



North Tees and Hartlepool
NHS Foundation Trust

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2024

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Introduction

The Workforce Disability Equality Standard (WDES) was launched in 2019 and aims to improve the workplace and career experiences of disabled colleagues across the NHS.

Research shows a strong association between staff experience and patient outcomes. Staff who feel valued are more likely to be engaged with their work, and senior-level diversity increases productivity and efficiency in the workplace. A more inclusive environment for disabled people working and seeking employment in the NHS is better for our people, for teams and for patients.

The WDES consists of ten specific measures (metrics), which enables organisations to compare experiences of disabled and non-disabled colleagues. It also examines the disparities that exist between these groups. This report provides an overview of the key metrics and supports the Trust to identify meaningful actions to demonstrate progress against the indicators of Disability equality.

The findings within this report illustrate the need for equality and inclusion to be intrinsic to everything we do at North Tees and Hartlepool NHS Foundation Trust and we are committed to identifying robust actions to support our journey to continuous improvement.

Executive Summary (1/3)

This WDES report represents the fifth report since the Workforce Disability Equality Standard (WDES) was established.

Within North Tees and Hartlepool NHS Foundation Trust, we have a workforce of 4,809 staff. Our Electronic Staff Record (ESR) data shows that 4.9% of our workforce have declared that they have a disability or long-term health condition. A total of 17.7% of our workforce have not declared their disability/non-disability status. The information that is detailed

The Key findings for 2023 are summarised as:

Metrics 1 to 3:

The data for Metrics for 1 to 3 is derived from the Trust's Electronic Staff Record (ESR), Trac Recruitment System and People Databases.

- Our Disability representation is 4.9%, which is a 0.9% improvement on our 2023 data (4%). Non-disclosures continue to reduce with a further 5% reduction for 2024, however overall non-disclosures remain high.
- The relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled applicants for 2024 is 0.90. This is a decrease from 2023, when this was reported as 1.25.
- The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff - the Trust's latest figure continues to be zero.

Executive Summary (2/3)

Metrics 4 to 9:

The data for metrics 4 to 9 is obtained from the annual staff survey report, therefore for the WDES 2024 report, the information relates to the 2023 staff survey. Surveys completed by staff with a long lasting health condition or illness account for 26.8% of completed surveys for 2023 and in 2022 this rate was 26.6%.

- The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months has decreased. Percentage rates for disabled staff are now 28.1% (30.7% in 2023), for non-disabled staff this has reduced to 20.1% (23.5% in 2022).
- The percentage of disabled staff experiencing harassment, bullying or abuse from their manager in the last 12 months - Percentage rates for disabled staff are 10.5% (a reduction from 12.5% in 2022), and non-disabled staff are 5.1% (6.3% in 2022).
- The percentage of disabled staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months - Percentage rates for disabled staff are 21.1% (a decrease from 23.2% in 2022), for non-disabled staff this has reduced to 11.9% (12.7% in 2022).
- The percentage of disabled staff who have said that the last time they experienced harassment, bullying or abuse at work, they reported it - Percentage rates for disabled staff are 50.3% (a decrease 53.2% in 2022), and non-disabled staff are 49.3% (48.1% in 2022).

Executive Summary (3/3)

- The percentage of staff believing that their trust provides equal opportunities for career progression or promotion - The percentage rate has decreased for disabled staff at 55.6%. (from 57.3% in 2023), for non-disabled staff this has reduced to 64.8% (65.3% in 2023). There continues to be a variance between the experience of disabled and non-disabled staff (Disabled 55.6%, Non-disabled 65.3%).
- The percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties continues to improve. Percentage rates for disabled staff are now 26.7 (26.9% in 2022) and non-disabled staff are now 15.8% (18% in 2022). However, there continues to be a variance between the experience of disabled and non-disabled staff.
- The percentage of staff who are satisfied with the extent to which their organisation values their work has increased for 2023 to 36.3% (34.6% in 2022), the figure has also increased to 50.8% for non-disabled staff (48.4% in 2022).
- The percentage of staff with a long lasting health condition or illness who have had said that their employer has made adequate reasonable adjustments to enable them to carry out their work has increased in 2023 to 75.4% (72.9% in 2022).
- The staff engagement score for disabled staff is unchanged at 6.6 for 2023. The score has decreased for non-disabled staff from 7.2 to 7.1

Metric 9:

- Board Membership - Board member representation has increased in 2023 to 3% (0% in 2022); this compares to a total workforce representation of 4.9%.

Annual Submission Measures

The Workforce Disability Equality Standard is a set of ten specific measures which enable NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff.










The Measures provide high-level overview, therefore we have completed a more detailed analysis to inform our conclusions and actions plans.

Workforce Disability Equality Standard Metrics:

