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# Workforce Disability Equality Standard

2023-2024 Report and  
2024-2025 Action Plan

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# Workforce Disability Equality Standard

2023-2024 Report

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# Introduction

- Fostering a culture of inclusion remains a critical priority for our organisation. An inclusive work environment provides a place where everyone feels welcome and can be the best version of themselves. This in turn enables our staff to thrive and deliver the best possible services and care to the people of Bolton.
- The importance of inclusion is embedded into the NHS People Plan and our Trust's Strategy 2024-2029.
- Nationally, it is known that colleagues living with disabilities and health conditions have a poorer experience of working within the NHS. The past few years have further highlighted the health inequalities which exist and how COVID-19 has impacted people from these communities.
- Each year since 2019, the Trust has been required by the NHS England Standard contract to publish Workforce Disability Equality Standard (WDES) data.
- The WDES provides a framework for NHS organisations to report, demonstrate and monitor progress against a number of indicators which compares the workplace and career experiences of disabled and non disabled staff.
- The following information in the report details key findings from the data collated for 2023/2024. It also provides comparisons from the previous five years and the national 2023 Staff Survey results.
- The report is to be read in conjunction with the WDES action plan which is at the end of this document.

# Key findings – comparison with 2023

## Workforce Representation

1% more staff declared a disability now at 4.9% (306 staff) in line with the national average . 3.1% reduction in the unknown category now at 18.6% but still 2% higher than national average

## Recruitment

The relative likelihood of non-disabled staff being appointed from shortlisting is higher although the Trusts reduced by marginal 0.01 points. The Trusts score is 0.05 worse than the national average.

## Capability

The numbers of staff entering the capability process for both disabled and non-disabled staff have been proportionally so low that the relative likelihood is 0.

## Bullying & Harassment from:

**A. patients/service users/relatives** - 1.8% reduction towards disabled (27% v's 21.4% non disabled). 3% lower than national average.  
**B. colleagues** - 1.7% reduction (21% compared to 13.8% non disabled. 5% lower than national  
**C. Managers** - 0.7% increase (14.1% v's 0.8% non disabled). 1.8% lower than national.  
- 1% increase in reporting

## Career progression

9.7% reduction in the number of staff with a disability who agree equal opportunities for career progression or promotion (47.9% compared to a higher 55.3% non disabled) . Deterioration noted over past five years. 4.2% lower than national average.

## Pressure to come to work

27% of disabled staff stated they felt pressure to come to work noting a 0.6% improvement but 1.6% higher than national average.

## Feeling Valued

0.7% reduction in feeling their work is valued is noted but remains 1.2% better than national average

## Adequate adjustments

0.7% improvement in staff agreeing adequate adjustment(s) to enable them to carry out their work have been made (72.9%). 1 in 4 staff disagree. 0.6% lower than national average.

## Staff Engagement

A 0.05 increase in engagement scores for staff with a disability in line with national average

## Voting membership

There is no disabled representation on the Board.

# WDES Results at a glance 1/2

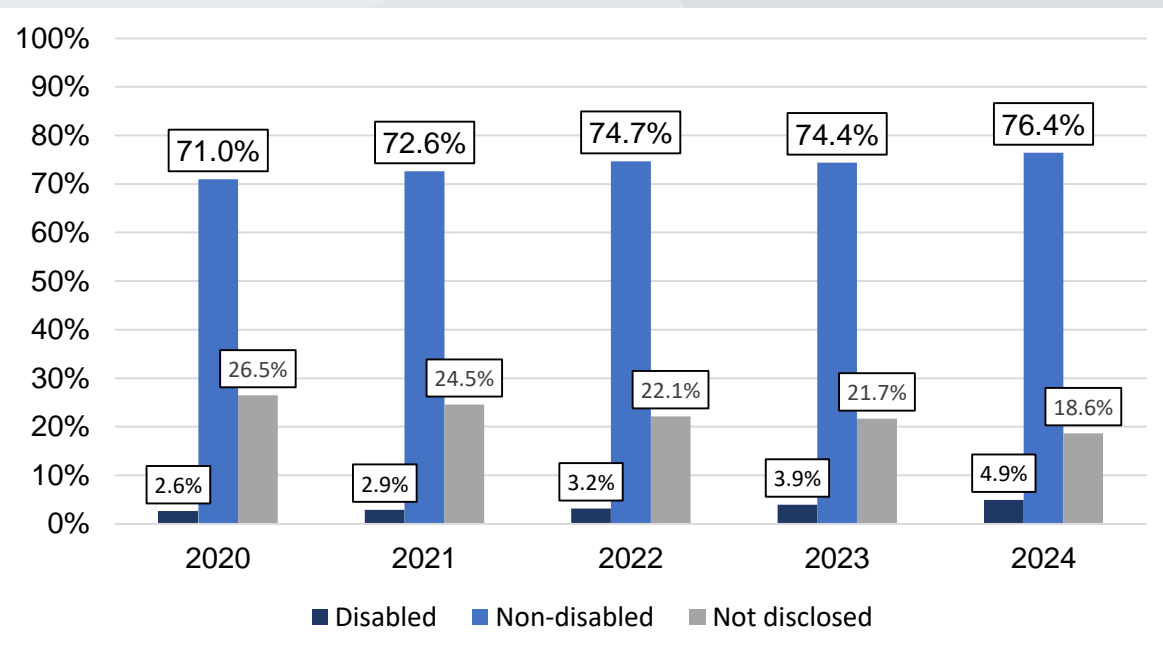
WDES metric		2019	2020	2021	2022	2023	2024	Difference between 2023 & 2024	
1	Workforce representation of Disabled staff (AfC)	<b>Overall</b>	2.8%	2.6%	2.9%	3.3%	3.9%	4.9%	1% ↑
		<b>8c and above</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0% ↔
2	Relative likelihood of non-disabled staff applicants being appointed from shortlisting across all posts compared to Disabled staff	1.41	1.57	1.57	1.04	1.05	1.04	-0.01 ↑	
3	Relative likelihood of Disabled staff entering the performance management capability process compared to non-disabled staff	0	0	0	0	0	0	0 ↔	
4(i)	Percentage of staff experiencing harassment, bullying or abuse in the last 12 months by patients/service users, their relative or other member of the public ☒	<b>Disabled</b>	34.0%	26.1%	30.8%	33.7%	29.2%	27.4%	-1.77% ↑
		<b>Non-disabled</b>	24.0%	21.9%	24.2%	24.2%	24.5%	21.4%	-3.09% ↑
4(ii)	Percentage of staff experiencing harassment, bullying or abuse from managers	<b>Disabled</b>	10.0%	19.1%	15.7%	12.5%	13.4%	14.1%	0.71% ↓
		<b>Non-disabled</b>	11.0%	9.9%	9.4%	9.7%	9.0%	6.8%	-2.16% ↑
4(iii)	Percentage of staff experiencing harassment, bullying or abuse from other colleagues	<b>Disabled</b>	20.0%	29.9%	23.3%	20.4%	22.6%	21.0%	-1.64% ↑
		<b>Non-disabled</b>	16.0%	14.6%	14.3%	15.2%	14.4%	13.8%	-0.56% ↑
4(iv)	Percentage of staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	<b>Disabled</b>	68.0%	42.1%	54.0%	49.0%	51.1%	51.4%	0.34% ↑
		<b>Non-disabled</b>	50.0%	41.3%	49.8%	46.0%	47.4%	50.4%	2.99% ↑

