



**Wirral Community
Health and Care**
NHS Foundation Trust

Workforce Disability Equality Standards (WDES) Report

July 2025

Contents

Contents

Contents	2
Background	3
Executive Summary.....	3
Total Staff Breakdown 31 March 2025	4
WDES Standard Indicators.....	5
Metric 1	5
Clinical staff breakdown by pay band	6
Non-clinical staff breakdown by pay band	6
Key Findings:-	6
Metric 2	7
Metric 3	7
National NHS Staff Survey Findings i	7
Metric 4	7
Metric 5	9
Metric 6	9
Metric 7	9
Metric 8	10
Metric 9	10
Metric 10	111
Conclusion.....	11

Background

The Workforce Disability Equality Standard (WDES) is a set of specific measures (metrics) that have been reviewed as part of a consultation process with NHS staff across the country and seek to enable Trust to compare the experiences of disabled and non-disabled staff. 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 WDES has been mandated by the NHS Standard Contract since 1 April 2019 and all Trusts must ensure data is uploaded to a government portal by no later than 31 May each year. Detailed reports including action plans to address areas of further work needed must also be developed and made public by no later than 31 October.

The WDES action plan forms one of the key ambitions within both the People Strategy and Inclusion and Health Inequality Strategy with the aim of improving both access to work for people with disabilities as well as their staff experience.

WCHC is also committed to ensuring that it upholds the principles of the Public Sector Equality Duty to:

- To eliminate unlawful harassment and victimisation.
- To foster good relations between people who share a protected characteristic and those who do not.
- To advance equality of opportunity between people who share a protected characteristic and those who do not.

WDES data provides an invaluable opportunity to annually review staff experiences and Trust performance against a series of nationally agreed indicators and support identification of key areas of progress and areas requiring additional attention.

Executive Summary

WDES allows an enhanced insight into how disabled staff feel they are treated compared with non-disabled staff and whether any bias, conscious or unconscious, is shown during key Trust processes such as recruitment, capability and career progression.

There are several positive results this year, with improvements seen in:

- An increase in the number of disabled staff within the workplace to 8.33%
- Self-reporting on ESR – with more disabled staff declaring they have a disability.
- The likelihood of being appointed from shortlisting showing an improvement from 1.5 to 0.88 for disabled applicants which means they are more likely to be appointed.
- Experiences of bullying, harassment or abuse (BHA) by other colleagues, in the last 12 months – with less staff experiencing this compared to previous year and results now better than the community trust average.

- Reporting of the last experience of bullying, harassment or abuse – with more staff reporting this year and results are now above the national average.

However, it is concerning to see a deterioration in experiences of our disabled staff, with disabled staff declaring they have experienced more bullying, harassment or abuse by patients, relatives or the public and from managers towards them.

Staff survey data also highlights a lower staff engagement score this year, with disabled staff feeling less valued by the organisation, disabled staff experience less provision of opportunities for career progression or promotion and a reduction in the satisfaction scores of the provision of adequate reasonable adjustments. Results for these all now unfortunately fall below the national average when compared to comparable Trusts.

The Ability Staff Network continues to meet on a regular basis and special thanks is noted to its chair Laura Kennedy. The network has an executive sponsor Dave Murphy, Chief Digital Information Officer.

Appendix A provides a summary overview of the Trust's performance.

Appendix B provides a summary overview of key actions required to sustain and improve further the experiences of our disabled staff.

All actions identified in the 2024/25 action plan have been completed.