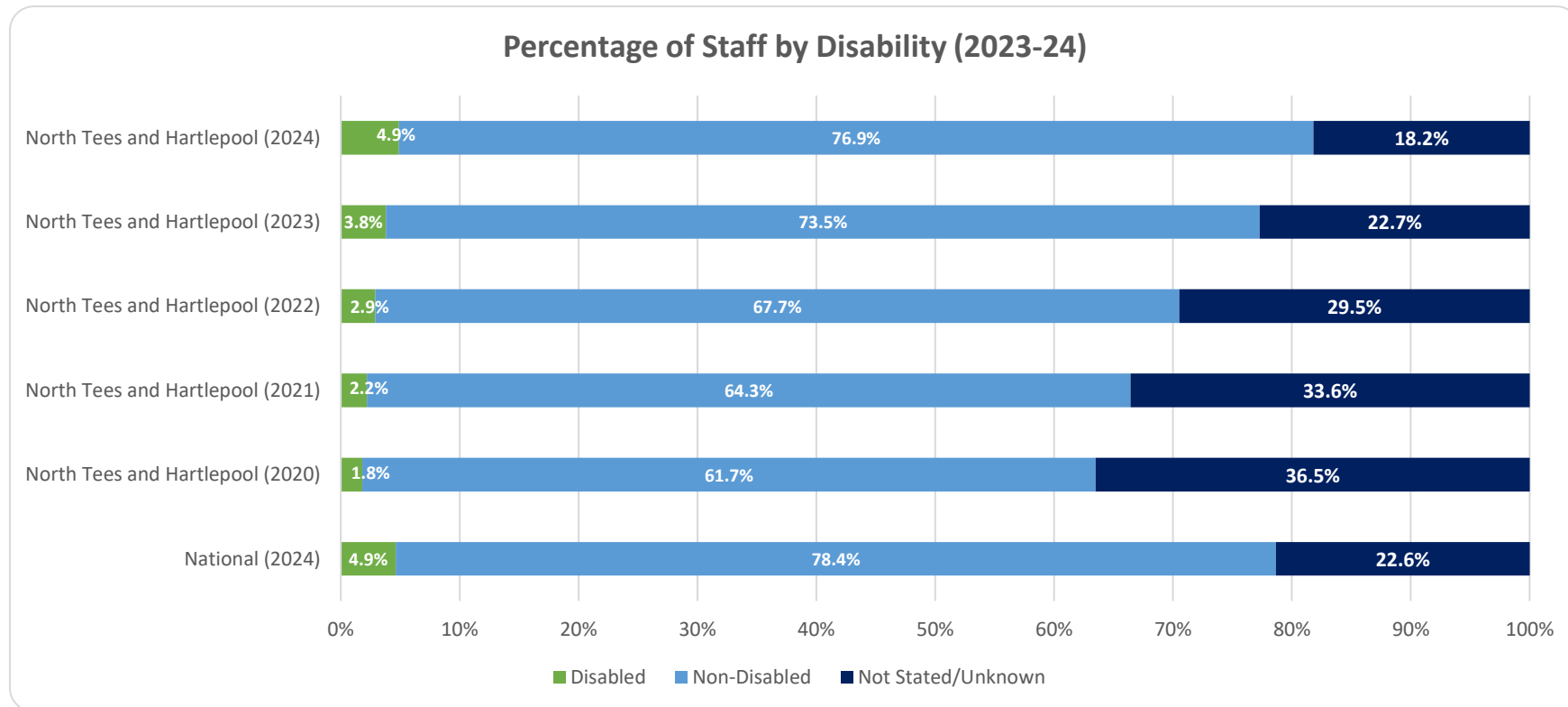
1. Workforce Representation
2. Recruitment
3. Capability
4. Harassment, Bullying and Abuse from Patients, the Public, Managers and Colleagues
5. Career Progression
6. Pressure to Attend Work
7. Feeling Valued
8. Reasonable Adjustments
9. Staff Engagement
10. Board Representation

Workforce Disability Equality Standard (WDES) Overview

WDES Indicators 2024			2020	2021	2022	2023	2024	Trend
1	Percentage of staff with a disability or long term health condition	Overall	2.0%	2.0%	3.0%	4.0%	4.9%	
		Non-Clinical	2.0%	2.0%	3.0%	4.0%	5.2%	
		Clinical	2.0%	2.0%	3.0%	3.0%	4.8%	
2	The relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff		1.34	0.94	0.98	1.25	0.9	
3	The relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff		0	0	0	0	0	
			2019	2020	2021	2022	2023	Trend
4a	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	Staff with a disability or LTC	35.5%	29.6%	28.6%	30.7%	28.1%	
		Staff without	27.8%	24.1%	26.3%	23.5%	20.1%	
4b	Percentage of staff experiencing harassment, bullying or abuse from manager in the last 12 months	Staff with a disability or LTC	14.2%	18.3%	14.2%	12.5%	10.5%	
		Staff without	7.3%	7.5%	7.6%	6.3%	5.1%	
4c	Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	Staff with a disability or LTC	21.5%	23.4%	19.9%	23.2%	21.1%	
		Staff without	14.7%	13.8%	13.3%	12.7%	11.9%	
4d	Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	Staff with a disability or LTC	45.9%	54.3%	46.2%	53.2%	50.3%	
		Staff without	46.3%	47.3%	47.3%	48.1%	49.3%	
5	Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	Staff with a disability or LTC	59.3%	54.5%	57.6%	57.3%	55.6%	
		Staff without	63.8%	62.6%	65.5%	65.3%	64.8%	

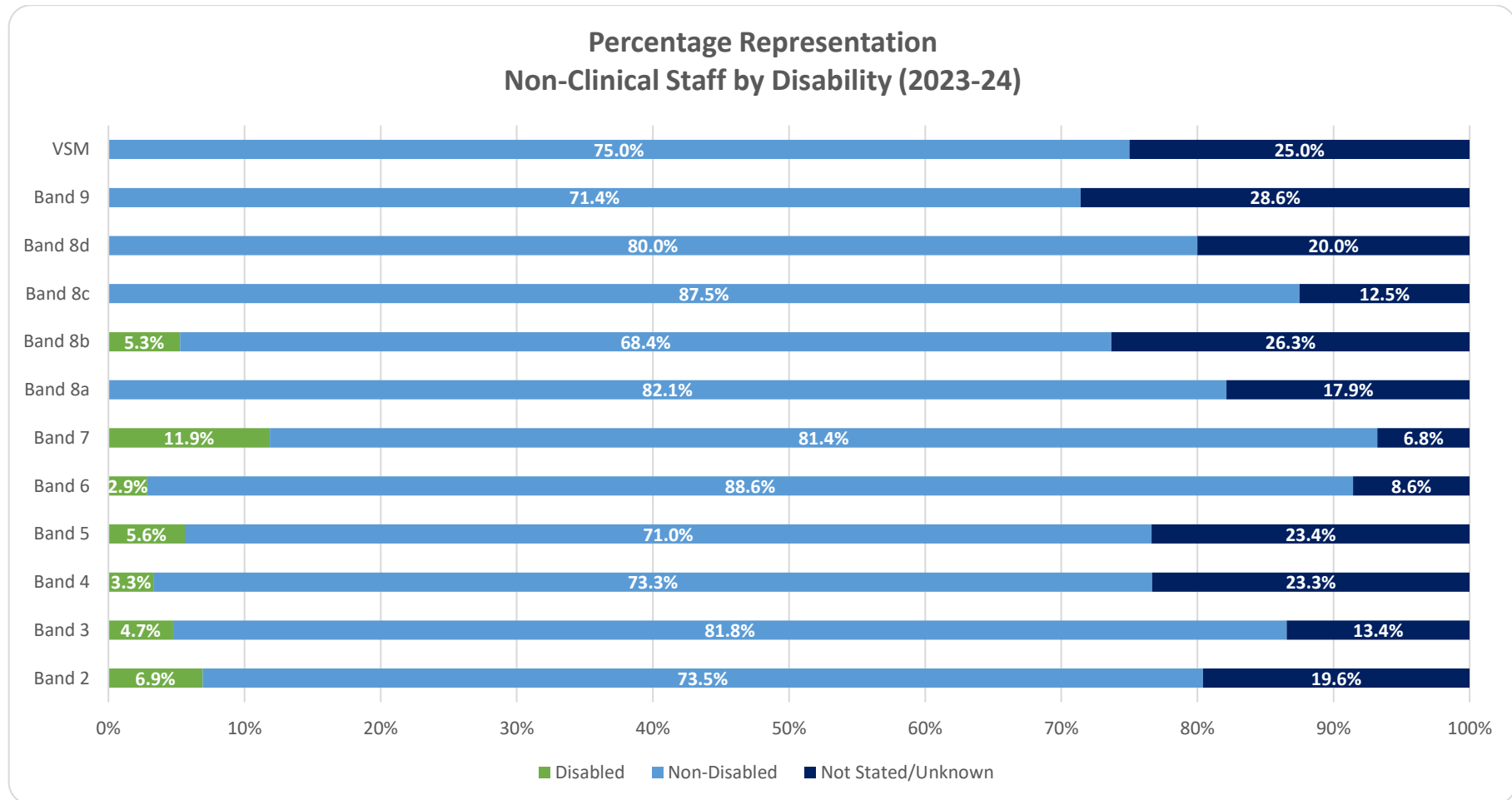
6	Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	Staff with a disability or LTC	35.7%	39.0%	27.8%	26.9%	26.7%	
		Staff without	24.0%	24.9%	21.0%	18.0%	15.8%	
7	Percentage of staff satisfied with the extent to which their organisation values their work	Staff with a disability or LTC	40.7%	36.9%	37.4%	34.60%	36.3%	
		Staff without	54.1%	53.3%	47.6%	48.40%	50.80%	
8	Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	Staff with a disability or LTC	77.4%	74.2%	74.1%	72.9%	75.4%	
9	Staff Engagement Score (0-10)	Staff with a disability or LTC	6.7	6.7	6.6	6.6	6.6	
		Staff without	7.3	7.3	7.1	7.2	7.1	
		Overall	7.2	7.1	6.9	7.0	6.9	
			2020	2021	2022	2023	2024	Trend
10	Disabled/LTC Board Membership		0.0%	0.0%	7.1%	0.0%	3.0%	

