive team. Freedom to Speak Up Team has increased and further in house training of Guardians and Champions.
2.3	To increase awareness of the opportunities for training and continuous professional development and apprenticeships via Staff Briefings, Teams Channels and the Intranet	Ongoing		Ongoing. Apprenticeships have been paused through organisational change.
2.4	All People Managers to be offered the opportunity to attend the Management Foundation Programme	2025 /26		Management Development Programme has been delivered through 2025 and continues into 2026. There has been Appraisal Training for Line Managers.
2.5	To support an Inclusive Talent Culture using Scope for Growth framework and using the 'Growth Arc – depth, breadth and stretch' to support employees to reflect and discuss opportunities for personal development.	Ongoing		Ongoing

Workforce Disability Equality Standard Action Plan










Theme 3 Metric 3 Formal Procedures				
Actions		When	People Promise	Action completed & Next Steps
3.1	As part of the Management Foundation Programme to encourage all line managers to attend, to enable discussions on disciplinary procedures, awareness of unconscious bias when considering informal and formal disciplinary procedures.	2025/26		This was paused during organisational change however, full support has been available from the HR Team for any employee relations.
3.2	To ensure all disciplinary panels have neutral and diverse panels.	Ongoing		Ongoing
3.3	Ensure staff are aware role of the Freedom to Speak Up Guardian and Champion and how to contact them	Ongoing		Ongoing. The team have presented on the Staff Briefing to promote freedom to speak up.
3.4	To launch a series of workshops in February 2025 to explore how we can build a restorative and just culture where everyone feels valued. Strengthen teamwork with tools for resilience and mindset practice and create a workplace focused on collaboration, learning and growth.	2025 /26		Paused during organisational change.

Workforce Disability Equality Standard Action Plan

Theme 4 Metrics 4, 6, 7, 8, 9a & 9b Staff Experience

Actions		When	People Promise	Action completed & Next Steps
4.1	The ICB to participate and actively promote the NHS Staff Opinion Survey on Staff Briefings and Teams channels.	Ongoing		Ongoing
4.2	To encourage all staff to complete their equality, ethnicity and disability data on ESR so that we might further understand the composition of our workforce and can identify areas for improvement.	Ongoing		Currently 100% compliance.
4.3	Ensure that all Equality, Diversity and Inclusion reports and shared with the EDI Staff Group to seek their engagement and feedback.	Ongoing		Completed & Ongoing
4.4	To increase the Freedom to Speak Up Guardian (2) and Champions to support the ICB and Primary Care	2025		Completed
4.5	Ensure the ICB continue to support the ICS Health and Wellbeing Leads group to consider Health and Wellbeing initiatives (Wellbeing Conversations and Passports, Restorative and Just Culture)	2025/26		Completed & ongoing
4.6	Accreditation to be a Menopause Friendly Employer	2025/26		Ongoing
4.7	To sign up to the Sexual Safety Charter	2026		Ongoing

Workforce Disability Equality Standard Action Plan

4.8	To continue to support and make staff aware of the ICB's micro-aggression portal to ensure staff may have a voice and seek support.	Ongoing		Ongoing
4.9	Continue to support the Employee Assistance Programme and ensuring the ICB continues to listen and engage with staff through Staff Network Groups, Staff Briefings to continuously improve and learn.	Ongoing		Ongoing
4.10	To host a second annual 'All Staff Event' to build team cohesion and collaboration.	2025		Paused through organisational change.
4.11	All Executive Board Members EMT to support the implementation the Health Inequalities & EDI improvement action plan and EDI High Impact Objectives and actions. Continuing to improve the working environment for all staff – giving them a sense of belonging, value opportunities to feel psychologically safe and to thrive.	Ongoing		Ongoing
4.12	Appoint an SRO for Equalities, Diversity and Inclusion	2025		Completed and now paused through organisational change.
4.13	Review ICB Policies; EDI Policy and Dignity at Work policy to ensure align with anti racism and anti bullying and harassment.	2025 / 26		Ongoing
4.14	To continue to promote the NIDAS Stalking and harassment Campaign 2025. To raise awareness, encourage victims to recognise behaviours linked to stalking and harassment and encourage those who are experiencing stalking and harassment to seek support.	2025		Completed & ongoing
4.15	To sign up to the Race in the Workplace Charter to make a public commitment to improving equality of opportunity in the workplace	2025 / 26		Paused through organisational change.
4.16	EDI Staff Group will sponsor education events on Long Term Conditions to raise awareness	2025 / 26		Ongoing