# WDES Results at a glance 2/2

WDES metric			2019	2020	2021	2022	2023	2024	Difference between 2023 & 2024
5	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	Disabled	85.0%	76.6%	80.9%	55.0%	57.6%	47.9%	-9.67% ↓
		Non-disabled	89.0%	86.1%	89.6%	62.1%	59.3%	55.3%	-3.97% ↓
6	Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	Disabled	27.0%	31.7%	28.2%	25.0%	27.6%	27.0%	-0.63% ↑
		Non-disabled	19.0%	14.7%	21.4%	18.0%	17.1%	17.3%	0.21% ↓
7	Percentage of staff saying that they are satisfied with the extent to which their organisation values their work	Disabled	47.0%	43.2%	37.7%	40.7%	37.5%	36.8%	-0.68% ↓
		Non-disabled	57.0%	55.4%	51.4%	47.5%	47.0%	45.2%	-1.84% ↓
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Disabled	74.0%	69.4%	77.0%	73.8%	72.1%	72.9%	0.8% ↑
9	Staff engagement score (a composite based on several questions in the NHS Staff Survey)	Disabled	6.80	7.10	6.70	6.80	6.50	6.55	0.05 ↑
		Non-disabled	7.40	7.40	7.30	7.20	7.10	7.03	-0.07 ↓
10	Representation of disabled Board Members	Disabled	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0 ↔
		Non-disabled	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0 ↔

# WDES indicator 1 Bolton NHS FT staff by disability status

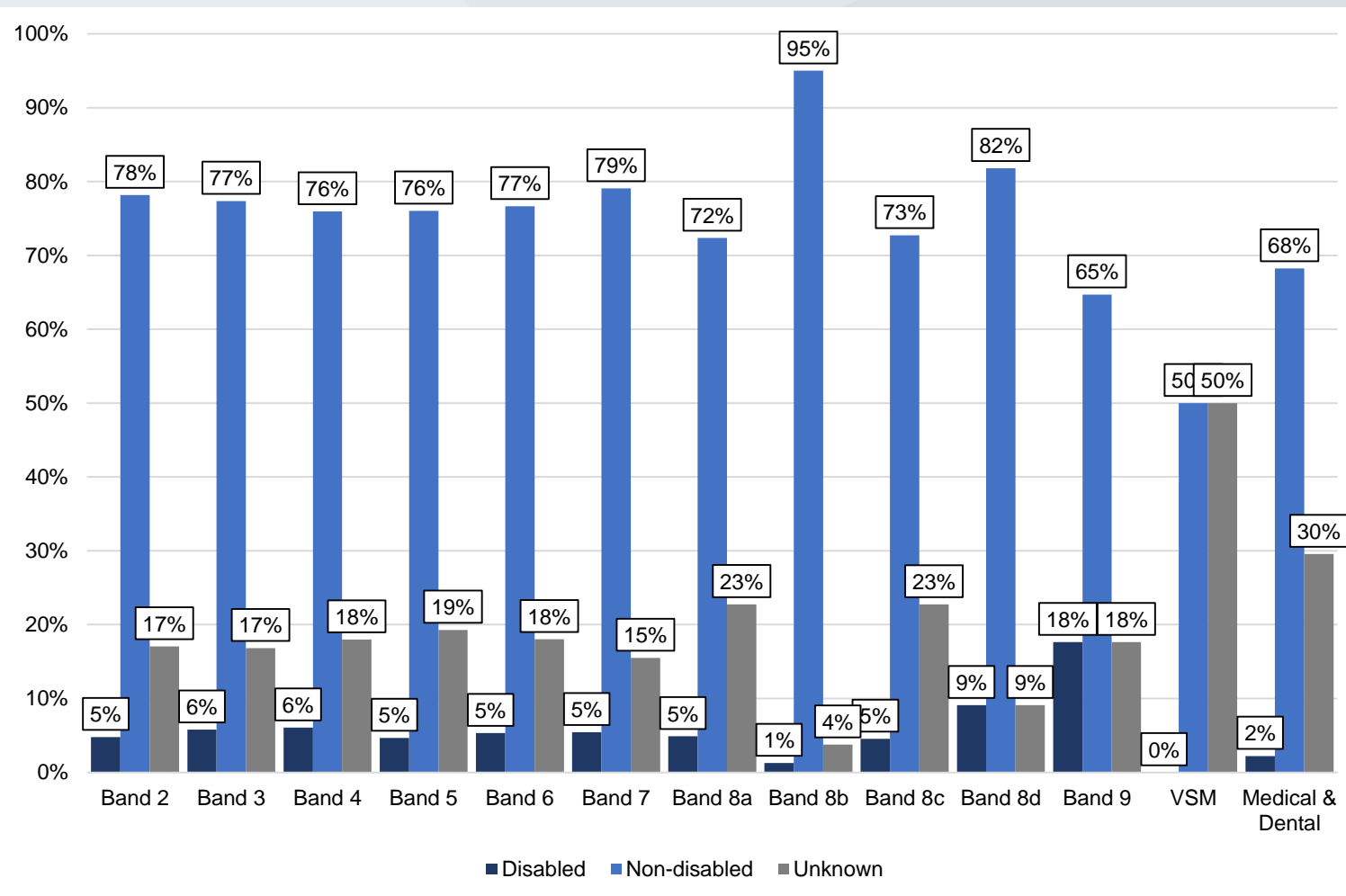
Year	Headcount			Percentages		
	Disabled	Non-disabled	Unknown	Disabled	Non-disabled	Unknown
2020	144	3982	1485	2.6%	71.0%	26.5%
2021	167	4226	1428	2.9%	72.6%	24.5%
2022	187	4414	1309	3.2%	74.7%	22.1%
2023	240	4542	1323	3.9%	74.4%	21.7%
2024	306	4729	1153	4.9%	76.4%	18.6%



- 4.9% (306 staff) of the workforce have declared they have a disability which is in line with the national average.
- However the staff survey shows a higher 24.1% (596 respondents out of 2471) declared they “had a physical or mental health conditions or illnesses lasting or expected to last for 12 months or more” which is a more inclusive and relevant questions to many colleagues.
- Almost 1 in 4 staff (18.6%) continue to not declare whether they have a disability or health condition on ESR which is 2% higher than the national average at 16.6%
- Although a 7.9% reduction in the ‘Unknown’ category over the past five years has been noted, the significant gap in declared data still impacts on the analysis of experiences of staff with a disability or health condition.