Metrics 1 and 9 – Overall Disability Representation



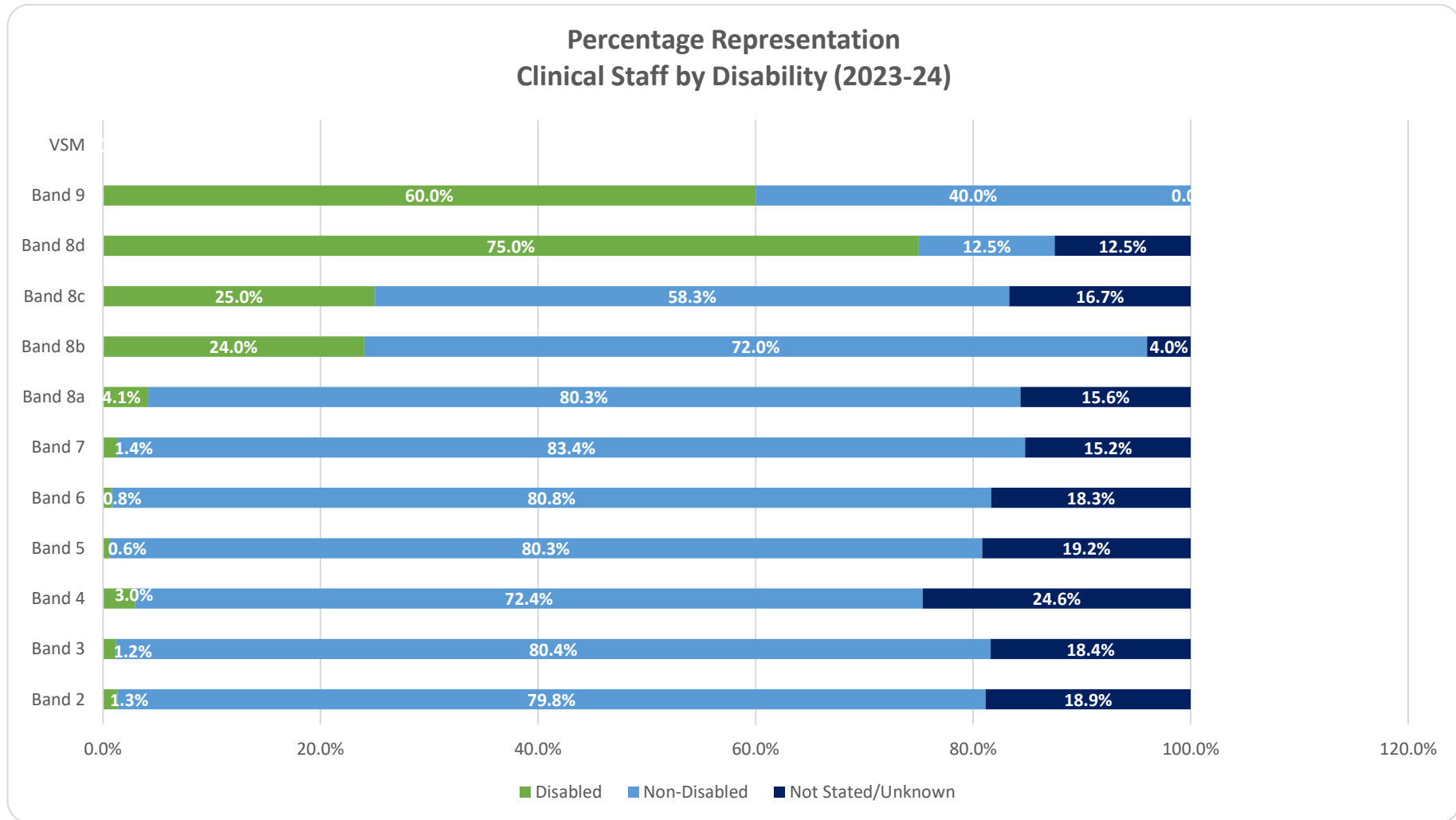
Trust Board Member representation is currently reported as 3% for disability. This compares against a total disability workforce representation of 4.9%.

