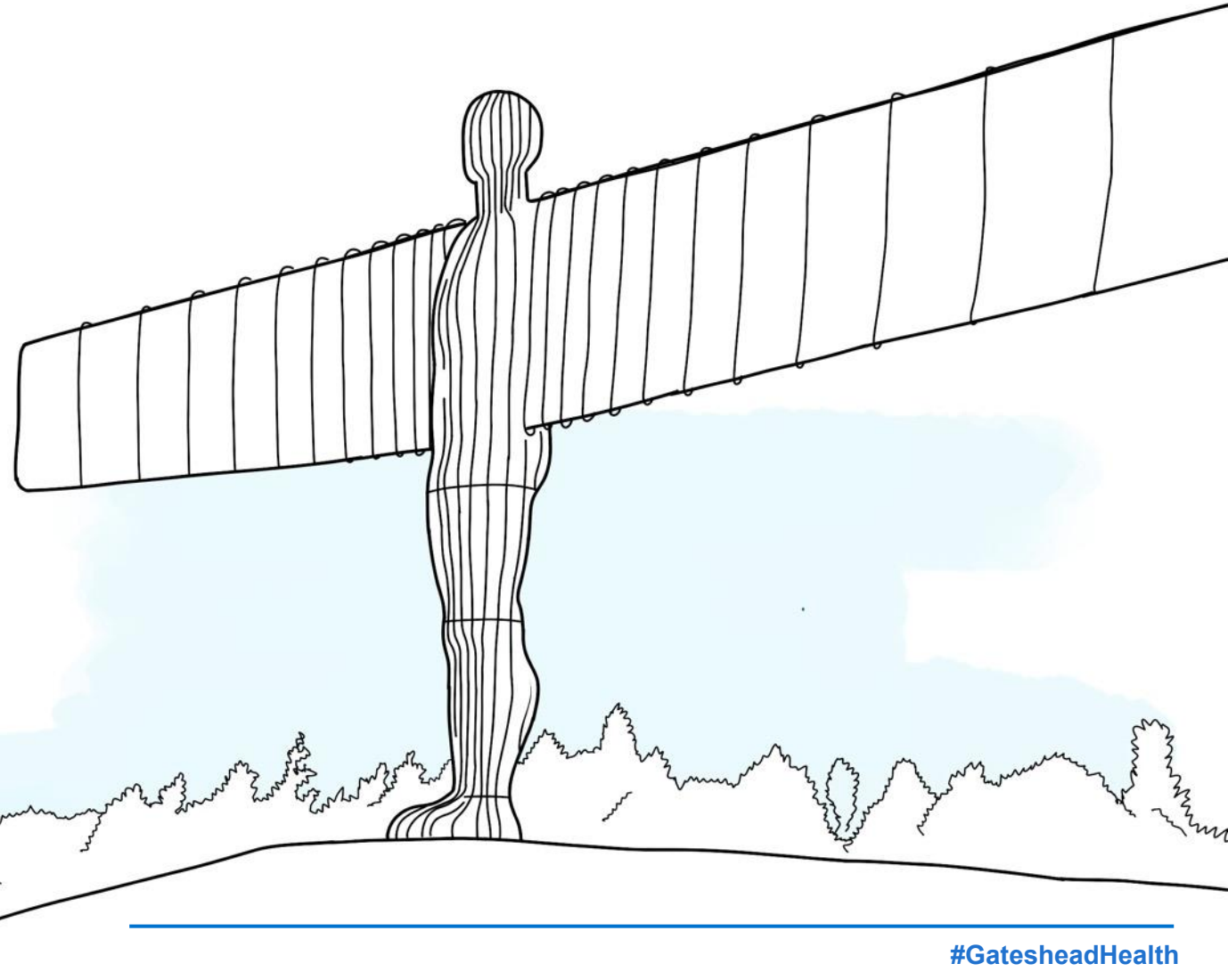


# WDES (Workforce Disability Equality Standard) Report 2024 - 2025

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# Introduction

Gateshead NHS Trust is continuously working to improve everyday experiences for patients and staff who are BME as well as those who are disabled. From a variety of national information and data collected, it is clear that the lived experiences of colleagues from a Black, Asian and Minority Ethnic background, have poorer experience of working within the NHS.

Gateshead Health is committed to improving those lived experiences and strive towards creating a culture where race and ethnicity are not barriers to progression, individuals feel safe in the workplace and difference is embraced. As a Trust we want to focus on working in partnership with our patients, service users and workforce, to change our workforce systems, our mentality of one size fits all, and embrace the individuals lived experiences to ensure equity in its own right.

Gateshead Trust wrote its Equality strategy which is in the process of being reviewed and will be updated later this year. The Strategy will also incorporate the High Impact Actions that all Trusts are mandated to follow. The importance of race equality is embedded into the NHS People Plan 2020 where it states ‘The NHS must welcome all, with a culture of belonging and trust. We must understand, encourage and celebrate diversity in all its forms’. The People Promise declares ‘a commitment to creating and maintaining a compassionate and inclusive culture where diversity is valued and celebrated as a critical component, and not just a desirable one. The Trust must also meet its legal obligations under the Equality Act 2010 and The Human Rights Act 1998.

Each year the Trust is required to publish Workforce Race Equality Standard (WRES) and the Workplace Disability Equality Standard (WDES). These standards provides a framework for NHS organisations to report, demonstrate and monitor progress against specific indicators to ensure equity for all. The indicators are a combination of workforce data and results from the NHS national staff survey and help to ensure that employees receive fair treatment in the workplace and have equal access to career opportunities.

We recognise there is ongoing need and continuous focus on ensuring that aspects pertaining to bullying, harassment, and discriminatory behaviours are checked, challenged and appropriate actions are undertaken. Utilising the data from WRES/ WDES / Staff surveys will help in leveraging, enhancing and prioritising the individual , as well as the intersectional Equity agenda. Mainstreaming the Equity agenda is supported and endorsed by the Board and through various accountability mechanisms. We want to ensure that all of us working at Gateshead are part of the Gateshead family and believe in our EDI commitment: Diversity enriches, Inclusion empowers, United we are Gateshead Health

**Kuldip Sohanpal**  
**Equality Diversity Inclusion and Engagement Manager**  
**Gateshead Trust**

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## WDES Metrics

**Workforce indicators :** For each of these four workforce Indicators, compare the data for Disabled and Non Disabled staff - [DATA SOURCE ESR](#)

1. **Percentage of staff in each of the AfC Bands 1-9, VSM (including executive board members), Medical and Dental and other staff , compared with the percentage of staff in the overall workforce disaggregated by:**
  - Non-Clinical staff
  - Clinical staff -of which Non-Medical staff
  - Medical and Dental staff
2. **Relative likelihood of staff being appointed from shortlisting across all posts (both external and internal posts).** [DATA SOURCE ESR](#)
3. **Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.** [DATA SOURCED FROM PEOPLE AND OD RECORDS](#)
4. **Relative likelihood of staff accessing non-mandatory training and CPD.** [DATA SOURCED FROM PEOPLE AND OD RECORDS](#)

**National NHS Staff Survey indicators** For each of the four staff survey indicators, compare the outcomes of the responses for Disabled and Non Disabled staff. [DATA SOURCED FROM NHSS](#)

5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7. Percentage of staff believing that the trust provides equal opportunities for career progression or promotion
8. In the last 12 months have you personally experienced discrimination at work from any of the following?
  - Manager/team leader or other colleagues

**Board representation indicator:** For this indicator, compare the difference for Disabled and Non Disabled [DATA SOURCE ESR](#)

9. Percentage difference between the organisations' Board membership and its overall workforce disaggregated:
  - By voting membership of the Board
  - By executive membership of the Board

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## Key findings 2023 – 2024

### Workforce representation

There was a rise of 0.1% in staff indicating a disability, rising from 5.2% in 2024 to 5.3% in 2025