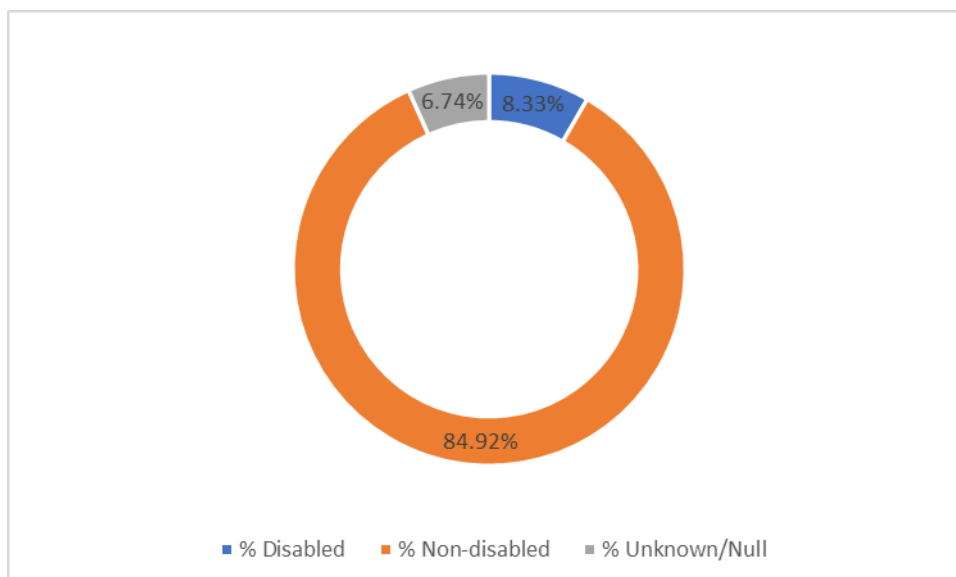
Total Staff Breakdown 31 March 2025

As of 31 March 2025, a total of 1,824 staff were employed by WCHC. Of these, the self-reporting rate for those staff with a disability within WCHC is 8.3%, 152 people (as entered on staff ESR records).

This has continued to improve from last year, whereby only 7.26% of staff (133 people) had declared.

Whilst it is positive to see continued improvements in declaration rates, rates continue to still be low, with 6.7% of staff ESR records still remaining unspecified. Work will therefore continue to support improvements.

Disability Status as of 31 March 2025



WDES Standard Indicators

There are 10 indicators which form the WDES metrics and these are as follows

Indicator	Description
Metric 1	Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce.
Metric 2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.
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.
Metric 4	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.
Metric 5	Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.
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.
Metric 7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.
Metric 8	Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work <i>* Prior to 2022, the term "adequate adjustments" was used</i>
Metric 9	Engagement of disabled staff.
Metric 10	Percentage difference between the organisation's board voting membership and its organisation's overall workforce.

Metric 1

This indicator relates to the relative numbers of staff in each of the Agenda for Change Bands and VSM compared with the percentage of staff in the overall workforce. The tables below show this data for WCHC as a whole workforce as of 31 March 2025.

Clinical staff breakdown by pay band

Pay Band	Disabled	Non-disabled	Unknown/NULL	Grand Total	% disabled staff in band 2024/25	% disabled staff in band 2023/24
Band 2	5	48	3	56	8.93% ↑	6.9%
Band 3	19	166	7	192	9.90% ↑	6.5%
Band 4	9	102	11	122	7.38% ↑	3.4%
Band 5	31	279	36	346	8.96% ↑	7.3%
Band 6	43	373	27	443	9.71% ↑	8.4%
Band 7	10	174	17	201	4.98% ↓	6.5%
Band 8A	5	39	4	48	10.42% ↑	8.2%
Band 8B	0	5	1	6	0.00%	0.00%
Band 8C	0	0	0	0	0.00%	0.00%
Band 8D	0	2	0	2	0.00%	0.00%
Band 9	0	0	0	0	0.00%	0.00%
VSM	0	2	0	2	0.00%	0.0%
M&D – Consultant	0	0	0	0	0.00%	0.0%
M&D – Career Grade	0	8	0	8	0.00%	0.0%
M&D – Trainee	0	17	1	18	0.00%	0.0%
Grand Total	122	1215	107	1444	8.4% ↑	6.9%
% of clinical staff	8.4%	84.1%	7.4%	100%		