Metric 1 – Non-Clinical Banding Comparison 2023-24



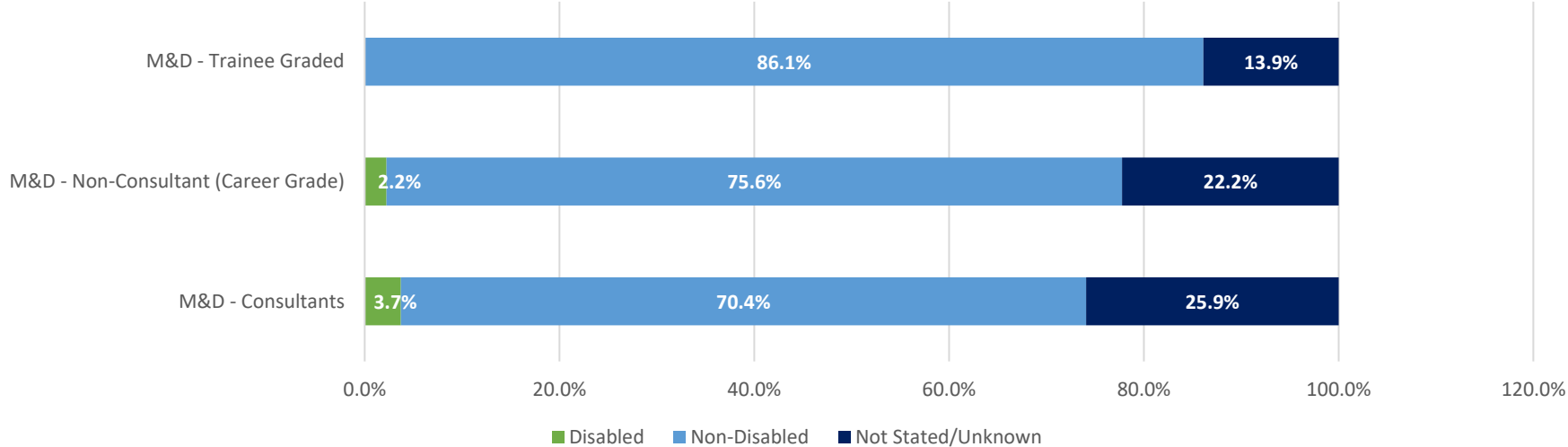
Very Senior Manager (VSM) excludes Non-Executive Directors/Chair

Metric 1 – Clinical Banding Comparison 2023-24



Very Senior Manager (VSM) excludes Non-Executive Directors/Chair

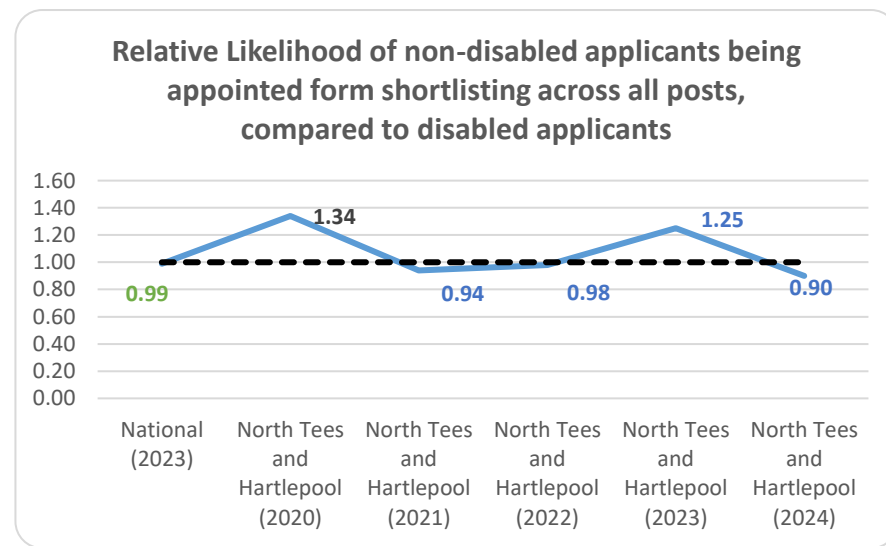
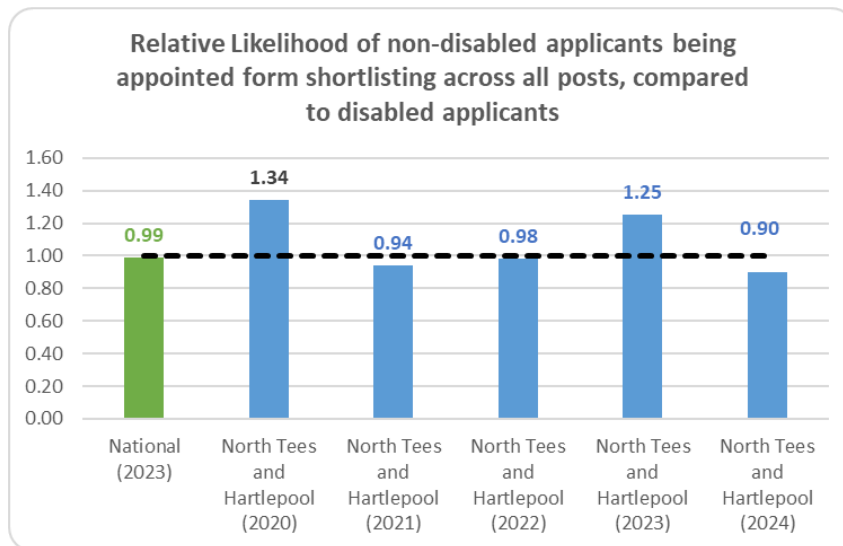
Percentage Representation Medical & Dental Staff by Disability (2023-24)