**In Non Clinical Bands** Highest number of staff indicating a disability are in Band 2 to Band 4 . Highest number of staff indicating they do not have a disability are in Band 2 through to Band 7

#### Out of the 3751 Clinical staff overall:

- Highest number of disabled staff are in Bands 5 and 6
- Highest number of nondisabled staff fall in Bands 3, 5, 6 and 7
- For 311 members of staff disability unknown

### Harassment and Bullying

A higher proportion of Disabled staff experienced **harassment, bullying or abuse (25%)** than Non-disabled staff (**19.5%**)

Increase of 0.9% **abuse from Managers**

Increase of 10.6% **abuse from Colleagues**

Decrease of 1.5% of **individuals or colleagues reporting harassment / abuse**

### Disciplinary Process

The relative likelihood of BME staff entering the formal disciplinary process rose from 0 to 3.24

### Career Progression

Since 2022 both disabled and Non-disabled staff reflected a lower level of confidence in the Trust **providing equal opportunities for their career progression or promotion (Disabled staff a drop of 19.5% and for Non –Disabled staff 32.1%)**

### Staff satisfaction with the extent to which the Trust values their work

Disabled staff continue to feel that their work is less valuable to the organisation than Non Disabled staff, with a difference of **7.6%** between the two groups (2024).

### Pressure to come to work

- The percentage of staff who felt pressure from their manager to come to work, despite not feeling well enough to perform their duties shows an increase for staff who have a Disability by **3.9%**. (up from **21.4%** to **25.3%**)
- For non-disabled staff, this figure has dropped by **1.6%** to **14%**

### Recruitment

Data collected shows that the likelihood of Non-Disabled applicants being appointed compared with Disabled applicants was 0.95; not significantly below "1.0" or equity with non-disabled staff

### Board Representation

The difference between Disabled representation on the board and in the workforce was +1.8%.

### Reasonable adjustments are undertaken

80.7% of staff with disabilities stated that the Trust had made adequate adjustments for them to carry out their work.

### Organisation valuing their work

The percentage of staff who were satisfied with the extent to which their organisation values their work: has decreased by **4.2%** for Disabled staff, and by **5.3%**, for non-disabled staff from 2023

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EDI Dashboard, capture diversity data for member of staff referred to any capability and performance management procedure, both formal and informal. Information provided on a quarterly basis to the EDI Group regarding performance and capability cases across diversity metrics (**this is an ongoing action**)

Learning disability passport agreed and is used with disabled patients. The disability passport is with the individual in their hospital journey.  
Neurodiversity Pledge signed. 2 Sessions around this project delivered. Reassessing how this can be rolled out in the current financial constraints. Level 2 Disability Confident accreditation.  
Engagement with Local college and Project Search re employment for individuals with disabilities. Promotion of ESR self service to encourage staff to update details.

Recruitment and Selection programme revised, new programme tailored and piloted incorporating reasonable adjustments. **Dates for new delivery from Sept onwards.**

- **Work still to be done - Ensure that our recruitment adverts have a diversity statement ,**
- **Assessment around accessibility for employment (Partial undertaken – moved into 2025 work plan)**
- Recruitment activities across diversity metrics ongoing and continues into the refreshed action plan for 2025

Scoping areas where there may be perceived systemic inequalities taking place specifically around reasonable adjustments - partially undertaken (this is an ongoing action). Assessment via Staff Survey results

Promoting Disability rights and Neurodiversity month and general EDI initiatives with the D-ability network. Ongoing and part of the **2025 action plan**. The Children's Bladder and Bowel Team awarded the 'Gold Standard for Autism Acceptance' from the North East Autism Society (NE Autism Society).

Update management guidance and appraisal training for managers to include intersectional approach and unconscious bias in the context of objective setting and career development – **Moved to this year's action plan**

Diversity metrics captured of staff attending training/accessing CPD funding/Study leave/Managing well/leading well etc. Quarterly report into EDI Programme Board. This element of work is being refreshed and is part of the 2025 actions

Roll out reverse / reciprocal mentoring - **Being re assessed at for 2025/26**

## Summary of all Indicators - Yearly Comparison Table



**Red** indicates – Declining Score **Green** indicates Improving Score **Amber** indicates no movement

WDES Indicators			2018	2019	2020	2021	2022	2023	2024	Trajectory
1	Percentage of Disabled staff in AfC paybands or medical and dental subgroups and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce	Overall	6.5%	5.7%	5.28%		5.24%	5.24%	5.3%	↑
		VSM	0%	0%	7.7%		0%	0%	0%	↔
2	Relative likelihood of Non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.		1.33	1.53	0.3*		1.09	1.09	0.95	↓
3	a) Relative likelihood of Disabled staff compared to non-Disabled staff entering the formal capability process, as measured by entry into the formal capability procedure		*	0.0*	0.01		0	0	3.24	↑

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# Summary of all Indicators Yearly Comparison Table



4			2018	2019	2020	2021	2022	2023	2024	Trajectory
		In the last 12 months, percentage of staff experiencing harassment, bullying or abuse from:								
a)	Patients/service users, their relatives or other members of the public	Disabled (with LTC)	25% (280 )	23% (320)	26% (365)	31% (504)	25.5% (534)	24.8% (603)	24.9% (664)	↑
		Non Disabled (without LTC)	22% (1096 )	21% (1195)	21% (1123)	21% (1339)	22.9% (1529)	18.1% (1485)	19.5% (1694)	↑
B)	Managers	Disabled (with LTC)	18% (28 )	13% (319)	16% (367)	15% (499)	11.7% (532)	12.2% (603)	13.1% (664)	↑
		Non Disabled (without LTC)	9% (1090)	8% (1191)	8% (1120)	6.5% (1330)	6.1% (1519)	5.7% (1485)	6% (1694)	↑
C)	Colleagues	Disabled (with LTC)	24% (280)	25% (311)	24% (360)	22% (496)	23.9% (527)	20.9% (603)	24.6% (664)	↑
		Non Disabled (without LTC)	15% (1082)	14% (1184)	14% (1105)	14% (1323)	12.2% (1513)	14.1% (1485)	14.0% (1694)	↓
D)	They or their colleague reported it	Disabled (with LTC)	37% (101 )	43% (126)	41% (148)	45% (195)	43.5% (193)	50.5% (603)	49.4% (664)	↑
		Non Disabled (without LTC)	30% (299 )	39% (341)	42% (310)	44% (367)	45.3% (419)	53.8% (1485)	50.7% (1694)	↑

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## Summary of all Indicators Yearly Comparison Table

			2018	2019	2020	2021	2022	2023	2024	
5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled (with LTC)	55% (277)	<b>54%</b> <b>(322)</b>	<b>55%</b> <b>(367)</b>	<b>57%</b> <b>(500)</b>	<b>58.5%</b> <b>(537)</b>	<b>61%</b> <b>(603)</b>	<b>61%</b> <b>(664)</b>	↔
		Non Disabled (without LTC)	66% (1092)	64% (1191)	64% (1127)	64% (1328)	66.1% (1515)	66% (1485)	65.8% (1694)	↓
6	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.	Disabled (with LTC)	34 % (199)	<b>34%</b> <b>(219)</b>	<b>34%</b> <b>(228)</b>	<b>33%</b> <b>(343)</b>	<b>28.2%</b> <b>(397)</b>	<b>21.4%</b> <b>(603)</b>	<b>25.3%</b> <b>(664)</b>	↑
		Non Disabled (without LTC )	21% (540 )	19% (610)	22% (420)	21% (633)	15% (824)	15.6% (1485)	14% (1694)	↓

**NB. The numbers under the % figures in (brackets) in all of the information presented in the report are the numbers of total responses**

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## Summary of all Indicators Yearly Comparison Table

