



Royal Devon  
University Healthcare  
NHS Foundation Trust

# Workforce Disability Equality Standard (WDES)

Action Plan 2024/25



# Introduction

The Workforce Disability Equality Standard (WDES) is a workforce standard that all NHS Trusts are required to submit which involves collecting and analysing data across a series of indicators (below) to help to improve the workplace experiences of staff identifying as having a disability staff across the NHS.

Royal Devon NHS Trust submitted its annual WDES report on 31st May 2024 which can be found [here](#)

<b>Metric 1</b>	Percentage of disabled staff in each of the Agenda for Change bands 1-9, medical & dental subgroups and very senior managers (VSM), including executive board members compared with the percentage of staff in the overall workforce.
<b>Metric 2</b>	Relative likelihood of disabled staff being appointed from shortlisting across all posts
<b>Metric 3</b>	Relative likelihood of disabled staff entering the formal disciplinary process, compared to that of white staff
<b>Metric 4</b>	Percentage of staff experiencing harassment, bullying or abuse from i. Patients, relatives or the public, ii. Managers and iii. Other colleagues in the last 12 months
<b>Metric 5</b>	Percentage of disabled staff believing that the Trust provides equal opportunities for career progression or promotion
<b>Metric 6</b>	Percentage of disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties
<b>Metric 7</b>	Percentage of disabled staff saying they are satisfied with the extent to which the Trust values their work
<b>Metric 8</b>	Percentage of disabled staff saying the Trust has made adequate adjustment(s) to enable them to carry out their work
<b>Metric 9</b>	Staff engagement score for disabled staff
<b>Metric 10</b>	Difference between Board members and overall workforce by disability status

# Key Themes

- Increase in staff not recording disability status on ESR, particularly high for Medical and Dental staff
- Staff with disabilities less represented in higher bandings in clinical and medical and dental roles with higher levels of unknown status
- Decrease in the percentage of disabled staff satisfied with the extent to which their organisation values their work
- Decrease in the percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work
- High percentage of Board members with unknown disability status

# Action plan

Metric	Reference	Issue identified	Action(s)
1	1.1	Increase in unknown status on ESR	Review of induction process
	1.2	Disabled staff underrepresented in Medical and Dental staff group and senior clinical roles with high rates of non disclosure	Driving your career programme cohort opening up to neurodivergent colleagues
7	7.1	Decrease in the percentage of disabled staff satisfied with the extent to which their organisation values their work	Relaunching disability staff network and will also be running a focus group with staff to better understand their experiences
8	8.1	Decrease in reasonable adjustments	Review of reasonable adjustments being undertaken by Employee Health and Wellbeing, have run a campaign on reasonable adjustments, access to work and different ways for our staff with a disability to access support
10	10.1	High levels of unknown status among Board members	Chief Executive to communicate with Board members to improve disclosure