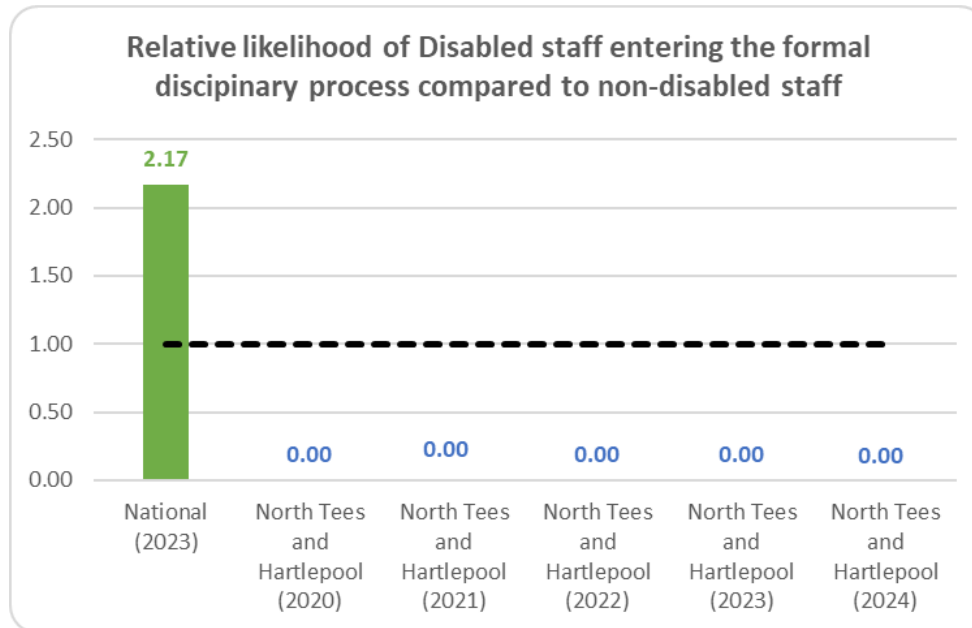
Metric 2 – Relative likelihood of disabled applicants being appointed from shortlisting across all posts compared to non-disabled applicants (2023-24)

Values	Disabled	Non - Disabled	Unknown
Nuber of Shortlisted Applicants	206	2651	45
Number Appointed Applicants	66	758	25
Relative Likelihood of appointments from shortlisting	31.00%	28.00%	55.00%
Relative Likelihood of non disabled applicants being appointed from shortlisting across all posts compared to disabled applicants.	0.90		

The tables below show the differences from 2020 through to 2024 submissions for Metric 2. The Trust’s most recent figure of 0.90 is lower when compared to the figure reported for 2023. It is also lower than the 2023 national average.



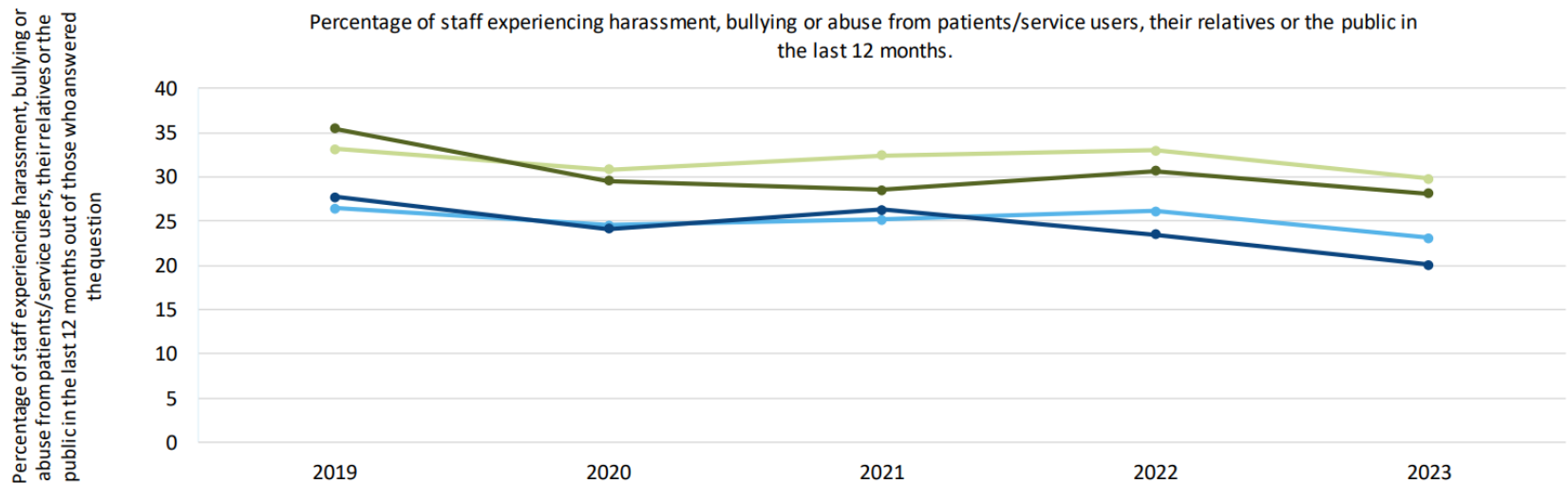
Metric 3 – Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff (2023-24)



A figure above 1.0 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process.

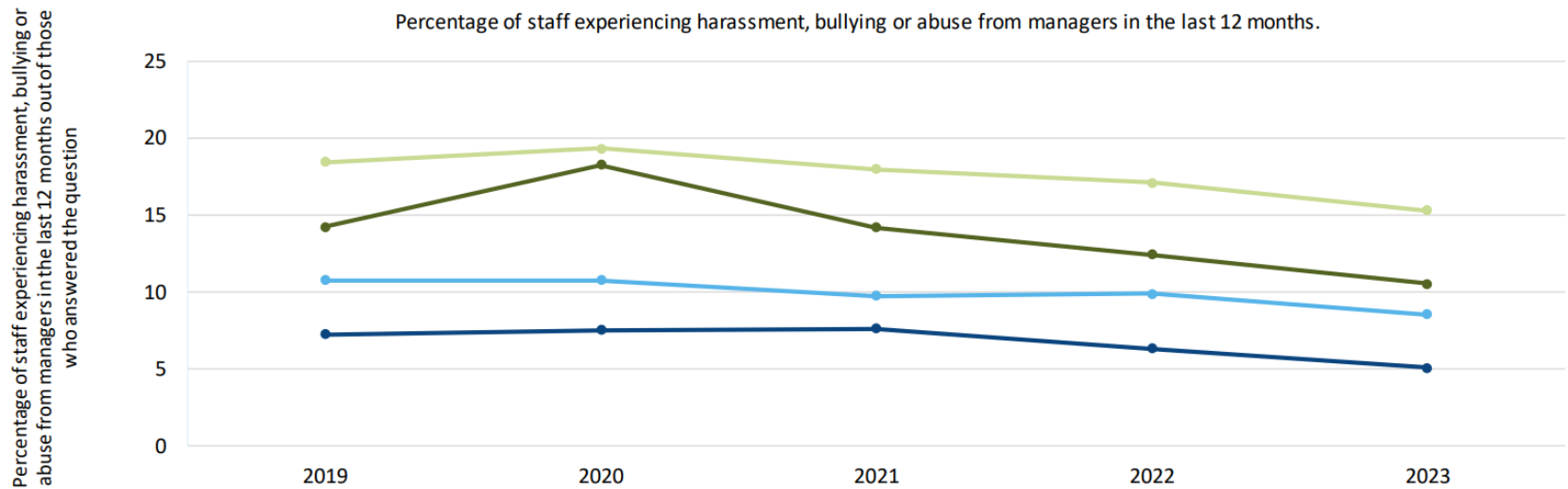
The likelihood of disabled staff entering the formal capability has consistently been reported as zero for the reporting period 2020 to 2024.