			2018	2019	2020	2021	2022	2023	2024	Trajectory
7	Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which the organisation values their work.	Disabled (with LTC)	42% (282 )	42% (323)	38% (364)	36% (506)	39.1% (537)	38.8% (603)	34.6% (664)	↓
		Non Disabled (without LTC )	53% (1089)	54 % (1191)	51% (1120)	45% (1333)	45% (1528)	47.5% (1485)	42.2% (1694)	↓
8	Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their role.	Disabled (with LTC)	81% (171)	85% (179)	75% (221)	78% (290)	78.8% (450)	82.8% (603)	80.7% (664)	↓
		Non Disabled (without LTC )	0%	0 %	0%	0%	0%	0%	0%	
9	Staff engagement score for disabled staff compared to non-disabled staff and the overall engagement for the organisation (out of 10).	Disabled (with LTC)	6.9% (283)	6.9 (324)	6.9 (367)	7 (508)	6.5 (539)	6.8 (603)	6.5 (664)	↓
		Non Disabled (without LTC )	7.3% (1102)	7.3 (1201)	7.3 (1130)	7 (1341)	7.1 (1532)	7.2 (1485)	7.0 (1694)	↓

**NB. The numbers under the % figures in (brackets) in all of the information presented in the report are the numbers of total responses**

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## WDES Indicator 1 (1of 3) Overall Percentage of Staff declaring a disability compared to percentage of Staff not declaring their disability status

	19/20	20/21	21/22	22/23	23/24	24/25
Disabled	5.19%	5.21%	4.92%	5.11%	5.27%	5.18%
Non - Disabled	80.96%	83.58%	82.91%	85.64%	85.75%	81%
Unknown	14.14%	11.27%	12.21%	9.29%	9.01%	6.37%

The NHS Staff Survey offers another estimate of the representation of Disabled staff in the workforce. Typically, a greater percentage of survey respondents declare whether they have a disability or not than do staff through ESR although not all staff respond to the staff survey (nationally, 48% in 2023).

The NHS Staff Survey asks, “Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?”

In the 2024 Staff Survey, **the overall staff results** in respect of this **metric** show that:

- **5.18% of staff** declared that they had a disability.
- **81%** of respondents declared that they did not have a disability.
- **Disabled and Non-Disabled** members of staff declaring a disability has decreased (**0.99% / 4.7%**)
- The Unknown category reflecting the percentage of staff not declaring their disability status has consistently decreased, showing improvement.

**In National Benchmarking report of 2023/2024 our Trust was ranked at 31% for Disability non-declaration rate (where 0% indicates the best in the country to 100% indicating the worst in the country).**

**Action**

- Engaging with the D-ability network and POD / PIT and the EDI manager to improve disclosure rates on ESR
- Work with the D-ability group to promote the social model of disability and regularly promote positive messages relating to Disability and show a reduction in year-on-year data reported in Indicator 4 which relates to bullying, harassment and abuse

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## WDES Indicator 1( 2 of 3) Non clinical Percentage of Staff declaring a disability compared to percentage of Staff not declaring their disability status

Pay Band	Disabled		Non-Disabled		Unknown	
VSM	0	0.0%	10	0.6%	0	0.0%
Band 9	0	0.0%	4	0.2%	0	0.0%
Band 8d	0	0.0%	5	0.3%	1	0.06%
Band 8c	0	0.0%	6	0.4%	0	0.0%
Band 8b	2	0.12%	24	1.5%	0	0.0%
Band 8a	4	0.2%	19	1.2%	1	0.06%
Band 7	6	0.4%	50	3.1%	2	0.12%
Band 6	5	0.3%	65	4%	4	0.6%
Band 5	5	0.3%	105	6.4%	7	0.43%
Band 4	10	0.6%	152	9.3%	10	0.6%
Band 3	27	1.7%	249	15.3%	13	0.8%
Band 2	27	1.7%	251	15.4%	17	1.04%
Band 1	0	0%	0	0%	0	0%
Under Band 1	0	0%	0	0%	0	0%
Other	17	1.0%	498	30.6%	32	1.96%
<b>Total</b>	<b>103</b>	<b>6.32%</b>	<b>1438</b>	<b>88%</b>	<b>87</b>	<b>5.67%</b>

Highest number of staff indicating a **disability** are in

- **Band 2 to Bands 4**
- Highest number of staff indicating they **do not have a disability** are in **Band 2 through to Band 7**
- Within the Unknown grouping, the highest number of staff, whose disability is unknown fall in the Other category.

**Overall:**

- **6.32 %** of staff have declared that they have a disability
- **88%** indicate they are **not disabled** and
- The disability of **5.67%** is unknown

**Action** - In addition to the actions identified on the previous page

- Further work to understand why there are large numbers of staff who have not declared their disability and agree a proactive approach to changing the data in this indicator.
- Investigate if the non declaring rates are also indicative of non reasonable adjustment and what if any appropriate actions are required.

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## WDES Indicator 1 ( 3 of 3) Clinical Percentage of Staff declaring a disability compared to percentage of Staff not declaring their disability status

Pay Band	Disabled		Non-Disabled		Unknown	
	Count	Percentage	Count	Percentage	Count	Percentage
VSM	0	0.0%	0	0%	0	0.0%
Band 9	0	0.0%	2	0.1%	0	0.0%
Band 8d	0	0.0%	5	0.13%	0	0%
Band 8c	0	0.0%	4	0.1%	0	0.0%
Band 8b	2	0.1%	25	0.66%	2	0.1%
Band 8a	6	0.16%	117	3.1%	6	0.16%
Band 7	20	0.53%	397	10.6%	24	0.6%
Band 6	43	1.14%	628	16.7%	48	1.3%
Band 5	47	1.25%	776	20.7%	149	4%
Band 4	8	0.2%	137	3.65%	8	0.2%
Band 3	29	0.8%	558	14.9%	54	1.43%
Band 2	17	0.45%	127	3.38%	12	0.3%
Band 1	1	0.03%	1	0.03%	1	0.03%
Under Band 1	0	0%	0	0%	0	0%
Other	3	0.08%	144	3.8%	7	0.18%
<b>Total</b>	<b>176</b>	<b>4.74%</b>	<b>2921</b>	<b>78%</b>	<b>311</b>	<b>8.3%</b>

Seniority	Disabled		Non-Disabled		Unknown	
	Count	Percentage	Count	Percentage	Count	Percentage
Consultant	7	0.18%	200	5.3%	21	0.6%
Non-consultant Specialist	2	0.1%	84	2.2%	2	0.1%
Resident	0	0.0%	20	0.53%	8	0.2%

Out of the 3751 Clinical staff overall:

- Highest number of disabled staff are in Bands 5 and 6
- Highest number of nondisabled staff fall in Bands 3, 5, 6 and 7
- Staff disability of 311 staff members is unknown

**In terms of Seniority**

**Of the senior membership:**

- **only 9 members of staff are disabled,**
- **304 staff are Nondisabled and**
- **the disability of 31 staff is unknown.**

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## Indicator 2

### The relative likelihood of non-disabled applicants being appointed from shortlisting compared to Disabled applicants

	2023	2024	2025	Difference (2024 vs 2025)
Recruitment The relative likelihood of non-disabled applicants being appointed from shortlisting compared to Disabled applicants	1.54	1.09	0.95	<b>0.14</b>

**A figure less than 1.0 would suggest that disabled applicants are more likely to be appointed than non-disabled applicants.**

Data collected shows that the likelihood of Non-Disabled applicants being appointed compared with Disabled applicants was 0.95; not significantly below "1.0" or equity.

Specifically:

- 468 out of 2582 **non-disabled** candidates were appointed from shortlisting (**18.1%**).
- Comparatively 38 out of 199 **Disabled** candidates were appointed (**19.09%**). **While the figure for disabled candidate being appointed is slightly greater than Non-disabled, it is important to note that the total number of disabled applicants was comparatively very low**
- The figure for **2023**, showed that applicants with a disability were **1.54 times less likely** to be appointed.
- The change can be seen in **2025**, where this figure shows an improved indicator for the likelihood of non-disabled applicants being appointed than disabled candidates (**0.95**)
- This figure is better than the appointment ratio in 2024

As a Disability Confident employer, the Trust is committed to creating an inclusive and supportive workplace for everyone. We want to ensure that all our employees have access to the tools, adjustments, and support they need to thrive in their roles from when they start working for the Trust.

