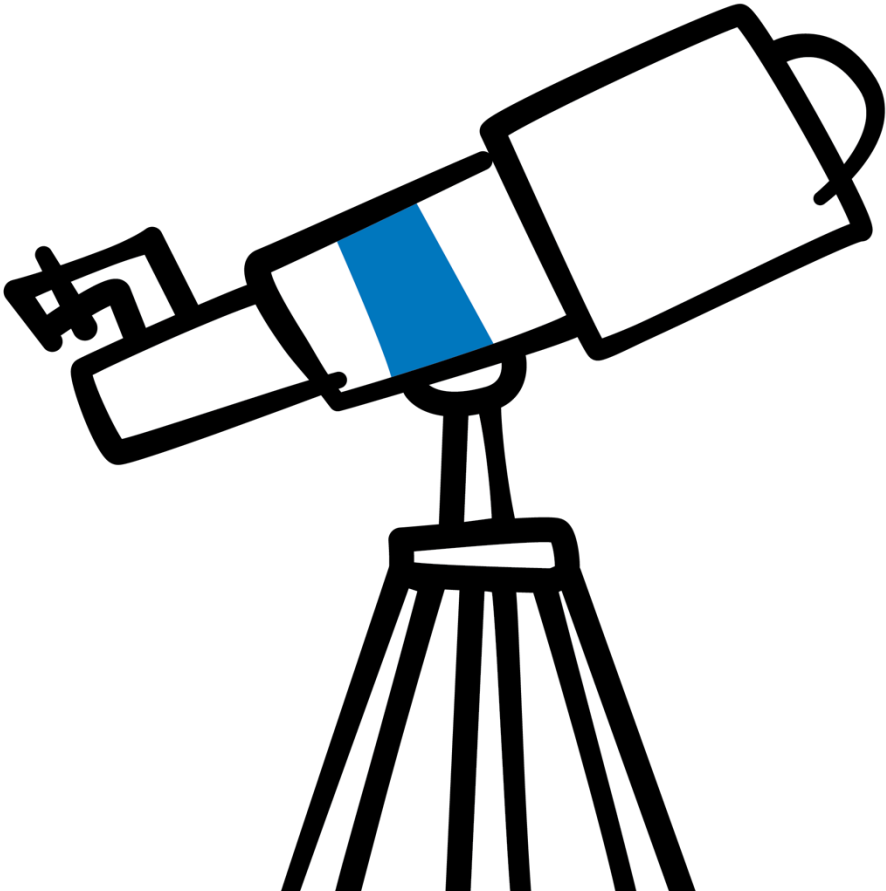


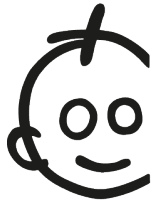


Workforce Disability Equality Standard (WDES) 2021 data analysis

What is the WDES?



- Ten evidence-based metrics which take effect from 1 April 2019 based on 2018/19 financial year data.
- Mandated in the NHS Standard Contract.
- Restricted to NHS Trusts and Foundation Trusts in the first two years of implementation.
- Enables NHS organisations to compare experiences of Disabled/non-disabled staff.
- NHS organisations to publish results and develop action plans.

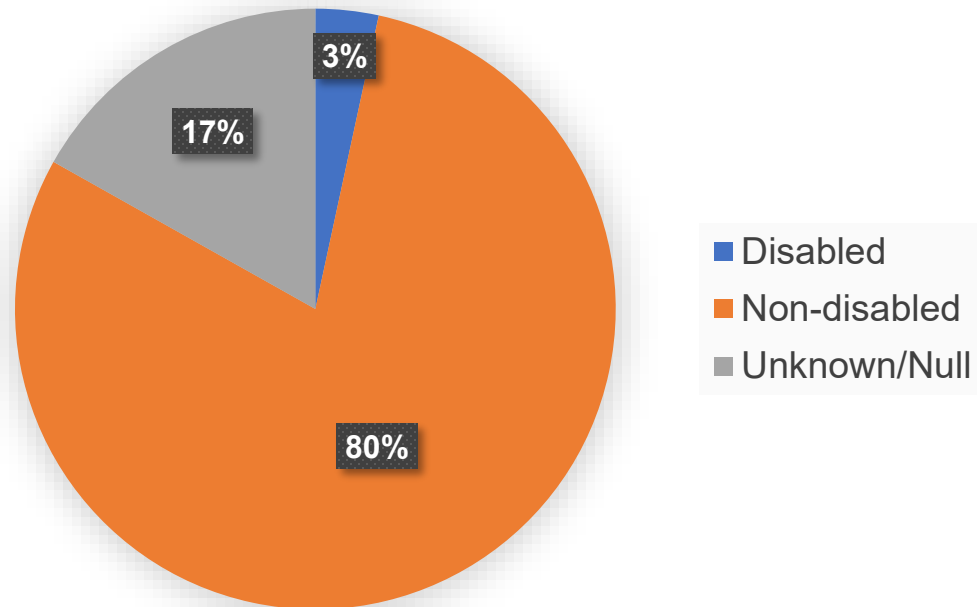


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WDES Metric 1 – Workforce representation

**Gosh Staff Break down by Disability
2021**



- 186 staff have declared a disability at GOSH
- Only 14 Disabled colleagues at pay bands 8a and above, compared to 441 non-disabled
- Overall, in NHS, 3.8% of workforce have declared a disability through ESR – compared to 20% through NHS Staff Survey.



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WDES Metric 2 – Recruitment

WDES Metric 2			
	2019	2020	2021
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	1.6	1.33	1.12

- There has been a reduction in the number of Disabled job applicants (213 in 2021 compared to 286 in 2020)
- However, there has been an increase in the number being appointed (42 in 2021 compared to 36 in 2020)
- Overall, in NHS the relative likelihood is 1.20 in 2020



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WDES Metric 4 – Harassment, bullying and abuse

WDES Metric 4

% of 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



% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months



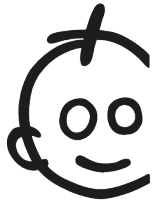
% of staff experiencing harassment, bullying or abuse from managers in the last 12 months



% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months



■ Disabled ■ Non-disabled ■ Unknown/Null



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WDES Metrics 5-8 – NHS Staff Survey metrics

Metric	Staff Survey Question	Disabled	Non-disabled	Unknown/Null
5	% of staff believing that their organisation provides equal opportunities for career progression or promotion.	71.3%	77.7%	0.0%
6	% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	30.1%	21.9%	0.0%
7	% staff saying that they are satisfied with the extent to which their organisation values their work.	46.3%	54.2%	0.0%
8	% of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	75.0%	0.0%	0.0%

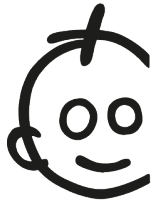


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WDES Metric 9 – The engagement of Disabled staff

Metric	Staff Survey Question	Score
9	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	7.2



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WDES Metric 10 – Board representation

Total Board members -% by Disability