Non-clinical staff breakdown by pay band

Pay Band	Disabled	Non-disabled	Unknown/NULL	Grand Total	% disabled staff in band 2024/25	% disabled staff in band 2023/24
Band 1	0	4	0	4	0.0%	0.0%
Band 2	8	109	5	122	6.6% ↓	7.1%
Band 3	5	68	1	74	6.8% ↑	6.1%
Band 4	6	40	4	50	12.0% ↑	6.1%
Band 5	3	40	2	45	6.7% ↑	9.3%
Band 6	2	19	0	21	9.5% ↓	12.0%
Band 7	4	23	0	27	14.8% ↓	18.2%
Band 8A	1	10	2	13	7.7% ↓	10.0%
Band 8B	1	10	1	12	8.3% ↑	7.1%
Band 8C	0	1	0	1	0.0%	0.0%
Band 8D	0	2	1	3	0.0%	0.0%
Band 9	0	1	0	1	0.0%	0.0%
Other Incl VSM	0	7	0	7	0.0% ↓	25.0%
Grand Total	30	334	16	380	7.9% ↓	8.5%
% of non-clinical	7.9%	87.9%	4.2%	100.00%		

Key Findings:-

- The percentage of self declared disabled staff employed at WCHC has increased from 7.3% last year to 8.3% this year with an increase across clinical but a decrease against non-clinical roles. Representation is now higher within clinical roles.

- The majority of clinical bands have increased, with the exception of band 7. For non-clinical roles, there has been an increase in bands 3, 4, 5 and 8B, but a decrease in band 2, 6, 7, 8A and VSM. All other bands remain the same as previous year.
- The number of clinical disabled staff is higher than non-clinical disabled staff, with 8.4% (6.9% last year) of disabled staff being clinical and 7.9% non-clinical (8.5% last year).

Further work is still required to ensure staff are encouraged and supported to be able to update their disability status within ESR. This would then ensure that data can be truly representative of the disabled staff within the Trust and thus contribute to actions for improvement.

Metric 2

This refers to the relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

Key Findings:

Data for this indicator has improved again this year with disabled applicants more likely to be appointed than non-disabled applicants with a relative likelihood of 0.88 and an improvement on 1.5 last year.

Metric 3

This indicator looks at the relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process. This metric is based on data from a two-year rolling average of the current year and the previous year.

Key Findings:

No disabled staff entered the formal capability processes consistent with previous years.

National NHS Staff Survey Findings

The next 6 metrics are taken directly from the staff survey results and relate to staff experiences of bullying and harassment, career progression opportunities and personal experience of discrimination. A summary overview can also be found at appendix A.

Metric 4

Results of this metric are based on Q14 of the National Staff survey:

- a) looks at the percentage of staff experiencing harassment, bullying or abuse from:
 - i) Patients, relatives or the public in last 12 months (table 1)
 - ii) Managers (table 2)
 - iii) Other colleagues (table 3)
- b) looks at the percentage of staff saying that the last time they experienced bullying, harassment or abuse at work, they or a colleague reported it

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

	2020	2021	2022	2023	2024	CT Average 2024
Disabled staff	26.6%	20.0%	24.3%	19.2%	26.6%	23.7%
Non-disabled staff	14.7%	15.4%	16.9%	14.6%	11.8%	16.8%
Difference (+/-)	-11.90%	-4.60%	-7.40%	-4.60%	-14.80%	-6.90%

This was an increase from the previous year of disabled staff stating they experienced harassment, bullying or abuse from patients, service users, their relatives or other members of the public in last 12 months and above the CT average.