# WDES indicator 1 Bolton NHS FT staff by disability status

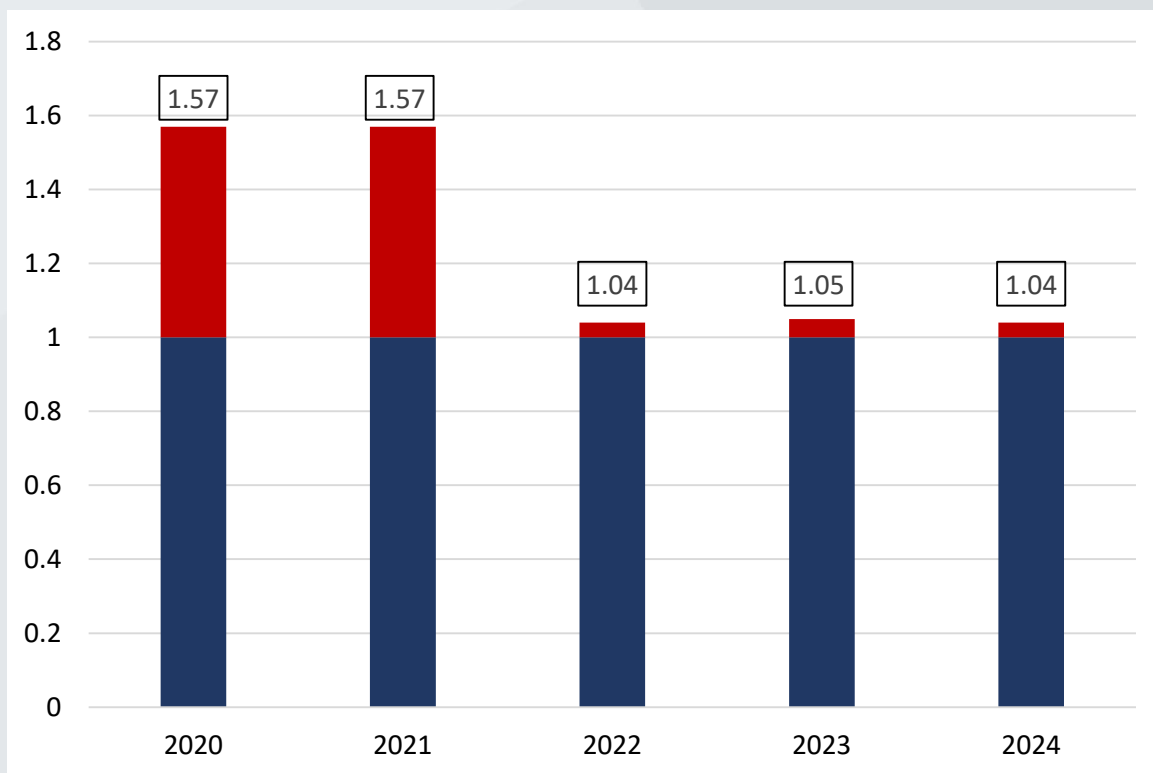


The highest proportion of Disabled staff are represented at Band 9 (18%) and band 8d positions (9%). However, small datasets prevent meaningful analysis to take place.

# WDES indicator 2

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

*\* A figure above "1" would indicate a higher likelihood of non-disabled staff being appointed from shortlisting than disabled staff.*



Non disabled staff are slightly more likely to be appointed from shortlisting.

The Trust's score is worse than the national average which is at 0.99

Over the past 5 years there has been an improvement in the Trust score of 0.53 points

# WRES indicator 3

Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process

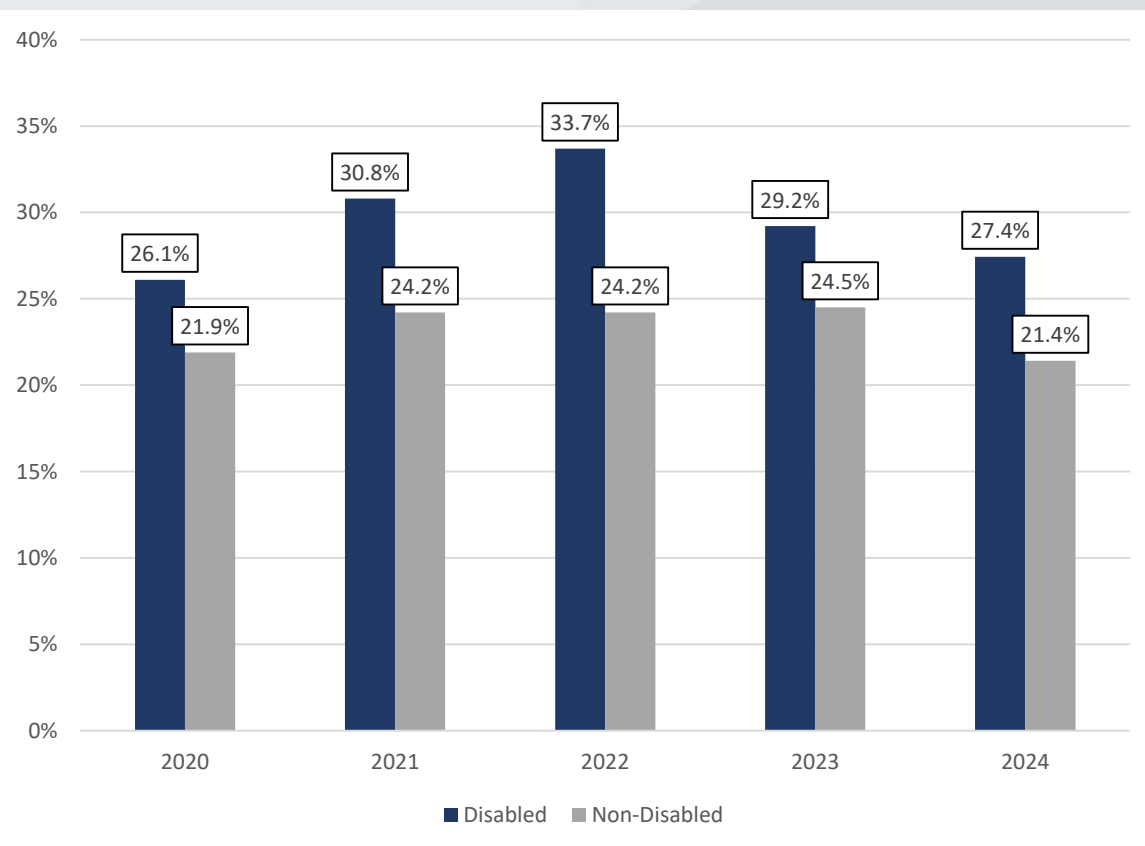
*\*A figure above '1' indicates that Disabled staff members are more likely than non-disabled staff to enter the formal capability process.*

Year	Relative likelihood
2020	0.00
2021	0.00
2022	0.00
2023	0.00
2024	0.00

The numbers of staff entering the capability process for both disabled and non-disabled staff have been proportionally so low that the relative likelihood is 0.

