

**Workforce Disability Equality Standard Performance 2019-2024**

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| **Non clinical**  |  |  | **Disabled**  |  |  |  |  | **Non Disabled** |  |  |  | **Not** | **known &** | **undeclared** |  |
|  |  | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| **Cluster 1** | Bands 1-4 | 6% | 7% | 6% | 6% | 6% | 6% | 86% | 85% | 85% | 85% | 79% | 73% | 8% | 8% | 9% | 9% | 15% | 21% |
| **Cluster 2** | Bands 5-7 | 5% | 6% | 5% | 5% | 6% | 10% | 85% | 87% | 89% | 87% | 87% | 84% | 9% | 8% | 6% | 8% | 7% | 6% |
| **Cluster 3** | Bands 8a-8b | 4% | 3% | 3% | 7% | 8% | 6% | 91% | 89% | 87% | 92% | 88% | 88% | 5% | 8% | 10% | 1% | 4% | 6% |
| **Cluster 4**  | Bands 8c - VSM | 0% | 0% | 0% | 0% | 0% | 0% | 70% | 63% | 60% | 87% | 85% | 81% | 30% | 38% | 40% | 13% | 15% | 19% |

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| **Clinical** |  |  |  | **Disabled** |  |  |  |  |  | **Non Disabled** |  |  |  |  | **Not known/undeclared** |  |
|   |   | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| **Cluster 1** | Bands 1-4 | 4% | 4% | 4% | 5% | 5% | 5% | 86% | 85% | 86% | 84% | 79% | 77% | 8% | 8% | 9% | 11% | 16% | 18% |
| **Cluster 2** | Bands 5-7 | 4% | 5% | 5% | 6% | 6% | 6% | 86% | 85% | 82% | 83% | 80% | 75% | 10% | 10% | 13% | 11% | 14% | 19% |
| **Cluster 3** | Bands 8a-8b | 4% | 4% | 4% | 2% | 3% | 6% | 92% | 85% | 83% | 85% | 87% | 80% | 5% | 11% | 14% | 13% | 10% | 14% |
| **Cluster 4** | Bands 8c - VSM | 9% | 8% | 0% | 0% | 0% | 0% | 82% | 75% | 85% | 88% | 82% | 85% | 95 | 17% | 15% | 12% | 18% | 15% |
| **Cluster 5** | Medical & Dental consultants | 0% | 0% | 0% | 0% | 0% | 3% | 79% | 75% | 67% | 70% | 59% | 47% | 21% | 24% | 33% | 30% | 41% | 50% |
| **Cluster 6** | Medical & Dental non consultants | 5% | 13% | 7% | 8% | 7% | 8% | 60% | 62% | 67% | 62% | 64% | 75% | 35% | 25% | 27% | 30% | 29% | 17% |
| **Cluster 7** | Medical & Dental trainee consultants | 0% | 0% | 0% | 0% | 0% | 9% | 0% | 0% | 0% | 0% | 22% | 9% | 100% | 100% | 100% | 100% | 78% | 82% |

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| **WDES Indicator** | **Metric description**  | **31.3.19 score** | **31.3.20 score** | **31.3.21 score** | **31.3.22 score** | **31.3.23 score** | **31.1.24 score** |
| **2** | Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts. | 1.9 | 2.5 | 1.2 | 1 | 0.4 | 1.6 |
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| **WDES Indicator** | **Metric description**  | **31.3.19 score** | **31.3.20 score** | **31.3.21 score** | **31.3.22 score** | **31.3.23 score** | **31.1.24****score** |
| **3** | Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process. | 2 | 0 | 0 | 0 | 0 | 0 |

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| **4** | Percentage of Disabled staff compared to non- disabled staff. Experiencing harassment, bullying or abuse. *(Nondisabled staff scores in brackets)* |  |  |  |  |  |  |
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| **WRES Metric** | *The data contained in metrics 4-9 for 31.3.24 are taken from the 2023 NHS staff survey results* | **NHS Staff Survey 2018** | **NHS Staff Survey 2019** | **NHS Staff Survey 2020** | **NHS Staff Survey 2021** | **NHS Staff Survey 2022** | **NHS Staff Survey 2023** |
| 4a(i) | Staff experiencing harassment, bullying or abuse from the public in the last 12 months *(Nondisabled staff scores in brackets)* | 34% (22%) | 31% (24%) | 34% (22%) | 34% (24%) | 14% (9%) | 25% (16%) |
|   |  Adult Business Unit |   |   |   |   | 44% (28%) | 31% (24%) |
|   |  Children's Business Unit |   |   |   |   | 26% (19%) | 22% (13%) |
|   |  Corporate Business Unit |   |   |   |   | 8% (9%) | 0% (4%) |
|   |  Executive Business Unit |   |   |   |   | \* (5%) | \* (0%) |
|   |  Operations Business Unit |   |   |   |   | 22% (17%) | 16% (11%) |
|   | Specialist Business Unit |   |   |   |   | 34% (26%) | 36% (18%) |