**In National Benchmarking report of 2023/2024 our Trust was ranked at 3% (where 0% indicates the best in the country to 100% indicating the worst in the country). This places our Trust in the upper quartile.**

**Action** in conjunction with the POD/PIT / EDI manager

- Review local data and explore what evidence exists that indicates a need to address disparities in recruiting disabled staff
- Recruitment exercises show a proactive and positive transparency around meeting the needs of Disabled people and reviewing how reasonable adjustments are managed within the recruitment process
- Ensuring the social model of disability is integrated within Recruitment and Selection training
- Continue to work with local college to ensure proactive approaches are in place e.g. Project Choice

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### Indicator 3

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

Metric 3	2023	2024	2025	Difference (2023 vs 2024)
Disciplinary	0	0	3.24 (4 members of staff)	3.24

This metric is based on data from a two- year rolling average of the current year and the previous year.

- The metric applies to capability on the **grounds of performance** and not ill health.
- Therefore, Staff entering the capability process for reasons of **both** performance and ill health **are not** included in this count.

The data shows that the *relative likelihood of disabled staff entering the formal capability process* compared to non-disabled staff is 3.24.

The actual number has increased from **0** members of disabled staff in 2023/24 to **4** members of disabled staff.

The Trust will ensure that all steps and reasonable adjustments are put in place for disabled individuals before any formal process starts.

**In National Benchmarking report of 2023/2024 there was no ranking for our Trust.**

#### Action

- With POD review the capability policy cross referenced to disability to provide assurance that all steps and reasonable adjustments are in place prior to the start of any capability process (ensuring there is transparency from any informal process to a formal one).
- Review the data collected and explore any disproportionate representation of disabled staff in formal capability processes.

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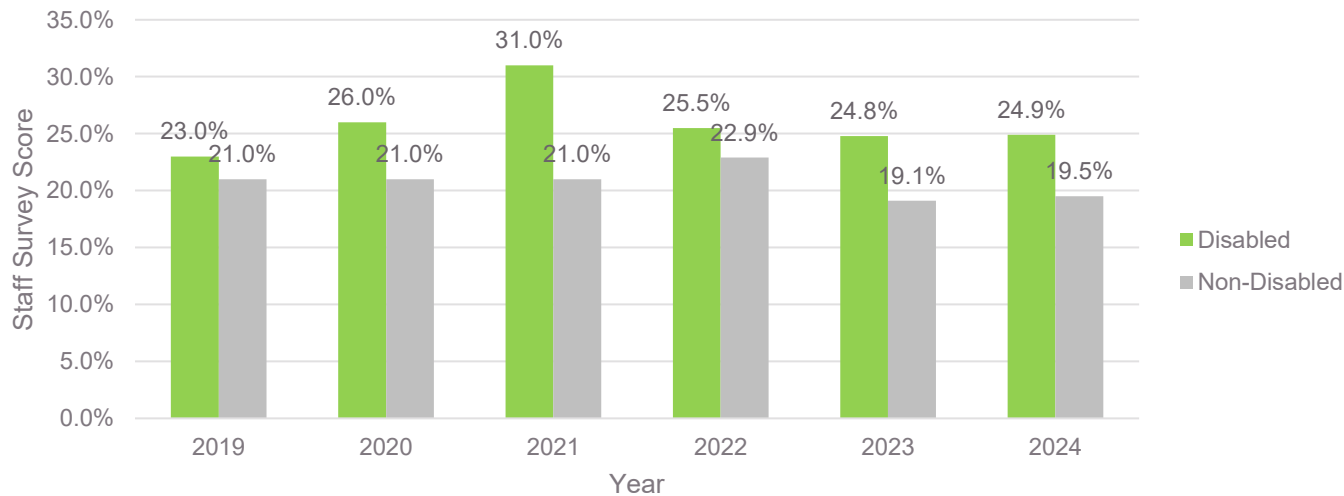
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### Indicator 4a WDES Staff Survey Data 2024

In the last 12 months, percentage of staff experiencing harassment, bullying or abuse from patients / service users, their relatives or other members of the public

	2019	2020	2021	2022	2023	2024
Disabled	23.0%	26.0%	31.0%	25.5%	24.8%	24.9%
Non-Disabled	21.0%	21%	21.0%	22.9%	19.1%	19.5%



The percentage of staff who experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months:

- A higher proportion of Disabled staff experienced **harassment, bullying or abuse (25%)** than Non-disabled staff (**19.5%**)
- There has been a small Increase in both Disabled and Non-disabled staff experiencing **harassment, bullying or abuse** from 2023 to 2024 (**0.2%** and **1.4%** respectively). However, in the last year, comparatively Disabled staff have experienced more **harassment, bullying or abuse than Non-disabled staff (5.5%)**

In National Benchmarking report of 2023/2024 our Trust was ranked at 10% for Disabled staff and 18% for Non-disabled staff (where 0% indicates the best in the country to 100% indicating the worst in the country).

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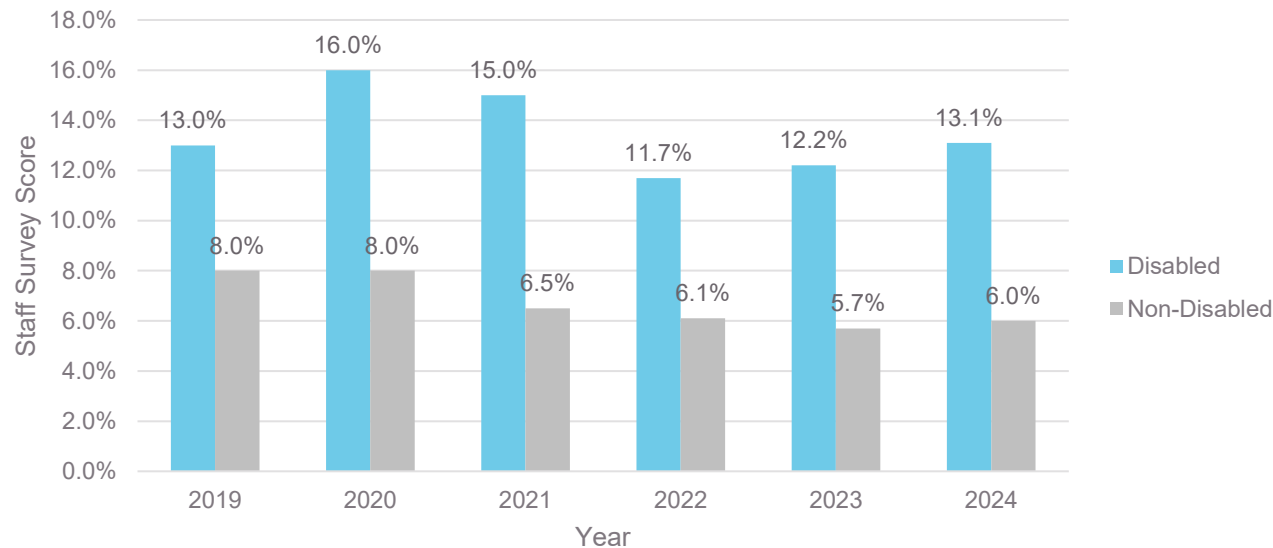
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## Indicator 4b WDES Staff Survey Data 2024

In the last 12 months, percentage of staff experiencing harassment, bullying or abuse from managers

	2019	2020	2021	2022	2023	2024
Disabled	13.0%	16.0%	15.0%	11.7%	12.2%	13.1%
Non-Disabled	8.0%	8.0%	6.5%	6.1%	5.7%	6.0%