Nationally however the relative likelihood is 2.17, indicating disabled staff are more than twice as likely to enter the capability process as their non-disabled colleagues

# WRES indicator 4(i) Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relative or other member of the public



Year	Disabled	Non-Disabled
2020	26.1%	21.9%
2021	30.8%	24.2%
2022	33.7%	24.2%
2023	29.2%	24.5%
2024	27.4%	21.4%

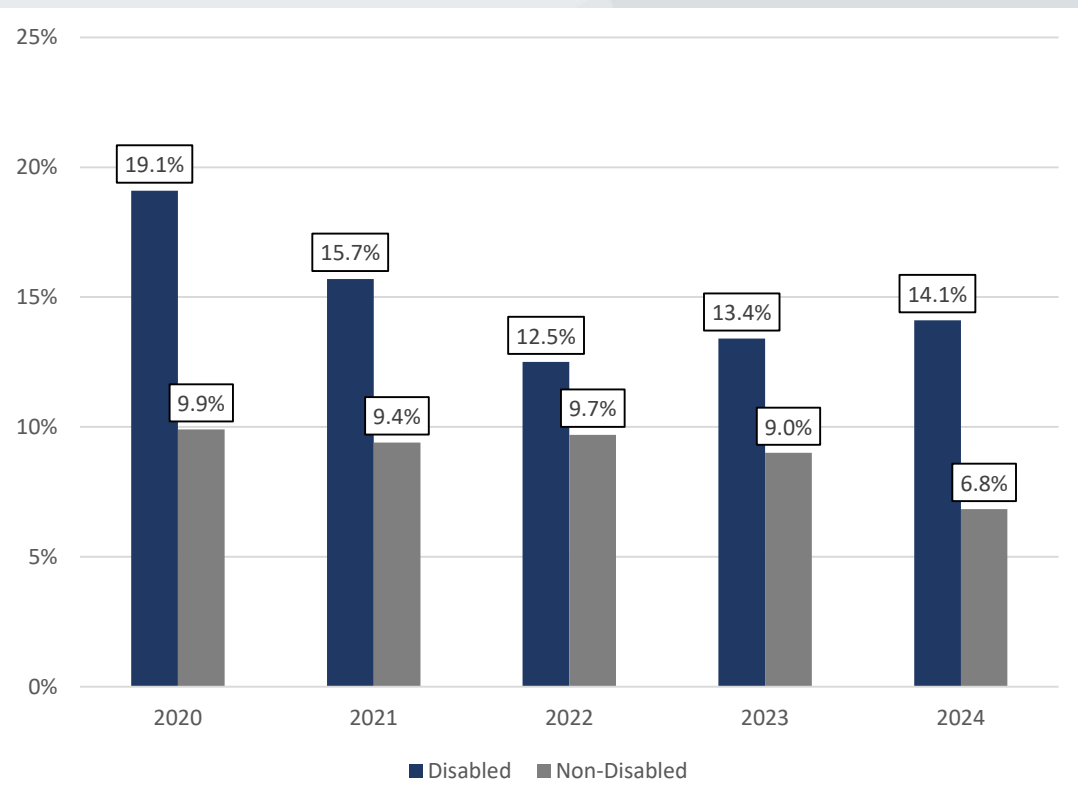
There has been a 1.8% reduction in reports of bullying and harassment from patients and the public over the past year.

However staff with a disability continue to report higher rates of bullying, harassment and abuse from patients/service users by 6% compared to non-disabled staff.

This is 3% lower than the national average at 30.4%.

Over the past 5 years there has been a 1.3% increase noted.

# WRES indicator 4(ii) Percentage of staff experiencing harassment, bullying or abuse from managers

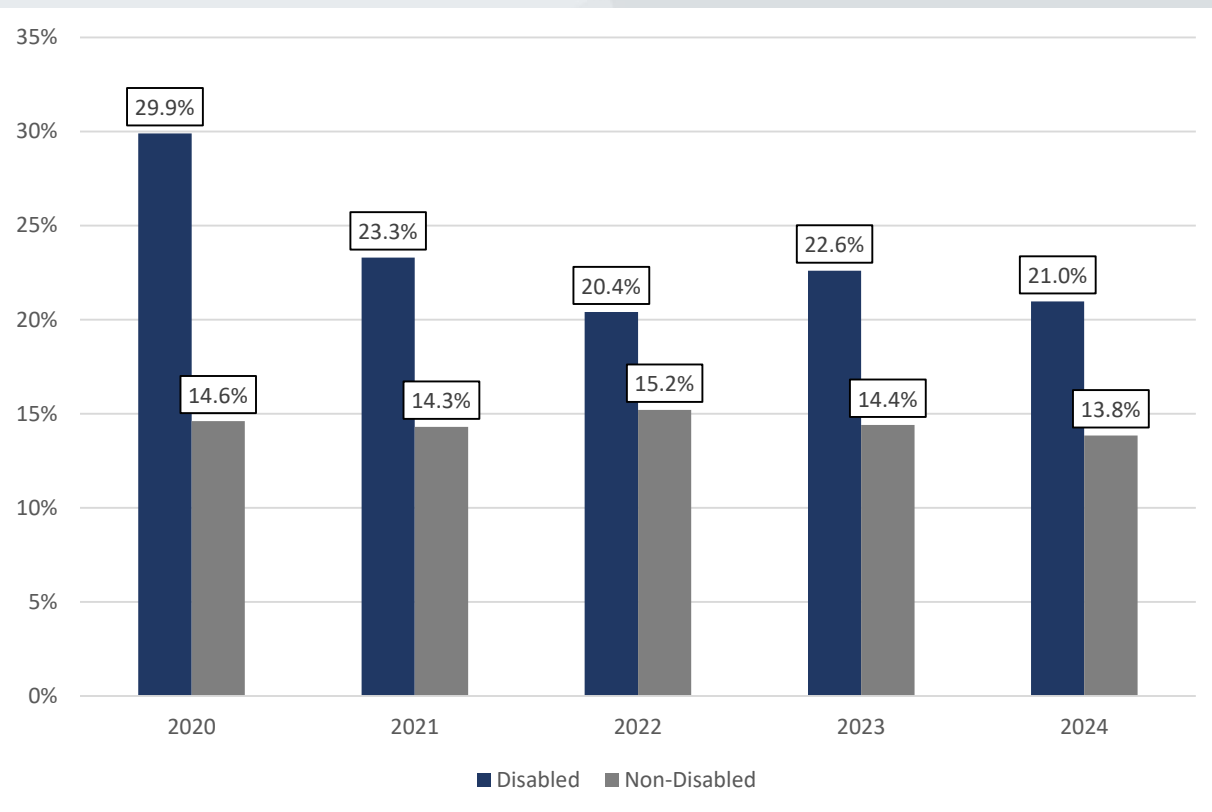


Year	Disabled	Non-Disabled
2020	19.1%	9.9%
2021	15.7%	9.4%
2022	12.5%	9.7%
2023	13.4%	9.0%
2024	14.1%	6.8%

Staff with a disability report higher rates of bullying and abuse from managers (14.1% disabled compared to 6.8% of non disabled) and this number has increased over the last year by 0.7%.

The Trust's score remains 1.8% lower than the national average at 15.9% and has decreased overall in the past five years.