Metric 4a – The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months



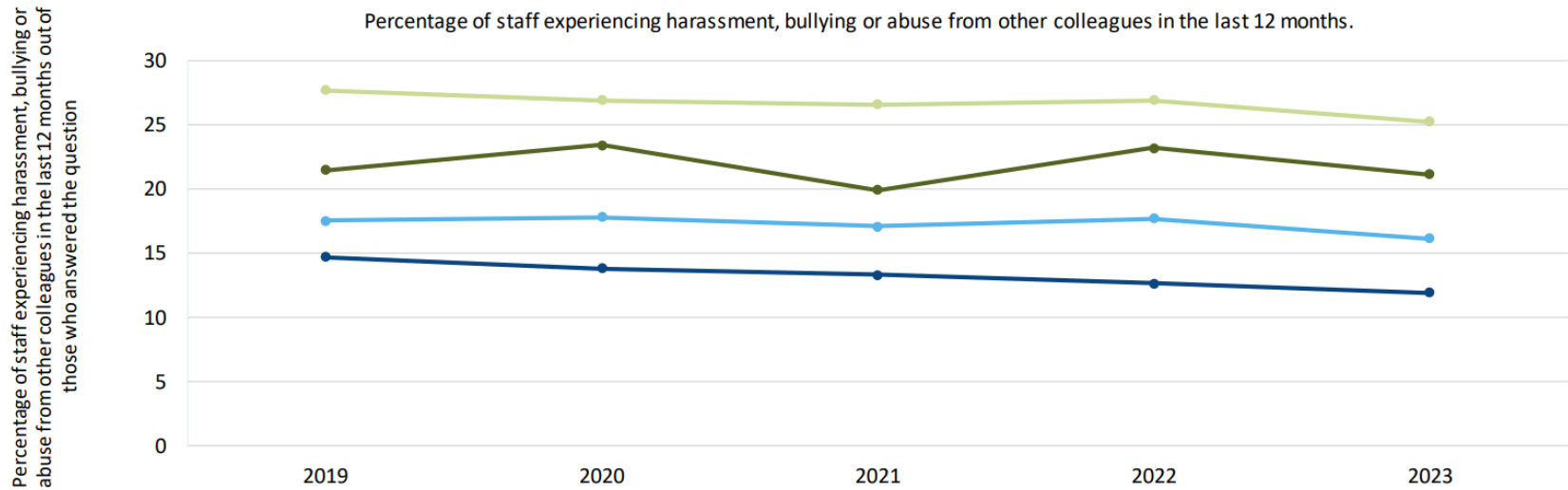
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	35.48%	29.56%	28.57%	30.71%	28.15%
Staff without a LTC or illness: Your org	27.76%	24.14%	26.32%	23.51%	20.09%
Staff with a LTC or illness: Average	33.17%	30.86%	32.43%	32.98%	29.83%
Staff without a LTC or illness: Average	26.45%	24.53%	25.19%	26.16%	23.11%
Staff with a LTC or illness: Responses	465	406	609	622	650
Staff without a LTC or illness: Responses	1927	1657	1755	1706	1732

Metric 4b – The percentage of staff experiencing harassment, bullying or abuse from their manager in the last 12 months



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	14.22%	18.27%	14.21%	12.46%	10.54%
Staff without a LTC or illness: Your org	7.27%	7.52%	7.62%	6.34%	5.10%
Staff with a LTC or illness: Average	18.45%	19.35%	18.00%	17.09%	15.33%
Staff without a LTC or illness: Average	10.76%	10.78%	9.77%	9.88%	8.56%
Staff with a LTC or illness: Responses	464	405	598	618	645
Staff without a LTC or illness: Responses	1912	1650	1745	1703	1726