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| **WDES Metric** | **Metric description** | **NHS Staff Survey 2018** | **NHS Staff Survey 2019** | **NHS Staff Survey 2020** | **NHS Staff Survey 2021** | **NHS Staff Survey 2022** | **NHS Staff Survey 2023** |
| 4a(ii) | Staff experiencing harassment, bullying or abuse from managers in the last 12 months  *(Nondisabled staff scores in brackets)* | 11% (7%) | 12% (5%) | 15% (7%) | 12% (7%) | 9% (5%) | 10% (3%) |
|   |  Adult Business Unit |   |   |   |   | 5% (7%) | 8% (4%) |
|   |  Children’s Business Unit  |   |   |   |   | 8% (3%) | 5% (2%) |
|   |  Corporate Business Unit  |   |   |   |   | 14% (5%) | 9% (5%) |
|   |  Executive Business Unit |   |   |   |   | \* (0%) | \* (0%) |
|   |  Operations Business Unit  |   |   |   |   | 7% (5%) | 11% (15%) |
|   |  Specialist Business Unit |   |   |   |   | 11% (4%) | 14% (4%) |

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| **WDES Indicator** | **Metric description**  | **NHS Staff Survey 2018** | **NHS Staff Survey 2019** | **NHS Staff Survey 2020** | **NHS Staff Survey 2021** | **NHS Staff Survey 2022** | **NHS Staff Survey 2023** |
| 4a (iii) | Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.  *(Nondisabled staff scores in brackets)* | 21% (11%) | 19% (12%) | 20% (11%) | 20% (10%) | 14% (9%) | 14% (9%) |
|   |  Adult Business Unit |   |   |   |   | 13% (9%) | 15% (11%) |
|   |  Children's Business Unit |   |   |   |   | 9% (7%) | 9% (6%) |
|   |  Corporate Business Unit  |   |   |   |   | 22% (11%) | 7% (6%) |
|   |  Executive Business Unit |   |   |   |   | \* (0%) | \* (0%) |
|   |  Operations Business Unit |   |   |   |   | 16% (7%) | 15% (5%) |
|   |  Specialist Business Unit |   |   |   |   | 15% (12%) | 17% (11%) |

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| **WDES Indicator** | **Metric description**  | **NHS Staff Survey 2018** | **NHS Staff Survey 2019** | **NHS Staff Survey 2020** | **NHS Staff Survey 2021** | **NHS Staff Survey 2022** | **NHS Staff Survey 2023** |
| 4a (iv) | Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months. *(Nondisabled staff scores in brackets)* | 56% (56%) | 55% (57%) | 60% (60%) | 49% (53%) | 58% (59%) | 54% (60%) |
|   | Adult Business Unity  |   |   |   |   | 72% (63%) | 57% (66%) |
|   | Children's Business Unit  |   |   |   |   | 49% (59%) | 56% (52%) |
|   | Corporate Business Unit  |   |   |   |   | 43% (46%) | \* (63%) |
|   | Executive Business Unit |   |   |   |   | \* \* | \* \* |
|   | Operations Business Unit |   |   |   |   | 71% (65%) | 44% (60%) |
|   | Specialists Business Unit |   |   |   |   | 52% (55%) | 55% (54%) |

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| **WDES Indicator** | **Metric description**  | **NHS Staff Survey 2018** | **NHS Staff Survey 2019** | **NHS Staff Survey 2020** | **NHS Staff Survey 2021** | **NHS Staff Survey 2022** | **NHS Staff Survey 2023** |
| **5** | Percentage of Disabled staff compared to nondisabled staff believing that the Trust provides equal opportunities for career progression or promotion (*Nondisabled staff scores in brackets)*  | 59% (65%) | 57% (64%) | 56% (65%) | 58% (65%) | 54% (64%) | 63% (65%) |
|   |  Adult Business Unit |   |   |   |   | 56% (65%) | 60% (67%) |
|   |  Children's Business Unit |   |   |   |   | 49% (58%) | 68% (67%) |
|   |  Corporate Business Unity  |   |   |   |   | 42% (60%) | 60% (59%) |
|   |  Executive Business Unit |   |   |   |   | \* (79%) | \* (60%) |
|   |  Operations Business Unit |   |   |   |   | 61% (69%) | 64% (63%) |
|   |  Specialist Business Unit  |   |   |   |   | 57% 65% | 60% (66%) |

