

Sheffield Teaching Hospitals

Workforce Disability Equality Standard (WDES) performance – 2017 to 2024

WDES Metric	Metric Description	Disability	2017	2018	2019	2020	2021	2022	2023	2024	Direction	Representative Target	National 2022-23	National 2021-22	National 2020-21	National 2020	National 2019
Metric 1	Percentage of Disabled staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of Disabled staff in the overall workforce	Disabled Staff in Post	-	-	3.65%	3.71%	3.92%	4.53%	4.99%	5.86%	↑	20.6%	4.9%	-	3.7%	3.4%	3.1%
		Disabled 8a+ & VSM	-	-	1.97%	2.06%	2.26%	3.25%	4.51%	5.61%	↑	20.6%	-	-	-	-	-
Metric 2	Relative likelihood of non-disabled staff compared to Disabled being appointed from shortlisting across all posts	Non-disabled	-	-	1.6	1.31	1.15	1.09	1.09	1.03	↑	1.00	0.99	-	1.11	1.20	1.23
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	Disabled	-	-	6.39	4.75	0.00	0.00	0.00	4.56	↓	1.00	2.17	-	1.94	1.53	1.10
Metric 4	a. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: i. Patients/service users, their relatives	Disabled	-	-	27.3%	25.5%	24.6%	29.5%	30.5%	27.6%	↑	0%	33.2%	33.0%	31.9%	34.2%	33.8%
		Non-disabled	-	-	19.4%	20.1%	19.0%	22.4%	22.3%	20.7%	↑	0%	26.0%	25.7%	25.5%	27.4%	26.8%

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	or other members of the public																
	ii. Managers	Disabled	-	-	13.2%	12.6%	14.1%	14.3%	13.2%	11.8%	↑	0%	16.1%	17.0%	18.5%	18.5%	19.8%
		Non-disabled	-	-	7.3%	6.8%	6.5%	7.7%	7.4%	6.1%	↑	0%	9.2%	9.6%	10.6%	10.8%	13.0%
	iii. Other colleagues	Disabled	-	-	23.8%	21.5%	22.1%	24.5%	22.3%	22.4%	↓	0%	24.8%	25.0%	25.6%	26.3%	26.8%
		Non-disabled	-	-	12.2%	13.1%	12.7%	14.9%	14.7%	13.8%	↑	0%	16.5%	16.4%	16.7%	17.3%	18.1%
	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	Disabled	-	-	48.4%	48.4%	51.4%	45.5%	46.6%	48.5%	↑	100%	51.3%	49.9%	-	-	47.8%
		Non-disabled	-	-	43.6%	42.0%	44.9%	43.5%	44.5%	48.1%	↑	100%	49.5%	48.6%	-	-	46.6%
Metric 5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion	Disabled	-	-	83.3%	82.0%	83.5%	51.7%	52.7%	51.8%	↓	100%	52.1%	51%	78.4%	-	75.3%
		Non-disabled	-	-	89.0%	89.3%	89.4%	58.2%	57.3%	57.2%	↓	100%	57.7%	57%	83.7%	-	82.7%
Metric 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	-	-	34.5%	33.9%	31.7%	32.0%	29.1%	30.8%	↓	0%	27.7%	30%	-	-	32.0%
		Non-disabled	-	-	22.6%	19.8%	21.9%	21.9%	20.5%	17.7%	↑	0%	19.9%	22%	-	-	23.0%
Metric 7	Percentage of Disabled staff	Disabled	-	-	38.1%	42.9%	39.8%	36.0%	33.2%	34.7%	↑	100%	35.2%	35%	-	-	37.2%



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	compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work	Non-disabled	-	-	52.3%	53.0%	51.2%	43.8%	42.4%	44.1%	↑	100%	45.0%	45%	-	-	47.9%
Metric 8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Disabled	-	-	75.7%	78.9%	79.3%	74.7%	74.5%	75.8%	↑	100%	73.4%	72%	76.6%	73.8%	72.4%
Metric 9	a. The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	Organisation	-	-	7	7	7	6.7	6.7	6.7	→	-	-	-	-	-	-
		Disabled	-	-	6.6	6.7	6.6	6.4	6.3	6.4	↑	-	6.4	6.5	-	-	6.6
		Non-disabled	-	-	7.1	7.1	7.1	6.9	6.8	6.9	↑	-	6.9	7.0	-	-	7.1
Metric 10	Percentage difference between the organisations Board voting membership and its overall workforce:	Disabled	-	-	0%	0%	13%	12%	13%	12%	↓	-	5.7%	-	3.7%	-	2.1%
		Non-disabled	-	-	77%	79%	67%	69%	67%	88%	↓	-	74.7%	-	72.5%	-	69.1%
		Unknown	-	-	23%	21%	20%	19%	20%	0%	↑	-	19.5%	-	23.8%	-	28.8%
	By voting membership of the Board	Disabled	-	-	0%	0%	13%	12%	13%	12%	→	-	5.6%	-	3.6%	-	1.8%
		Non-disabled	-	-	77%	79%	67%	69%	67%	88%	↓	-	74.5%	-	72.3%	-	70.1%
		Unknown	-	-	23%	21%	20%	19%	20%	0%	↑	-	19.9%	-	24.0%	-	28.1%
By Executive membership of the Board	Disabled	-	-	0%	0%	0%	0%	0%	0%	0%	→	20.6%	5.4%	-	3.8%	-	1.7%
	Non-disabled	-	-	67%	71%	88%	100%	100%	100%	100%	→	79.4%	79.1%	-	75.6%	-	71.2%



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		Unknown	-	-	33%	29%	13%	0%	0%	0%	➔	0%	15.5%	-	20.6%	-	27.1%