Metric 4c – The percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

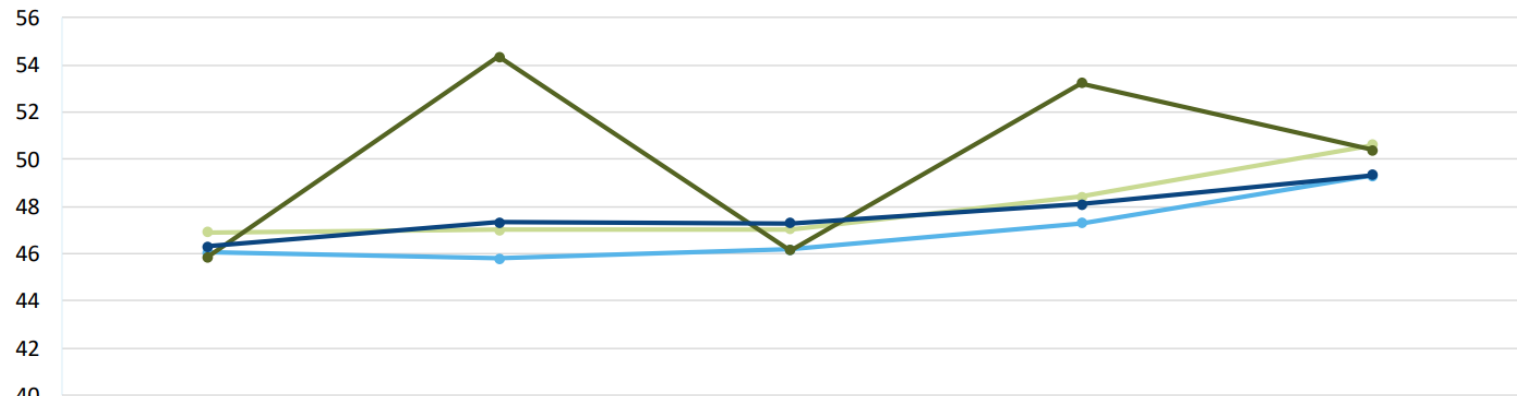


	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	21.46%	23.40%	19.93%	23.21%	21.14%
Staff without a LTC or illness: Your org	14.72%	13.82%	13.29%	12.66%	11.91%
Staff with a LTC or illness: Average	27.71%	26.89%	26.60%	26.93%	25.26%
Staff without a LTC or illness: Average	17.51%	17.79%	17.11%	17.67%	16.12%
Staff with a LTC or illness: Responses	466	406	597	616	648
Staff without a LTC or illness: Responses	1895	1635	1738	1691	1721

Metric 4d – The percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

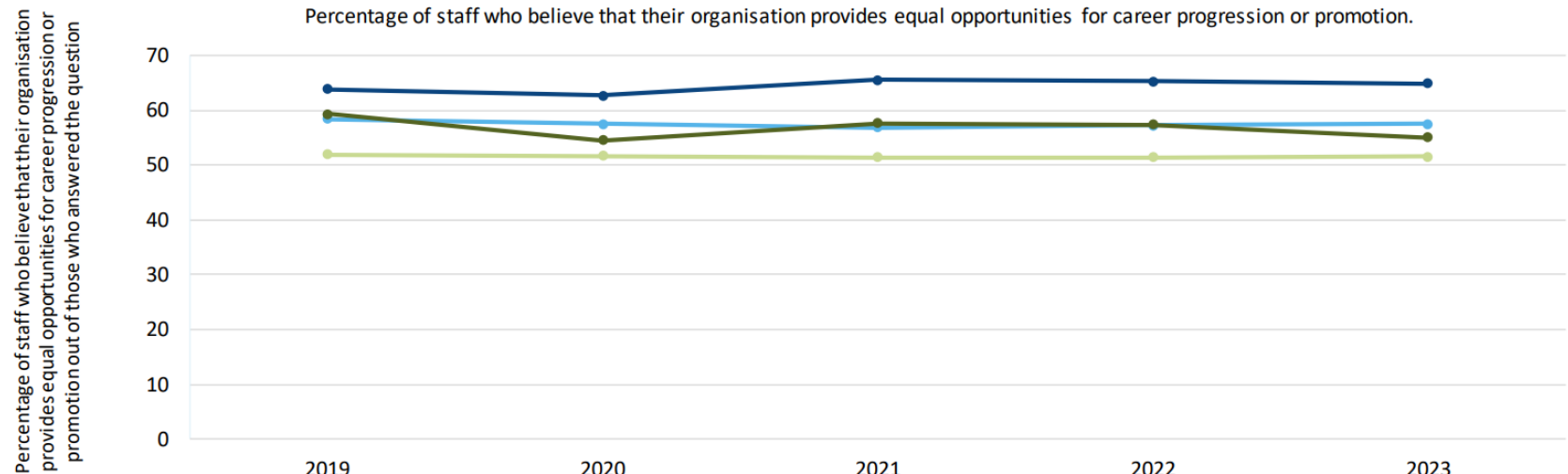
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it out of those who answered the question

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.



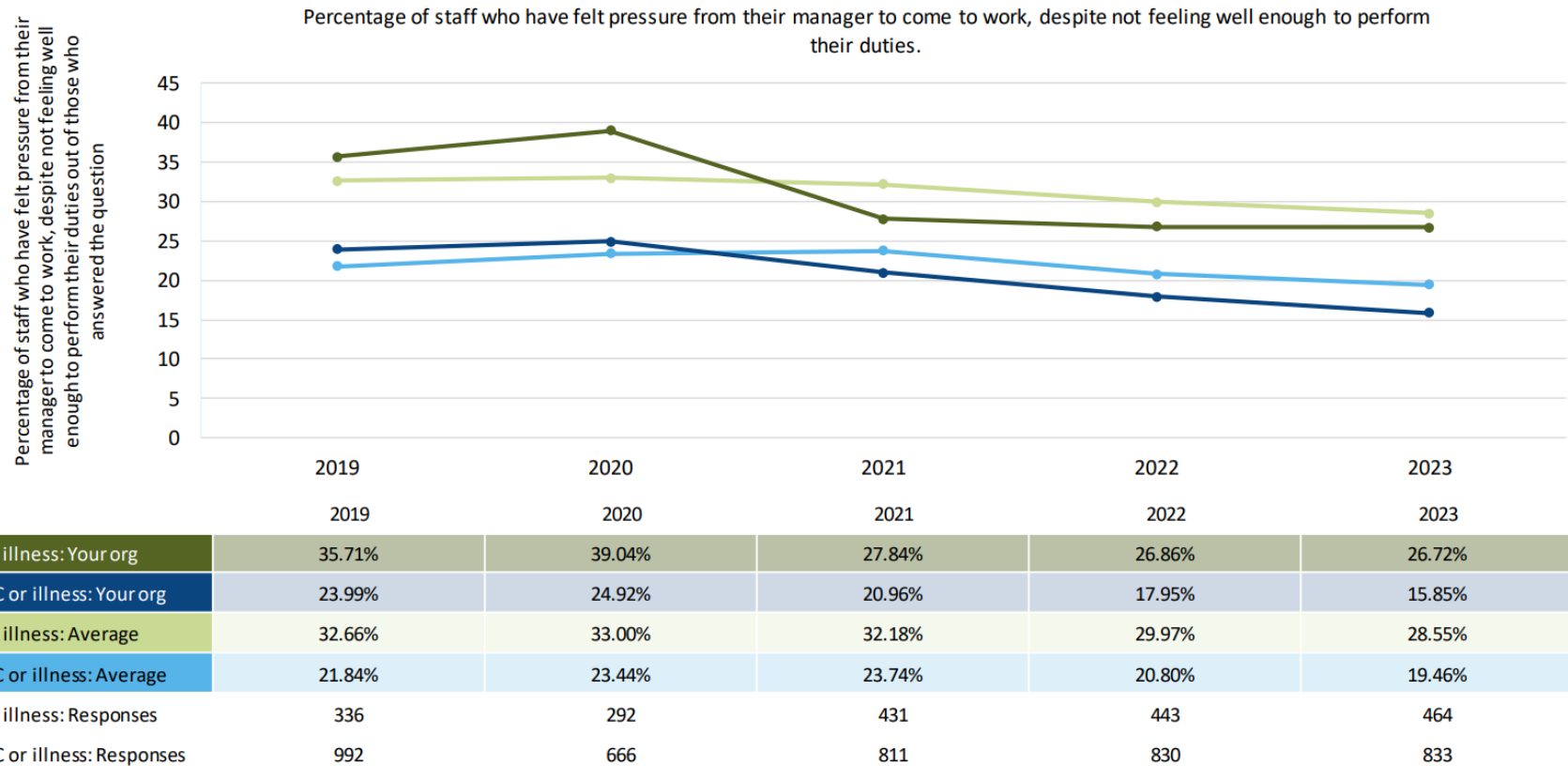
	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	45.85%	54.35%	46.15%	53.23%	50.39%
Staff without a LTC or illness: Your org	46.32%	47.33%	47.32%	48.09%	49.34%
Staff with a LTC or illness: Average	46.92%	47.01%	47.03%	48.43%	50.64%
Staff without a LTC or illness: Average	46.07%	45.80%	46.20%	47.30%	49.31%
Staff with a LTC or illness: Responses	205	184	234	263	256
Staff without a LTC or illness: Responses	585	505	522	472	458

