

NHS Workforce Disability Equality Standard (WDES)

Great Ormond Street Hospital (GOSH) 2021 data analysis



The Workforce Disability Equality Standard (WDES) enables NHS organisations to compare the workplace and career experiences of Disabled and non-disabled staff.

The WDES contains ten performance indicators.

- Four of the indicators relate specifically to workforce data
- Four are based on data from responses to the annual NHS staff survey
- One compares the staff engagement scores for Disabled and non-disabled staff
- One considers board level representation

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing.

We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care and represent the diverse communities we serve.

The WDES enables NHS organisations to better understand the experiences of their Disabled staff and supports positive change for all existing employees by creating a more inclusive environment for Disabled people working and seeking employment in the NHS.

Implementing the WDES and acting on what the data tells us can have positive impact on:

- Staff and our patients
- Organisational culture
- Creating an inclusive workplace
- Psychological and mental wellbeing
- Social justice



GOSH WDES data 2021 show that:

Staff representation

Our Disabled staff representation is **3%** When reviewed against the NHS Staff Survey declaration this number is low as **12%** of respondents to 2019 Survey question disclosed they had any physical or mental health conditions, disabilities or illnesses.



Career progression

71% Disabled staff believe that GOSH provides equal opportunities for career progression or promotion as opposed to **78%** of non-disabled staff



Shortlisting

Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff is **1.12** In 2021 we have reduced the gap slightly on the **1.33** reported in 2020



Feeling valued at work

46% Disabled staff believe that they are satisfied with the extent to which GOSH values their work **vs** **54%** non-disabled staff



Reasonable adjustment

75% percent Disabled staff believe that GOSH has made adequate adjustment(s) to enable them to carry out their work



Presenteeism

30% of our Disabled colleagues reported they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties as opposed to **22%** non-disabled staff



Disability data

17% of GOSH staff for whom disability status data is recorded as **null/unknown**.



Representative leadership

Disabled staff are underrepresented in pay bands 8a - 9 and at Very Senior Manager level



Board membership

At GOSH we do not have a board member recorded as disabled