The percentage of staff who **experienced harassment, bullying or abuse from managers in the last 12 months:**

- The number of disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months shows an increase of **0.9%** whereas for non - disabled staff the increase was **0.3%** .
- **In the last year the difference between Disabled and Non-disabled staff experiencing harassment, bullying or abuse from Managers is 7.1%.**
- Data collected also shows that disabled staff experiencing harassment, bullying or abuse from patients and managers has been relatively consistent and is higher than for Non-disabled staff.
- The number of disabled staff experiencing harassment bullying or abuse from their managers is more than twice as likely compared to Non-disabled staff

**In respect of this metric specifically the National Benchmarking report of 2023/2024 our Trust was ranked at 24% for Disabled staff and 18% for Non-disabled staff (where 0% indicates the best in the country to 100% indicating the worst in the country).**

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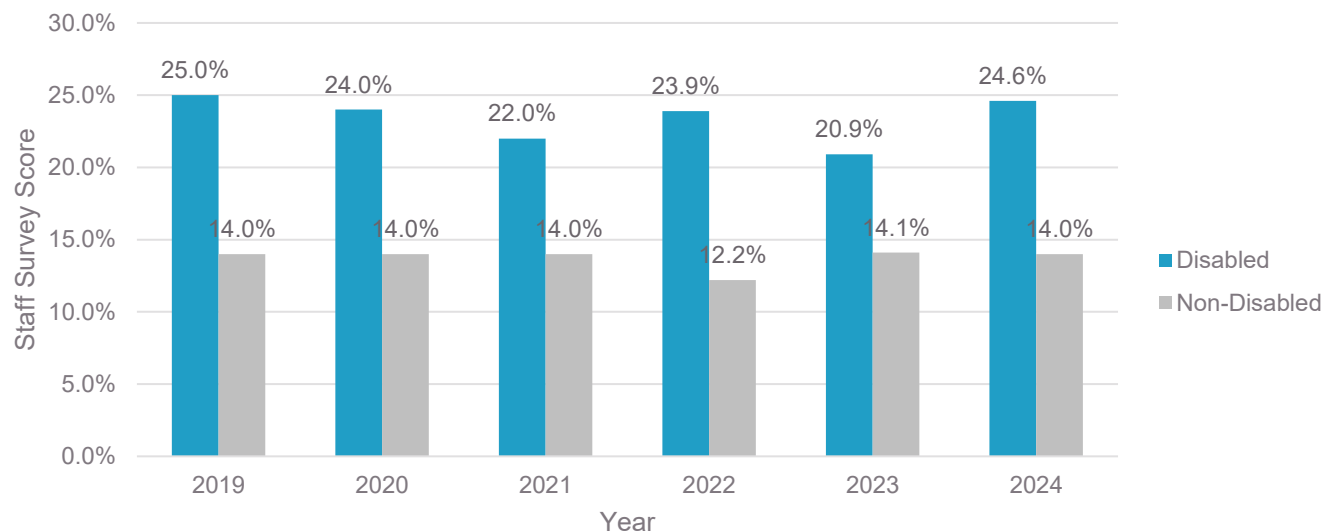
## Indicator 4c WDES Staff Survey Data 2024

In the last 12 months, percentage of staff experiencing harassment, bullying or abuse from colleagues



Gateshead Health  
NHS Foundation Trust

	2019	2020	2021	2022	2023	2024
Disabled	25.0%	24.0%	22.0%	23.9%	20.9%	24.6%
Non-Disabled	14.0%	14.0%	14.0%	12.2%	14.1%	14.0%



The percentage of staff who **experienced harassment, bullying or abuse from other colleagues in the last 12 months:**

- was significantly higher for Disabled staff **24.6%**, than for non-disabled staff **14%** (**almost twice as much**)
- For non-disabled staff the percentages have remained mostly consistent at **14%** apart from a dip in 2022 (**12.2%**)
- Comparing the 2024 data, the difference between the percentages of staff **experiencing harassment, bullying or abuse from other colleagues in the last 12 months shows a fairly consistent differential** for Staff with disabilities compared to staff who do not have a disability - the 2024 data showing a difference of **10.6%**

In National Benchmarking report of 2023/2024 our Trust was ranked at 35% for Disabled staff and 35% for Non-disabled staff (where 0% indicates the best in the country to 100% indicating the worst in the country).

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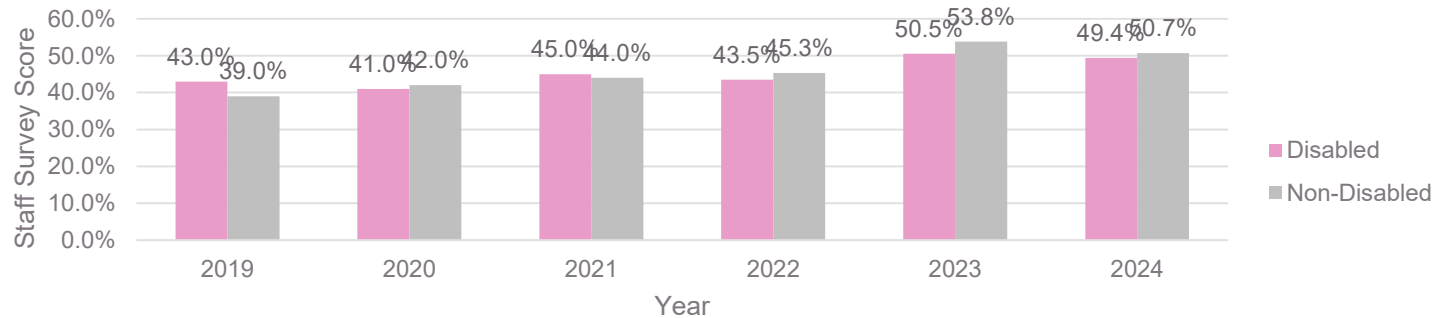
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## Indicator 4d WDES Staff Survey Data 2024

In the last 12 months, percentage of staff experiencing harassment, bullying or abuse they or their colleague reported it

	2019	2020	2021	2022	2023	2024
Disabled	43.0%	41.0%	45.0%	43.5%	50.5%	49.4%
Non-Disabled	39.0%	42.0%	44.0%	45.3%	53.8%	50.7%



The percentage of staff who indicated that they or a colleague reported an incident of harassment, bullying or abuse experienced at work was:

- Similar for Disabled staff, **49.4%**, and for non-disabled staff, **50.7%**
- For both groups there has been a slight drop in this metric in 2024
- Signing up to the Z tolerance, delivering Incivility Saves Lives, and the ongoing work around harassment and bullying may well account for the rise in reporting.
- While a poster campaign around Incivility has been produced, aspects pertaining specifically to addressing Disability equality will be actioned e.g. Recruitment, Inclusivity training.