# WRES indicator 4(iii) Percentage of staff experiencing harassment, bullying or abuse from other colleagues



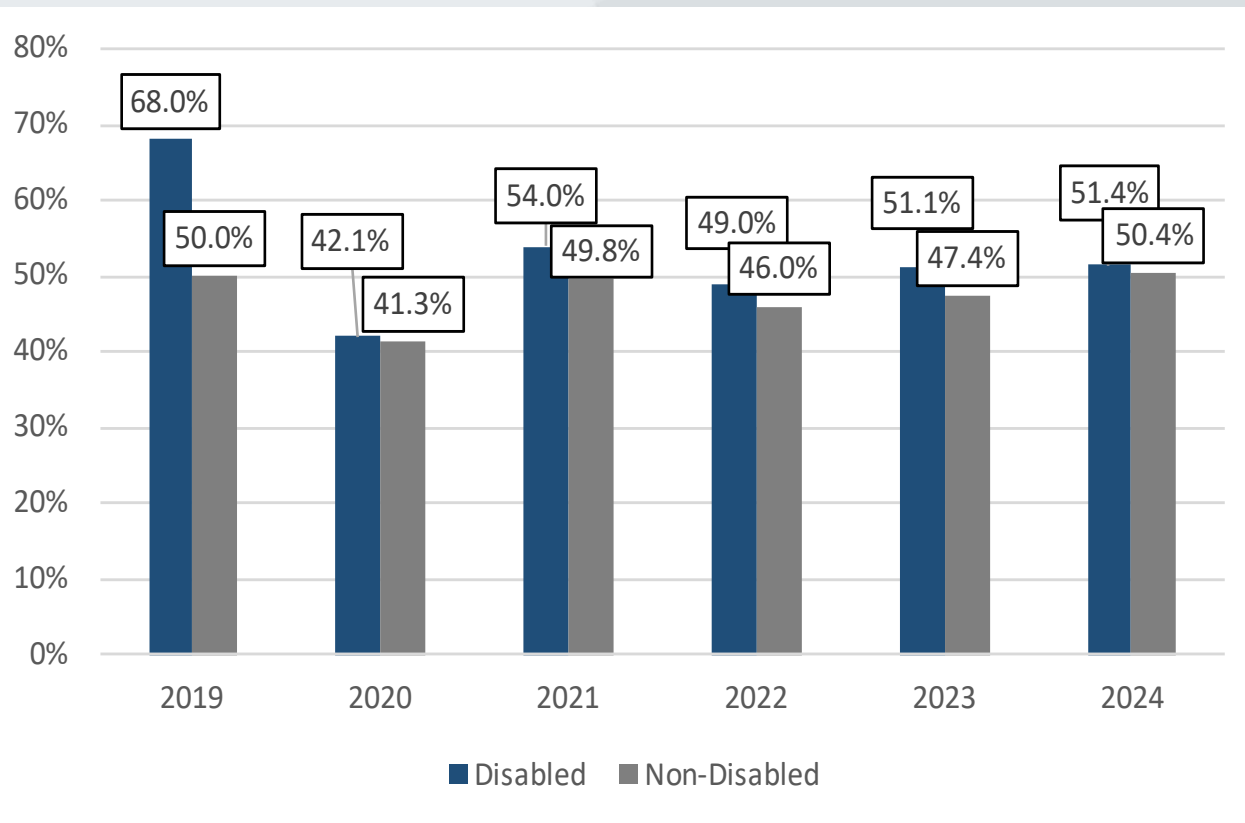
Year	Disabled	Non-Disabled
2020	29.9%	14.6%
2021	23.3%	14.3%
2022	20.4%	15.2%
2023	22.6%	14.4%
2024	21.0%	13.8%

Staff with a disability continue to report higher rates of bullying, harassment and abuse from colleagues (21.0% disabled compared to 13.8% non-disabled).

There has been a 1.7% reduction over the past year, and a considerable 9.9% over the past 5 years.

The Trust's score is 4.9% lower than the national average at 25.9%.

# WRES indicator 4(iv) Percentage of staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.



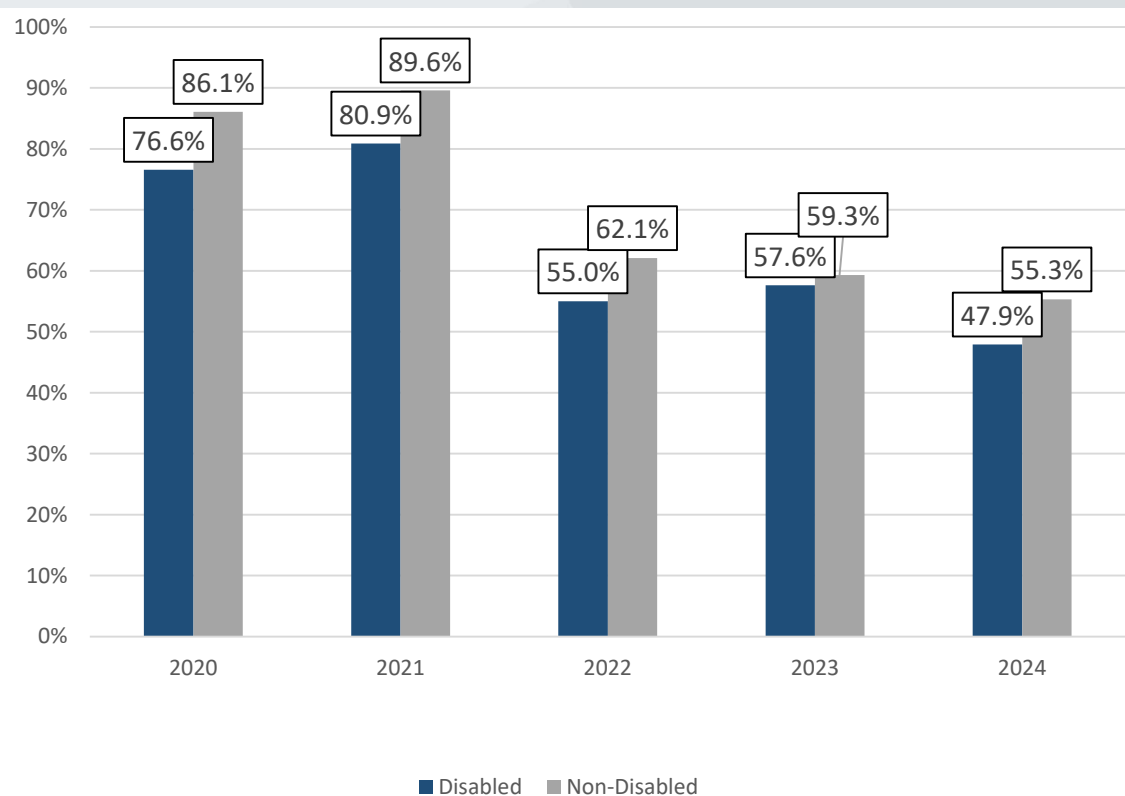
Year	Disabled	Non-Disabled
2019	68.0%	50.0%
2020	42.1%	41.3%
2021	54.0%	49.8%
2022	49.0%	46.0%
2023	51.1%	47.4%
2024	51.4%	50.4%

The proportion of disabled staff stating that they felt confident to report bullying, harassment and abuse increased by 0.3% over the past year (51.4%) and they are 1% more likely to report than non disabled colleagues. This is 2.1% higher than the national average at 49.3%.

Over the past five years there has been a significant 25.2% decline noted in reporting confidence levels by disabled staff and a higher 35.7% from non disabled staff.

# WRES indicator 5

Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.