% of staff experiencing harassment, bullying or abuse at work from managers in the last 12 months

	2020	2021	2022	2023	2024	CT Average 2024
Disabled staff	15.3%	14.9%	8.4%	8.4%	12.6%	10.2%
Non-disabled staff	5.9%	4.7%	6.1%	5.2%	3.3%	4.4%
Difference (+/-)	-9.40%	-10.20%	-1.90%	-3.20%	-9.30%	-5.80%

This was an increase from the previous year of the percentage of disabled stating they experienced harassment, bullying or abuse at work from managers in the last 12 months and is above the CT average.

% of staff experiencing harassment, bullying or abuse at work from other colleagues in the last 12 months

	2020	2021	2022	2023	2024	CT Average 2024
Disabled staff	22.6%	18.3%	21.5%	19.3%	14.7%	15.6%
Non-disabled staff	10.7%	11.2%	8.4%	9.9%	10.6%	9.3%
Difference (+/-)	-11.90%	-7.10%	-13.10%	-9.40%	-4.10%	-6.30%

This was an improvement in the percentage of disabled staff stating they experienced harassment, bullying or abuse at work from other colleagues in the last 12 months. This has been a three-year improvement and is above the CT average.

% of staff saying that the last time they experienced bullying, harassment or abuse at work, they or a colleague reported it

	2020	2021	2022	2023	2024	CT Average 2024
Disabled staff	61.4%	54.3%	59.3%	60.4%	66.0%	60.3%
Non-disabled staff	58.1%	60.5%	58.7%	60.3%	64.8%	61.9%
Difference (+/-)	-3.30%	6.20%	-0.60%	-0.10%	-1.20%	1.60%

The scores have increased for both disabled and non-disabled staff which shows that staff feel empowered to report instances of bullying, harassment and abuse. For disabled staff this is above the CT average which is positive.

Metric 5

This metric is also taken from the national staff survey results and is the percentage of staff believing that the Trust provides equal opportunities for career progression or promotion (Q15).

	2020	2021	2022	2023	2024	CT Average 2024
Disabled staff	53.2%	48.6%	49.4%	63.4%	52.6%	59.0%
Non-disabled staff	57.2%	59.1%	64.5%	65.6%	64.7%	63.9%
<i>Difference (+/-)</i>	-4.00%	-10.50%	-15.10%	-2.20%	-12.10%	-4.90%

This was a decrease from the previous year of the percentage of disabled staff stating they believe the trust provides equal opportunities for career progression or promotion. This score is below the CT average.

Metric 6

This metric is again taken from the national staff survey results (Q11e) and looks at the percentage of disabled staff compared to non-disabled staff who say that they have felt pressure coming to work, despite not feeling well enough to perform their duties. (lower score the better)

	2020	2021	2022	2023	2024	CT Average 2024
Disabled staff	25.9%	25.5%	20.8%	18.9%	19.4%	19.4%
Non-disabled staff	14.9%	16.4%	15.6%	12.8%	15.3%	13.6%
<i>Difference (+/-)</i>	-11.00%	-9.10%	-5.20%	-6.10%	-4.10%	-5.80%

This was an increase from the previous year for disabled staff however the difference between disabled and non-disabled who say that they have felt pressure coming to work, despite not feeling well enough to perform their duties has improved.

Metric 7

This metric looks at the percentage of disabled staff compared with non-disabled staff saying that they are satisfied with the extent to which the organisation values their work (Q4b).

	2020	2021	2022	2023	2024	CT Average 2024
Disabled staff	42.6%	34.9%	38.7%	42.5%	34.9%	43.9%
Non-disabled staff	48.4%	44.1%	45.2%	52.6%	52.0%	54.4%
<i>Difference (+/-)</i>	-5.80%	-9.20%	-6.50%	-10.10%	-17.10%	-10.50%

The percentage difference between disabled and non-disabled staff has increased compared to last year which means the levels of satisfaction between staffing groups has worsened.

Metric 8

This metric is also taken from the national staff survey results and seeks to identify the number of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work (Q28b)

	2022	2023	2024	CT Average 2024
Disabled staff	84.0%	79.3%	78.1%	83.0%

This score has declined over the last 3 years for disabled staff and is 5% below the CT average.