Metric 5 – The percentage of staff believing that the Trust provides equal opportunities for career progression or promotion



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	59.31%	54.50%	57.61%	57.33%	55.06%
Staff without a LTC or illness: Your org	63.85%	62.61%	65.49%	65.29%	64.87%
Staff with a LTC or illness: Average	51.93%	51.61%	51.41%	51.39%	51.54%
Staff without a LTC or illness: Average	58.39%	57.45%	56.84%	57.25%	57.52%
Staff with a LTC or illness: Responses	462	411	611	621	652
Staff without a LTC or illness: Responses	1917	1653	1753	1714	1728

Metric 6 – The percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

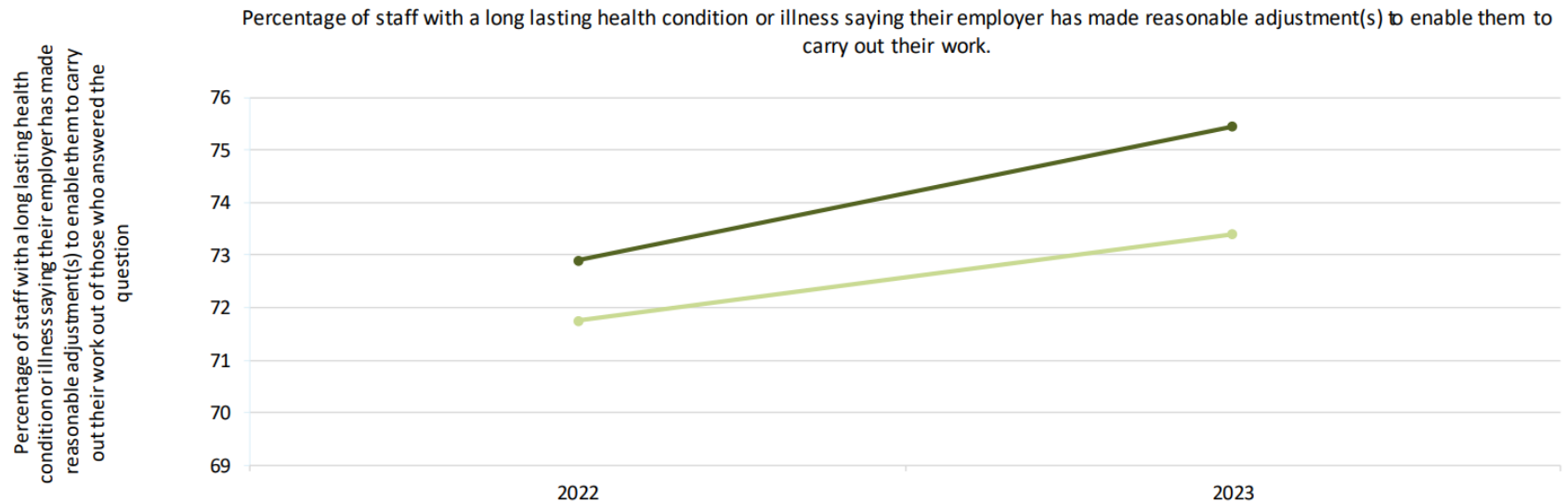


Metric 7 – The percentage of staff satisfied with the extent to which their organisation values their work



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	40.65%	36.92%	37.44%	34.62%	36.36%
Staff without a LTC or illness: Your org	54.08%	53.31%	47.56%	48.39%	50.87%
Staff with a LTC or illness: Average	38.11%	37.36%	32.62%	32.46%	35.66%
Staff without a LTC or illness: Average	49.92%	49.27%	43.30%	43.56%	47.19%
Staff with a LTC or illness: Responses	460	409	609	621	649
Staff without a LTC or illness: Responses	1923	1649	1743	1711	1732

Metric 8 – The percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work



	2022	2023
Staff with a LTC or illness: Your org	72.89%	75.45%
Staff with a LTC or illness: Average	71.76%	73.38%
Staff with a LTC or illness: Responses	332	387

Conclusion and Action planning

Equality, Diversity and Inclusion is a fundamental part of who we are and our ambition is for each and every one of our colleagues to feel a sense of belonging and being valued by North Tees and Hartlepool NHS Foundation Trust.

We continue to work towards becoming a truly inclusive employer and service provider by creating an environment and culture that celebrates inclusion and diversity, dignity and respect, which values, nurtures, and harnesses difference for the benefit of patients and service users, their families and carers, and of course our colleagues.

It is important that all of our actions align to our ongoing commitment to improve staff experience as measured by:

- The Workforce Disability Equality Standard (WDES)
- The Workforce Race Equality Standard (WRES)
- Gender Pay Gap Reporting
- NHS Staff Survey
- National Education and Training Survey

Our WDES Action Plan for 2024/25 can be accessed here: <https://www.nth.nhs.uk/about/trust/equality/>