Year	Disabled	Non-Disabled
2020	76.6%	86.1%
2021	80.9%	89.6%
2022	55.0%	62.1%
2023	57.6%	59.3%
2024	47.9%	55.3%

Staff with a disability are 7.4% less likely to agree the Trust provides equal opportunities (47.9%)

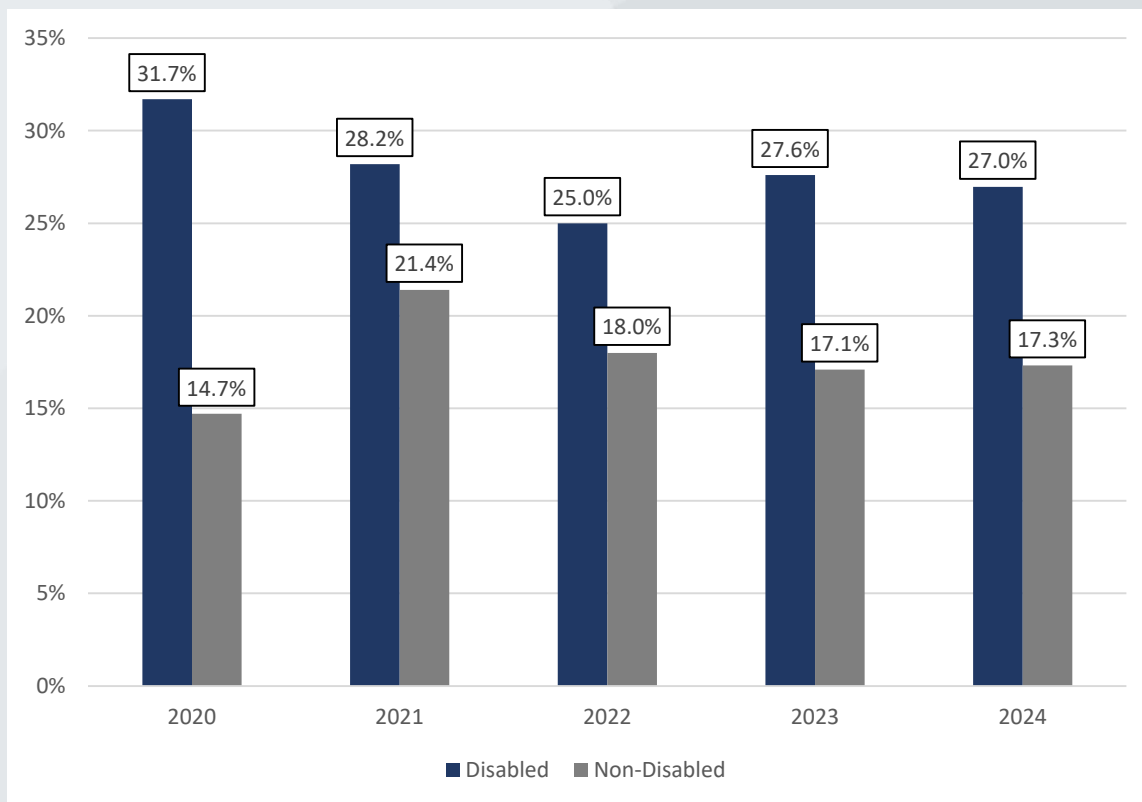
This is 4.2% lower than the national average at 52.1% and requires improvement.

Over the past year this indicator has declined by 9.7% and a significant 28.7% over the past 5 years. However the rates for non-disabled staff have declined by a larger (30.8%) amount



# WRES indicator 6

Percentage staff saying they felt pressure to come to work despite not feeling well enough to perform their duties.



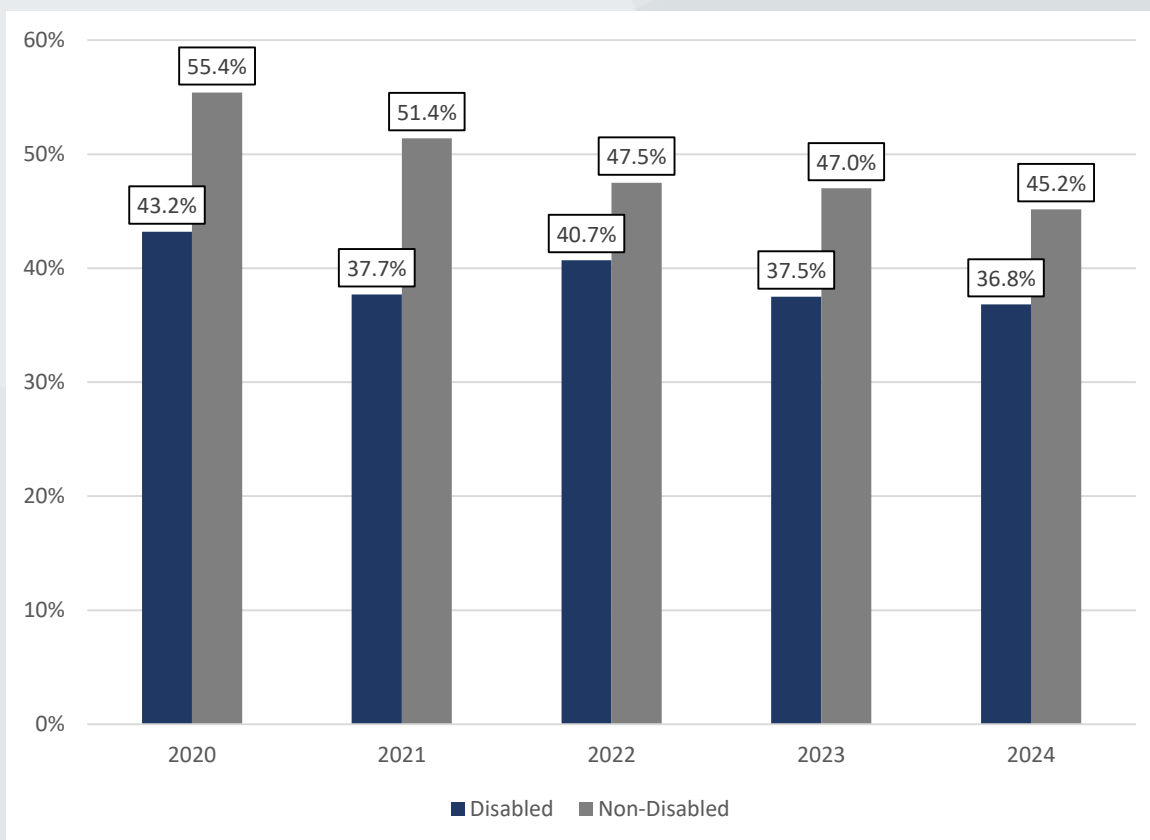
Year	Disabled	Non-Disabled
2019	31.7%	14.7%
2020	28.2%	21.4%
2021	25.0%	18.0%
2022	27.6%	17.1%
2023	27.0%	17.3%
2024	31.7%	14.7%

Staff with a disability are more likely feel pressure to come to work (27.0%) which is 9.7% lower than staff without a disability and is a decline in the last year.

The Trust's score is 1.16% higher than the national average at 28.6%.

# WRES indicator 7

Percentage of staff saying that they are satisfied with the extent to which their organisation values their work.



