NHS Workforce Disability Equality Standard Metrics
Introduction

The Workforce Disability Equality Standard (WDES) is mandated by the NHS Standard Contract and will apply to all NHS Trusts and Foundation Trusts from April 2019. The WDES is a data-based standard that uses a series of measures (Metrics) to improve the experiences of Disabled staff in the NHS.

The WDES comprises ten Metrics. All of the Metrics draw from existing data sources (recruitment dataset, ESR, NHS Staff Survey, HR data) with the exception of one; Metric 9b asks for narrative evidence of actions taken, to be written into the WDES annual report.

The Metrics have been developed to capture information relating to the experience of Disabled staff in the NHS. Research has shown that Disabled staff have poorer experiences in areas such as bullying and harassment and attending work when feeling ill, when compared to non-disabled staff. The ten Metrics have been informed by research by Middlesex and Bedford Universities, conducted on behalf of NHS England, and by Disability Rights UK on behalf of NHS Employers.

The annual collection of the WDES Metrics will allow NHS Trusts and Foundation Trusts to better understand and improve the employment experiences of Disabled staff in the NHS.

The WDES Metrics have been designed to be as simple and straightforward as possible. The development of the WDES owes a great deal to the consultation and engagement with NHS key stakeholders, including Disabled staff, trade unions and senior leaders.

NHS Trusts and Foundation Trusts should refer to the WDES Technical Guidance for detailed information and advice on the implementation of the WDES.
## Workforce Metrics
For the following three workforce Metrics, compare the data for both Disabled and non-disabled staff.

### Metric 1
**Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.**

Organisations should undertake this calculation separately for non-clinical and for clinical staff.

Cluster 1: AfC Band 1, 2, 3 and 4  
Cluster 2: AfC Band 5, 6 and 7  
Cluster 3: AfC Band 8a and 8b  
Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members)  
Cluster 5: Medical and Dental staff, Consultants  
Cluster 6: Medical and Dental staff, Non-consultant career grade  
Cluster 7: Medical and Dental staff, Medical and dental trainee grades

**Note:** Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of medical and dental staff, which are based upon grade codes.

### Metric 2
**Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.**

**Note:**
- i) This refers to both external and internal posts.
- ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the WDES online reporting form to ensure comparability between organisations.

### Metric 3
**Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.**

**Note:**
- i) This Metric will be based on data from a two-year rolling average of the current year and the previous year.
- ii) This Metric is voluntary in year one.

## National NHS Staff Survey Metrics
For each of the following four Staff Survey Metrics, compare the responses for both Disabled and non-disabled staff.

### Metric 4
**Staff Survey Q13**

a) **Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:**
   - Patients/service users, their relatives or other members of the public
   - Managers
   - Other colleagues

b) **Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.**
### WDES Metrics

<table>
<thead>
<tr>
<th>Metric</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>Metric 5</strong>&lt;br&gt;Staff Survey Q14</td>
<td>Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.</td>
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<td><strong>Metric 6</strong>&lt;br&gt;Staff Survey Q11</td>
<td>Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.</td>
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<tr>
<td><strong>Metric 7</strong>&lt;br&gt;Staff Survey Q5</td>
<td>Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.</td>
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The following NHS Staff Survey Metric only includes the responses of Disabled staff:

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<tr>
<th>Metric</th>
<th>Description</th>
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<tr>
<td><strong>Metric 8</strong>&lt;br&gt;Staff Survey Q28b</td>
<td>Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</td>
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### NHS Staff Survey and the engagement of Disabled staff

For part a) of the following Metric, compare the staff engagement scores for Disabled, non-disabled staff and the overall Trust's score.

For part b) add evidence to the Trust's WDES Annual Report.

<table>
<thead>
<tr>
<th>Metric 9</th>
<th>a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.</th>
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<tr>
<td></td>
<td>b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)</td>
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**Note:** For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the WDES technical guidance.

### Board representation Metric

For this Metric, compare the difference for Disabled and non-disabled staff.

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<thead>
<tr>
<th>Metric 10</th>
<th>Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:</th>
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<tbody>
<tr>
<td></td>
<td>• By voting membership of the Board.</td>
</tr>
<tr>
<td></td>
<td>• By Executive membership of the Board.</td>
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