**In respect of this metric specifically the National Benchmarking report of 2023/2024 our Trust was ranked at 82% for Disabled staff and 88% for Non-disabled staff (where 0% indicates the best in the country to 100% indicating the worst in the country).**

### Actions for this metric overall

- Managers and the Executive Sponsor for D-ability to ensure messages on Incivility and Z tolerance are consistently updated and applied and training is provided as appropriate
- Managers to monitor staff relations and intervene with challenge and /or support as appropriate, integrated as part of the Appraisal process so that senior managers are aware and can take any action required.
- Ensure that all / any abuse is recorded on appropriate systems (e.g. Selinity) is compared on a quarterly basis and cross referenced to all protected characteristics to monitor trends and actions

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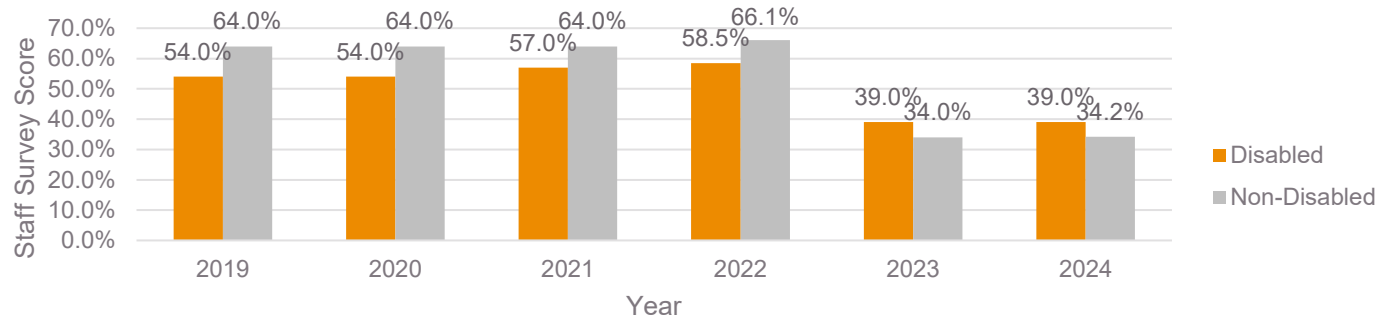
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## WDES Indicator 5

The percentage of staff who believed that their organisation provided equal opportunities for career progression or promotion

	2019	2020	2021	2022	2023	2024
Disabled	54.0%	55.0%	57.0%	58.5%	39%	39.0%
Non-Disabled	64.0%	64.0%	64.0%	66.1%	34%	34.2%



- Since 2019 to 2022, data collected showed that both **Disabled staff and Non-Disabled Staff held a stronger belief** that the Trust provided equal opportunities for career progression or promotion (**54% to 58.5% and 64% to 61.1%**)
- However, since then both groups reflected a lower level of confidence in the Trust **providing equal opportunities for their career progression or promotion** (Disabled staff a drop of **19.5%** and for **Non –Disabled staff 32.1%**)
- In comparison between both groups in 2024, there is a **4.8%** difference

**In the National Benchmarking report of 2023/2024 our Trust was ranked at 9% for Disabled staff and 91% for Non-disabled staff (where 0% indicates the best in the country to 100% indicating the worst in the country).**

### Actions

- Work with the L and D team towards offering a developmental/ leadership model for disabled members of staff
- D-Ability Lead and Executive sponsor work with managers to ensure disabled staff are able to put themselves forward for career progression irrespective of the nature of their disability and be considered on an equal basis
- D-Ability Lead and Executive sponsor assess the potential for a mentoring programme to enable a better understanding of each others experiences and help in progression

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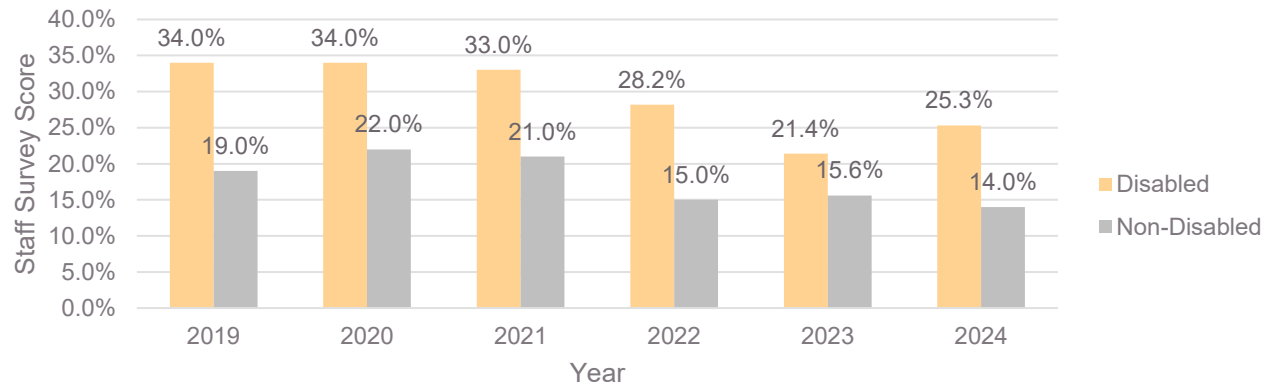
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## WDES Indicator 6

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.



	2019	2020	2021	2022	2023	2024
Disabled	34.0%	34.0%	33.0%	28.2%	21.4%	25.3%
Non-Disabled	19.0%	22.0%	21.0%	15.0%	15.6%	14.0%



In the last year 2024 - the percentage of staff who felt pressure from their manager to come to work despite not feeling well enough to perform their duties:

- Shows an increase for staff who have a Disability by **3.9%**. (up from **21.4%** to **25.3%**)
- For non-disabled staff, this figure has dropped by **1.6%** to **14%**
- Previous indications around this indicator were linked to Covid, however, staff have reported that their personal health is often compromised due to the pressure to come to work. This is reflected within the latest data collected.
- Information from the staff network has also indicated disabled staff will come to work whilst not feeling well through fear of triggering sickness stages in the absence policy. Additionally, Managers may not take the individuals disability into account. However, the network has also indicated that for some colleagues the pressure to come to work may be self imposed and this needs to be explored further.

**In the National Benchmarking report of 2023/2024 our Trust was ranked at 27% for Disabled staff and 32% for Non-disabled staff (where 0% indicates the best in the country to 100% indicating the worst in the country).**

### Actions

- The D-ability Network lead to work with the POD / EDI manager to review data and determine how appropriate reasonable adjustments can be made.
- The D-ability Network lead to work with the POD / EDI manager to ensure discussions around Sickness leave are not integrated as part of an individual's disability and appropriate discretion is given when discussing absence/ sickness leave.

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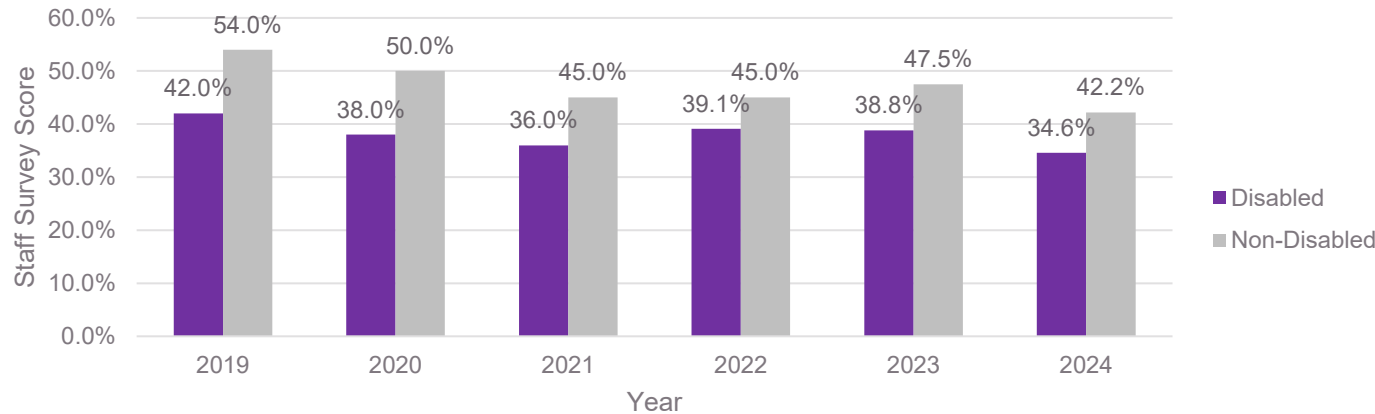
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## WDES Indicator 7

The percentage of staff who were satisfied with the extent to which their organisation values their work

	2019	2020	2021	2022	2023	2024
Disabled	42.0%	38.0%	36.0%	39.1%	38.8%	34.6%
Non-Disabled	54.0%	50.0%	45.0%	45.0%	47.5%	42.2%



The percentage of staff who were satisfied with the extent to which their organisation values their work:

- Looking at the figures Disabled staff continue to feel that their work is less valuable to the organisation than Non Disabled staff, with a difference of 7.6% between the two groups (2024).
- The difference between disabled and non-disabled staff suggests that there is a greater need to fully understand the experiences and improve the ways in which people feel valued and heard.