Year	Disabled	Non-Disabled
2019	43.2%	55.4%
2020	37.7%	51.4%
2021	40.7%	47.5%
2022	37.5%	47.0%
2023	36.8%	45.2%
2024	43.2%	55.4%

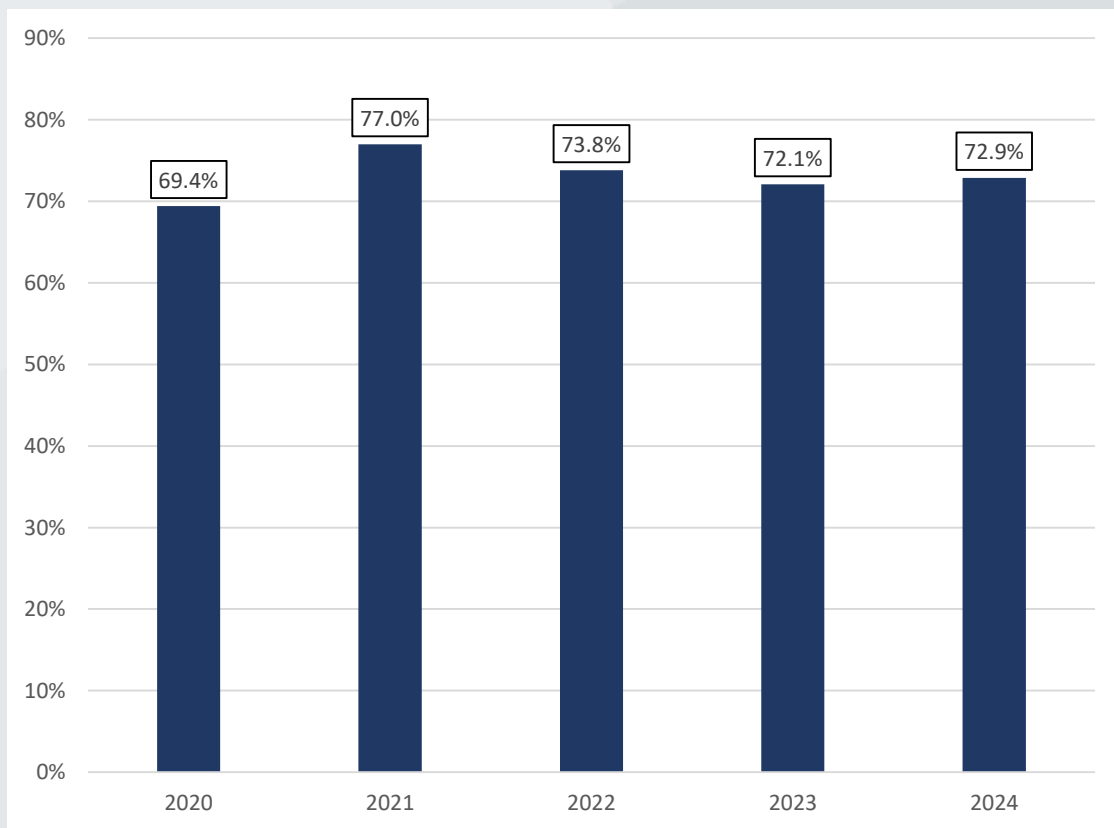
Staff with and disability (36.8%) are 8.4% less likely that those without a disability to report satisfaction levels with feeling valued. Over the past year a deterioration of 0.7% is noted now at 36.8%.

The Trust's score is 1.2% higher than the national average.

Over the past five years there has been a 6.4% deterioration in the results for staff with a disability, although a higher 9.2% deterioration for those without a disability.

# WRES indicator 8

Percentage of disabled staff saying their employer has made adequate adjustment(s) to enabled them to carry out their work.



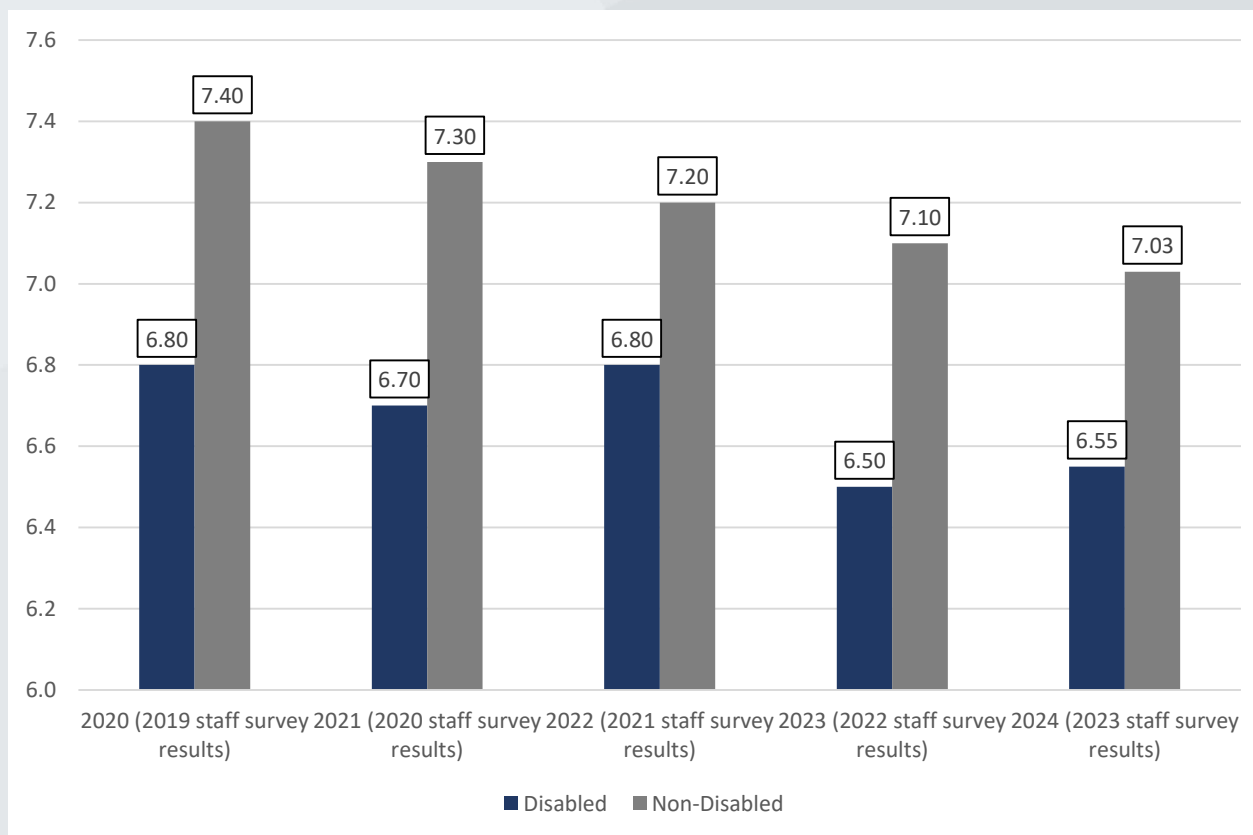
Year	Disabled
2019	69.4%
2020	77.0%
2021	73.8%
2022	72.1%
2023	72.9%
2024	69.4%

More than one in four disabled (27.1%) staff do not believe that they are getting the necessary equipment and support needed for them to perform their role as effectively as possible.

The rates has improved by 0.7% over the past year and by 3.5% over the past 5 years.