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| **WDES Indicator** | **Metric description**  | **NHS Staff Survey 2018** | **NHS Staff Survey 2019** | **NHS Staff Survey 2020** | **NHS Staff Survey 2021** | **NHS Staff Survey 2022** | **NHS Staff Survey 2023** |
| 6 | Percentage of Disabled staff compared to nondisabled staff saying that they have felt pressure from their Manager to come to work, despite not feeling well enough to perform their duties (presenteeism) *(Nondisabled staff scores in brackets)*  | 30% (20%) | 22% (15%) | 29% (17%) | 26% (16%)  | 24% (13%) | 19% (11%) |
|   |  Adult Business Unit |   |   |   |   | 38% (21%) | 26% (15%) |
|   |  Children's Business Unit |   |   |   |   | 19% (8%) | 10% (6%) |
|   |  Corporate Business Unit |   |   |   |   | 13% (6%) | 16% (10%) |
|   |  Executive Business Unit |   |   |   |   | \* \* | \* \* |
|   |  Operations Business Unit |   |   |   |   | 20% (11%) | 18% (11%) |
|   |  Specialist Business Unit |   |   |   |   | 20% (13%) | 18% (10%) |
| **WDES Indicator** | **Metric description**  | **NHS Staff Survey 2018** | **NHS Staff Survey 2019** | **NHS Staff Survey 2020** | **NHS Staff Survey 2021** | **NHS Staff Survey 2022** | **NHS Staff Survey 2023** |
| 7 | Percentage of Disabled staff compared to nondisabled staff saying that they are satisfied with the extent to which the organisation values their work (Nondisabled staff scores in brackets)  | 44% (51%) | 49% (60%) | 50% (57%) | 44% (53%) | 45% (55%) | 50% (57%) |
|   |  Adult Business Unit |   |   |   |   | 41% (48%) | 42% (54%) |
|   |  Children's Business Unit |   |   |   |   | 40% (54%) | 51% (54%) |
|   |  Corporate Business Unit |   |   |   |   | 53% (60%) | 58% (62%) |
|   |  Executive Business Unit |   |   |   |   | \* (72%) | \* (80%) |
|   |  Operations Business Unit |   |   |   |   | 48% (56%) | 48% (57%) |
|   |  Specialist Business Unit |   |   |   |   | 48% (58%) | 60% (61%) |

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| **WDES Indicator** | **Metric description**  | **NHS Staff Survey 2018** | **NHS Staff Survey 2019** | **NHS Staff Survey 2020** | **NHS Staff Survey 2021** | **NHS Staff Survey 2022** | **NHS Staff Survey 2023** |
| **8** | Percentage of staff with a long-lasting health condition or illness, saying that their employer has made adequate adjustment(s) to enable them to carry out their work | 83% | 79% | 79% | 81% | 77.60% | 78.40% |
|   |  Adult Business Unit |   |   |   |   | 80.00% | 74.10% |
|   |  Children's Business Unit |   |   |   |   | 75.60% | 85.50% |
|   |  Corporate Business Unit |   |   |   |   | 76.90% | 79.20% |
|   |  Business Unit |   |   |   |   | - | - |
|   |  Operations Business Unit |   |   |   |   | 87.80% | 71.10% |
|   |  Specialist Business Unit |   |   |   |   | 74.40% | 83.10% |

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| **WDES Indicator** | **Metric description**  | **31.3.19 score** | **31.3.20 score** | **31.3.21 score** | **31.3.22 score** | **31.3.23 score** | **31.1.24 score** |
| **9a** | Staff engagement score (0-10) |   |   |   |   |   |   |
|   | The staff engagement score for Disabled staff, compared to nondisabled staff. (*Non disabled staff score in brackets)*  | 6.8 (7.2) | 6.8 (7.4) | 6.8 (7.3) | 6.6 (7.1) | 6.7 (7,2) | 6.9 (7.3) |
|   |  Adult Business Unit |   |   |   |   | 6.8 (6.9) | 6.7 (7.3) |
|   |  Children's Business Unit |   |   |   |   | 6.5 (7.1) | 6.9 (7.2) |
|   |  Corporate Business Unit |   |   |   |   | 6.8 (7.6) | 7.3 (7.4) |
|   |  Executive Business Unit |   |   |   |   | \* (7.9) | \* (8.0) |
|   |  Operations Business Unit |   |   |   |   | 6.9 (7.3) | 6.8 (7.3) |
|   |  Specialist Business Unit |   |   |   |   | 6.7 (7.3) | 7.0 (7.4) |

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| WDES indicator | Metric desription |
| 9b | Examples of engagement with Disabled colleagues and networks. |
|   | 1.     50 Voices staff group |
|   | 2.     NHS Staff Survey |
|   | 3.     Quarterly Pulse Survey |
|   | 4.     International Day of People with Disabilities engagement |
|   | 5.     Continued membership of the Leeds Physical and Sensory Impairment Strategic and operational groups |
|   | 6.     EDI Forum - Disability focus  |
|   | 7.     Review of the Attendance Policy through a disability and LTC lens. |
|   | 8.     Health and Wellbeing Group |
|   | 9.     Creation of the Disability and Long-Term Conditions Network |
|   | 10. Neurodiverse awareness/communication training |
|   | 11. Admin engagement event - staff network stall and choir |