In the National Benchmarking report of 2023/2024 our Trust was ranked at 44% for Disabled staff and 64% for Non-disabled staff (where 0% indicates the best in the country to 100% indicating the worst in the country).

### Action

- The D-ability Network lead and Executive sponsor to work with the POD / EDI manager to engage management at all levels to work with disabled colleagues in raising the profile of disability so that the overall satisfaction of staff with a disability or long-term health condition becomes a priority, resulting in improved staff satisfaction in the workplace. .

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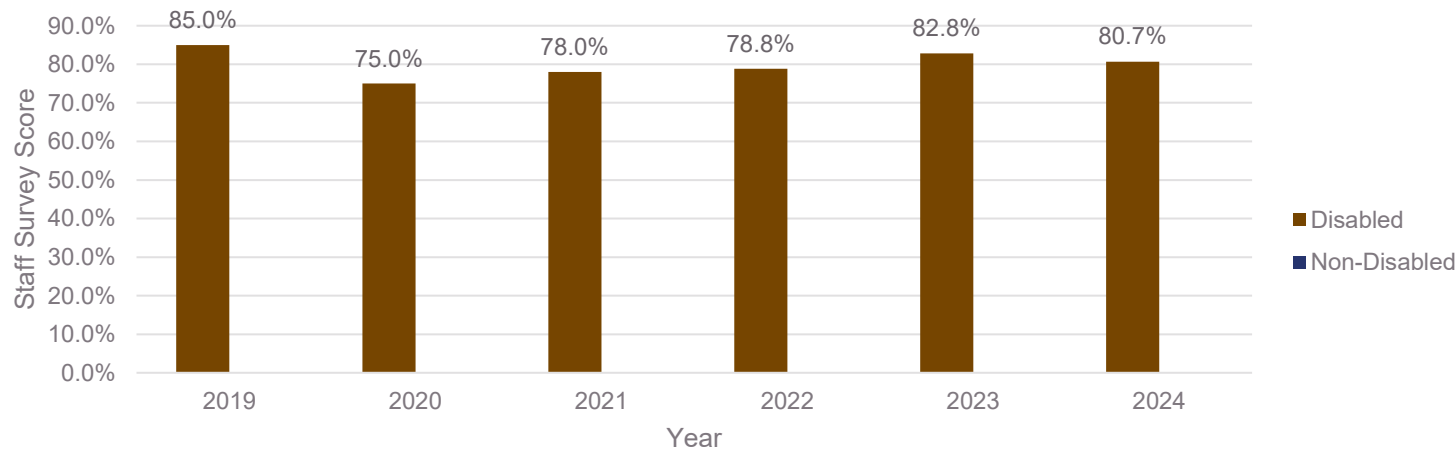
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## WDES Indicator 8

The percentage of Disabled staff whose employer had made reasonable adjustments to enable them to carry out their work

	2019	2020	2021	2022	2023	2024
Disabled	85.0%	75.0%	78.0%	78.8%	82.8%	80.7%
Not-Disabled	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%



- 80.7% of staff with disabilities stated that the Trust had made adequate adjustments for them to carry out their work. This figure though, has decreased by 2.1% from 82.8% to 80.7%. This suggests that nearly a 1/5 of disabled staff feel that the Trust has not made appropriate adjustment.
- It is worth noting that while there is a positive move in ensuring reasonable adjustments are in place there may still be some members of staff who have not declared their disability status.

In the National Benchmarking report of 2023/2024 our Trust was ranked at 9% for Disabled staff (where 0% indicates the best in the country to 100% indicating the worst in the country).

### Action

- Disability and the PIT team work towards ensuring disabled staff within the Trust are confident to self report their disability on ESR as well as discussing their disabilities with their Managers. This should enable reasonable adjustments are put in place as appropriate and individuals feel supported and valued.

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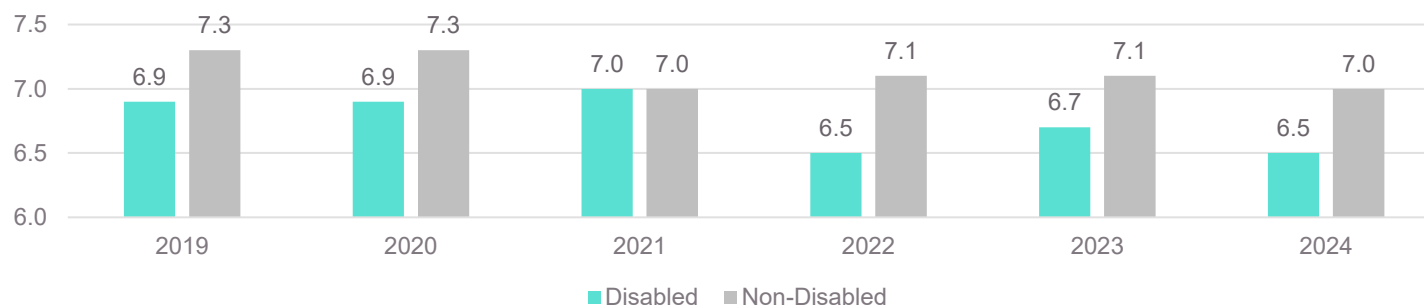
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## WDES Indicator 9

The NHS staff survey-based staff engagement score

Staff engagement score for disabled staff compared to non-disabled staff and the overall engagement for the organisation (out of 10).

	2019	2020	2021	2022	2023	2024
Disabled	6.9	6.9	7.0	6.5	6.7	6.5
Non-Disabled	7.3	7.3	7.0	7.1	7.1	7.0



- This indicator shows that over the last six years the engagement score for Disabled groups have been consistently around the mid 6.5 mark, whilst for the non-disabled groups has stood at 7.
- The staff engagement score from 2024 for Disabled groups has dropped by 0.2% and Non-disabled staff has dropped by 0.1%
- The decrease suggests that work needs to be carried out to understand why disabled staff have worst experience at the Trust compared to other groups, to help us improve the ways in which staff feel valued, supported and heard.

**In the National Benchmarking report of 2023/2024 our Trust was ranked at 41% for Disabled staff and 44% for Non-disabled staff (where 0% indicates the best in the country to 100% indicating the worst in the country).**

### Action

- Managers to consistently engage with the D-ability network members to determine what factors impact upon disabled staff, how they are / can better be supported and made to feel valued