The Trust's score is 0.6% lower than the national average.

# WRES indicator 9 Staff engagement score



Year	Disabled	Non-disabled
2020 (2019 staff survey results)	6.80	7.40
2021 (2020 staff survey results)	6.70	7.30
2022 (2021 staff survey results)	6.80	7.20
2023 (2022 staff survey results)	6.50	7.10
2024 (2023 staff survey results)	6.55	7.03

An increase of 0.05 in engagement scores has been noted in the past year.

The Trust's score at 6.55 is the same as the national average.

Over the past 5 years there has been a slight 0.37 decline for both staff with and without a disability

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# WRES indicator 10

Percentage difference between an organisation's board voting membership and its overall workforce

For the duration that the WDES data has been reported since 2019 there has been no disabled representation on the Board.

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# Action Taken 2023-2024

- Active Disability and Health Conditions Staff Network, monthly drop ins & FTSU
- The new Neurodiversity Peer Support Group - share lived experiences, seek advice and guidance from peers, guide managers, learn tips and tricks and create connections.
- Disability History Month - story-telling event, a lunch and learn hearing impairments session, visual impairments e learning, Access to work event.
- Fact sheet to raise awareness of the extensive support available for staff
- Reasonable adjustment process mapping exercise & the Reasonable adjustment passport was launched.
- Improving self-declaration disability rates on ESR – fields and guidance
- Resolution Policy updated to support raising of concerns and zero tolerance to bullying/harassment.
- Staff sickness data continues to be analysed to identify themes and develop organisational wide solutions.
- The Trust Health and Wellbeing offer includes trained Mental First Aiders, Counselling services, Trauma & Risk Management (TRiM) assessors, Physiotherapy service, Occupational Health amongst others.
- Retained Disability Confident Employer level 2 certification
- Unconscious Bias training for hiring managers.
- Flexible Working policy updated. Myth busting and educational initiatives are being developed through the change programme group in liaison with the staff network.

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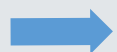
# Workforce Disability Equality Standard

2024-2025 Action Plan

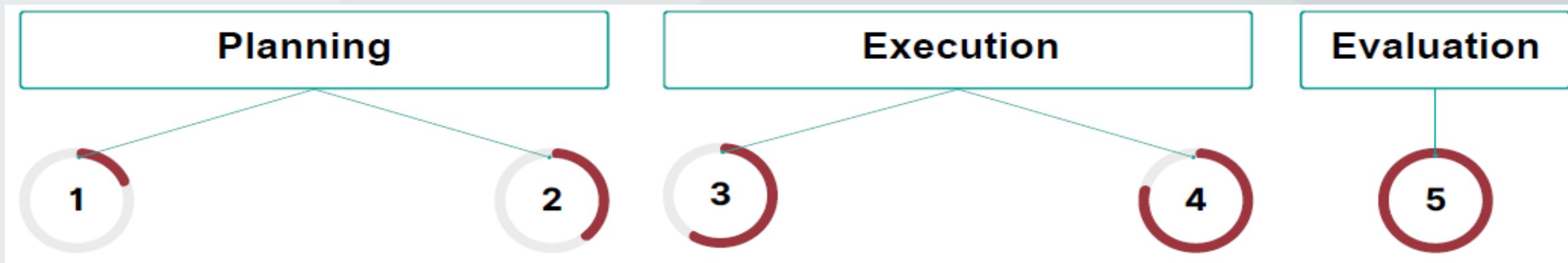
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Nov 24 – Jan 25



Feb – Sep 25



- Data analysis  
- Goal setting  
- Target audiences identified

- Set up working groups  
- Engage stakeholders & assign accountabilities

Collect baseline data for each programme  
Roll out targeted data driven programmes

Monitor progress through working group and assure progress via EDI Assurance Committee

Evaluate programmes regularly and either:  
-scale up  
-enhance, or  
-close off



WDES	Action	Stakeholders	KPIs	Baseline & Target
1, 2:  Representation & recruitment	<p>Set targets for increasing representation of disabled colleagues across the pay grades.</p> <p>Inclusive recruitment actions such as:</p> <ul style="list-style-type: none"> <li>- Mandated 'equality advocate' role on interview panels for certain vacancies (data driven). Role is an active one, with power to raise concerns of bias if applicable.</li> <li>- Hiring managers asked to justify why disabled candidate was not appointed specifically if not successful.</li> <li>- Interview questions to be provided in advance.</li> <li>- Inclusive recruitment training for hiring managers to be compulsory for certain roles</li> </ul>	Inclusive Recruitment and Career Development (IRCD) Working Group	% disabled representation across all AfC, medical and dental and IFM.	Baseline: 4.9% Target 7% by Sep 2025.
	Scope possibility to widen recruitment routes into the Trust for certain roles			
	Improve declaration rates campaign		% declared as disabled on ESR	

WDES	Action	Stakeholders	KPIs	Baseline & Target
5:  Career progression	Targeted offer of the new Our Leaders programme to marginalised groups and to leaders of diverse teams.	Inclusive Recruitment and Career Development (IRCD) Working Group	% of enrolled disabled candidates on Our Leaders	<b>Baseline:</b> N/A – new programme. <b>Target:</b> >2.9% of enrolled candidates for Our Leaders are disabled (greater representation than current B6+ disabled population)
	Application/interview skills workshops, supplemented with peer networking events for ongoing support.		% disabled representation across all AfC, medical and dental and IFM.	Baseline: 4.9% Target 7% by Sep 2025.
	Structured follow up process inc career coaching made available for disabled staff who have not been successful for promotion.			

WDES	Action	Stakeholders	KPIs	Baseline and Target
4: Bullying, harassment, discrimination & violence	Zero tolerance policy, process and communications campaign for staff, patients and public	Good Culture (GC) working group	Number of investigators working in BHDV who have received disability awareness training inc neurodivergence training	<b>Baseline:</b> awaiting baseline – survey investigators. <b>Target:</b> 100% investigators received disability and ND awareness training by Sep 25.
	Develop the Disability and Long Term Conditions staff network, incl resource, time, sponsors, plan/strategy. Continue to support the Neurodiversity Support Group.	EDI, Communications, Exec Sponsors	Staff membership as a % of all staff	<b>Baseline:</b> 20% of all disabled staff are members. <b>Target:</b> 30% of all disabled staff are members.
	Roll out the Our Leaders programme, which aims to help leaders to become more actively inclusive. Includes EDI Blended Learning Bundle for further learning on supporting e.g. neurodivergent colleagues or making reasonable adjustments.	People Development	Number of staff going through the 2 day programme  Number of staff accessing the EDI blended learning bundle	<b>Baseline:</b> N/A – new programme. <b>Target:</b> 1500 leaders by July 2026
	Strengthen the Equality Impact Assessment support and governance.	EDI	Number of EIAs completed	<b>Baseline:</b> 0  <b>Target:</b> 12 by Sep 2025
8: Reasonable Adjustments	Streamline the Reasonable Adjustment procurement process so that equipment needed is provided in a timely manner.	EDI, HR, IT, Procurement, Disability Staff Network	% of staff feeling like they have the adjustments they need to do their job	<b>Baseline:</b> 72.9%  <b>Target:</b> 82.9% by next WDES