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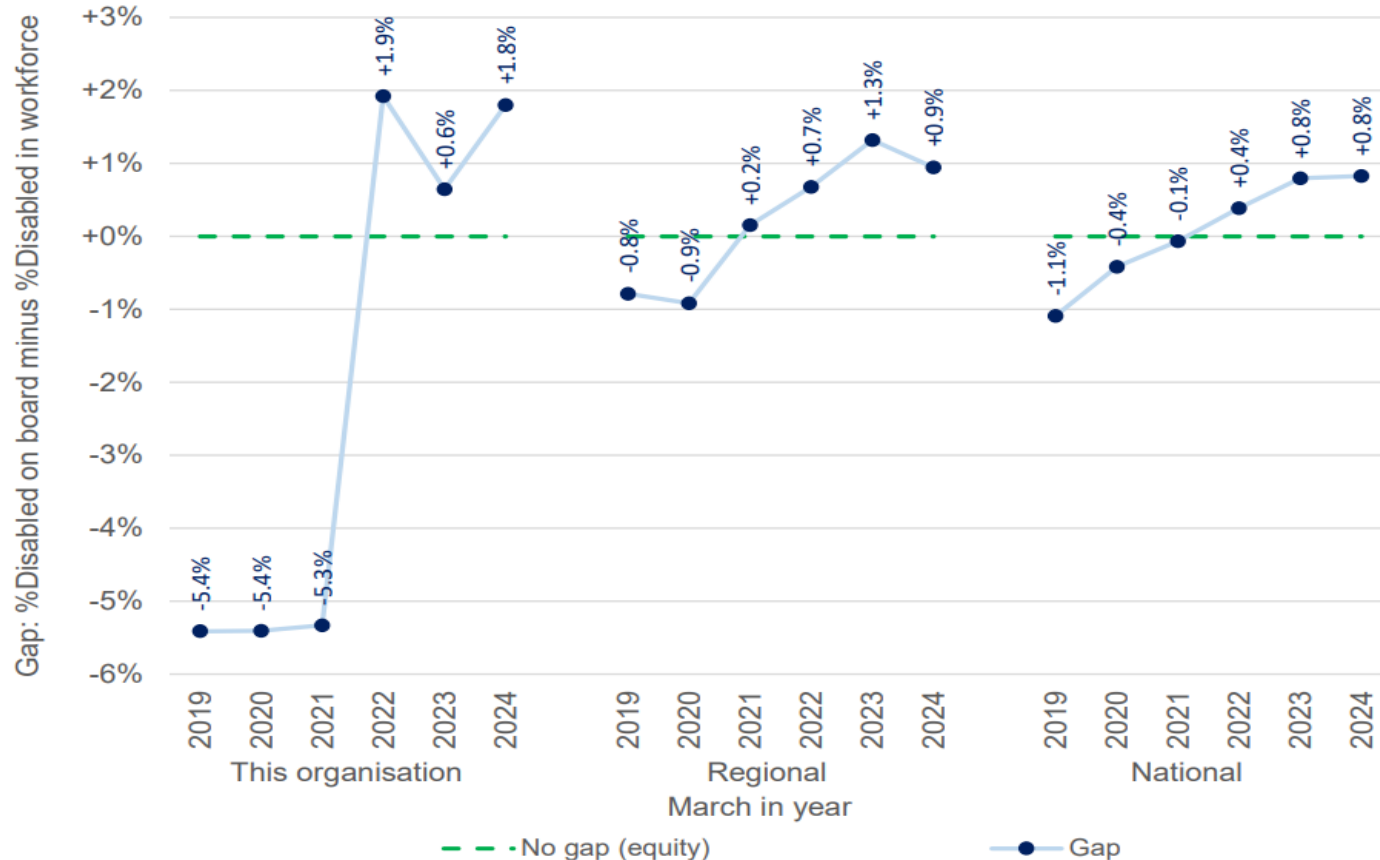
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# WDES Indicator 10

## Overall board membership



Gap in Disabled representation at board level, overall



As at the end of March 2024:

- the difference between Disabled representation on the board and in the workforce was +1.8%.
- Disabled members were at least proportionately represented on the board in terms of a headcount.

**In the National Benchmarking report of 2023/2024 our Trust was ranked at 36% overall**  
**40% for Voting members**  
**73% for Executive members (where 0% indicates the best in the country to 100% indicating the worst in the country).**

**Action**

- Ensure that the EQIA process has been applied to guarantee that all external companies involved in Executive Search appointments have a proactive approach to engaging with Disabled groups and can show transparency and equality in their process of shortlisting
- Stakeholders and members of Trust are consistently included and involved in the initial discussions
- An external disability representative is present as part of the recruitment panel

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WDES action plan 2025 - 26

Mitigation / Actions: Indicators 1 /2 /4	Risk	Lead	Time frame	WRES Metric
<p>Review and develop guidance to ensure that reasonable adjustments are in place for our staff and are fit for purpose.            Refresh the Accessible Information Standard and Learning Passport for the Trust            Ensure recruitment is value based , incorporates equity around disability and incorporates workforce planning, improve length of time to hire.            Ensure that our recruitment adverts have a diversity statement.            Ensure our recruitment adverts are fully accessible by offering candidates the opportunity to request reasonable adjustments.            Engaging with the D-ability network and POD / PIT and the EDI manager to improve disclosure rates on ESR            Work with the D-ability group to promote the social model of disability and regularly promote positive messages relating to Disability and show a reduction in year-on-year data reported in Indicator 4 which relates to bullying, harassment and abuse</p>	<p>Disabled staff:            - fail to experience any significant improvement in reasonable adjustments.            - Disabled Candidates would not want to work in the Trust due to length of wait</p> <p>Staff Survey Indicators , 2/ 4 do not show an improvement</p>	<p>Head of People Services / FTSU/ POD Lead</p>	<p>November 2025 to November 2026</p>	<p>Indicator 2/ 4 and HIA 6</p>
- Mitigation / Actions: Indicators 3 /6/8	Risk	Lead	Time frame	WRES Metric
<p>Continue to capture diversity data for member of staff referred to any capability and performance management procedure, both formal and inform to provide assurance, that all steps and reasonable adjustments are in place prior to the start of any capability process (ensuring there is transparency from any informal process to a formal one).            Review the data collected and explore any disproportionate representation of disabled staff in formal capability processes.            Working in collaboration with the FTSU Guardian, and the D-ability Network create and launch EDI feedback form specifically for staff to raise concerns            Collect and analyse disability pay gap data            Working with the Chair and Co-Chair of D-ability launch monthly webinars for all staff highlighting different aspects of disability.</p>	<p>Capability and Disciplinary processes are not transparent.            Lack of reasonable adjustments within any process            Disability Pay gap show a greater disparity with able bodied staff</p>	<p>Resourcing and EDI Manager and Head of People Services and L and D</p>	<p>October 2025 to October 2026</p>	<p>Indicator 3 /6/ 8 and HIA 6</p>

WDES action plan 2025 - 26

Mitigation / Actions: Indicators 5/7	Risk	Lead	Time frame	WRES Metric
<p>Further work to understand why there are large numbers of staff who have not declared their disability and agree a proactive approach to changing the data in this indicator.</p> <p>Investigate if the non declaring rates are also indicative of non reasonable adjustment and what if any appropriate actions are required.</p> <p>Promotion leadership and career development opportunities, specifically tailored to disabled staff. Link in with regional and national Disability rights programme of work</p>	<p>Non-Declaration of disability is perceived to be better in career prospects.</p> <p>Career development opportunities are not seen as relevant for disabled staff</p>	<p>Head of People Services / FTSU/ POD Lead</p>	<p>November 2025 to November 2026</p>	<p>Indicator 5 /7</p>
- Mitigation / Actions: Indicators 9 (Staff Engagement)	Risk	Lead	Time frame	WRES Metric
<p>Creating multiple channels to allow staff to speak up and raise concern</p> <p>Facilitate conversations on lived experience</p> <p>Ensure appropriate training for all line managers to hold supportive conversations with disabled staff</p> <p>Exec. Sponsor to proactive in inviting staff network to present at Board meetings</p> <p>Providing training sessions to raise awareness and discussion on such as neurodivergence</p>	<p>Employee criteria and marking is not transparent and choice of candidate may reflect unconscious bias as candidates responses do not reflect the requirement of the post</p>	<p>Resourcing and EDI Manager and Head of People Services Land D</p>	<p>October 2025 to October 2026</p>	<p>Indicator 9</p>
- Mitigation / Actions: Indicators 9 (Staff Engagement)	Risk	Lead	Time frame	WRES Metric
<ul style="list-style-type: none"> <li>- All external companies involved in Executive Search appointments can show a proactive approach and transparency around engaging with Disabled groups and equity in their process of shortlisting</li> <li>- The Disabled Network members are consistently included and involved in the initial discussions</li> <li>- An external disabled representative is present as part of the recruitment panel</li> </ul>	<p>There is no improvement in representation of communities served and the Board representation remains the same</p>		<p>Ongoing</p>	<p>Indicator 2</p>