Metric 9

This metric is also taken from the national staff survey results and comprises of two elements:

- The staff engagement score for disabled staff, compared to non-disabled staff and the overall staff engagement score for the organisation.
- Has the Trust taken action to facilitate the voices of disabled staff in the organisation being heard?

Part a - Staff Engagement Scores

	2020	2021	2022	2023	2024	CT Average 2024
Disabled staff	6.83	6.64	6.68	6.93	6.65	6.90
Non-disabled staff	7.25	7.05	7.07	7.28	7.22	7.34
Difference (+/-)	-0.42	-0.41	-0.39	-0.35	-0.57	-0.44

For both disabled and non-disabled staff the engagement scores have declined and the difference between disabled and non-disabled staff has increased and therefore worsened.

Part b - Has the Trust taken action to facilitate the voices of disabled staff in the organisation being heard?

Several actions have taken place to facilitate the voices of disabled staff.

The Trust has an Ability Staff network for staff with disabilities and long-term conditions. The network has a staff chair Laura Kennedy and an Executive Sponsor.

The group also welcomes staff with neurodiversity and a member of the group has been part of an awareness campaign to show the support they received in work.

The group has been part of the consultation on Respect and Civility programme and helped in the development of a new policy which focussed on a restorative approach to concerns raised.

The ability network was part of the Staff Network Celebration event in December 2024 where all networks celebrated their achievements together during a hybrid event and had a market-place inviting board members to attend and sharing lived experiences.

In April 2025 there was a Staff Network awareness day which promoted the work of the networks at St Cath's Health Centre which interacted with 60 members of staff.

The trust has agreed for half a day per month to be granted for all network chairs, with a toolkit developed including a terms of reference for each group and enabling a development plan for chairs. There has been recruitment for replacement co-chairs for other inclusion network groups and a budget allocated for network activities as part of the Inclusion budget. Building capacity and capability of our network will be a focus for 2025/26.

We have developed a regular staff network leads meeting to ensure working across the groups on joint workplans and priorities. This is then shaping decision making and meeting together to have some fun too to ensure an intersectional approach.

Regular communications are produced to raise awareness of key national and international awareness days and links made to areas for consideration, action needed and support services available for both staff and patients.

The Trust's Inclusion and Health Inequalities strategic commitment underpins the Trust's People Strategy and seeks to ensure that Inclusion is a golden thread throughout all our people practices and processes.

EDI sessions are also held as part of Manager Essential and Leading Teams programmes, within the themes of Compassionate Leadership and Recruitment being delivered.

Metric 10

Percentage difference between the organisations Board voting membership and its overall workforce disaggregated:

- **By voting membership of the Board**
- **By executive membership of the Board**

The Trust has 13 Board member, 8 of whom are voting members. 2 have declared disability status and 3 do not have disability status recorded.

This gives a percentage difference for both the Trust boards voting and executive membership and its overall workforce of 7%.

Conclusion

There are a number of positive results this year, with improvements seen in:

- An increase in the number of disabled staff within the workplace to 8.33%
- Self-reporting on ESR – with more disabled staff declaring they have a disability.
- The likelihood of being appointed from shortlisting an improvement from 1.5 to 0.88 for disabled applicants which means more likely to be appointed.
- Experiences of bullying, harassment or abuse (BHA) by other colleagues, in the last 12 months – with less staff experiencing this compared to previous year and results now better than community trust average.

- Reporting of the last experience of bullying, harassment or abuse – with more staff reporting this year and results are now above the national average.

However, it is concerning to see a deterioration in experiences of our disabled staff, with disabled staff declaring they have experienced more bullying, harassment or abuse patients, relatives or the public and particularly concerning is that it has also increased from managers too.

Staff survey data also highlights a lower staff engagement score this year, with disabled staff feeling less valued by the organisation this year, with less provision of opportunities for career progression or promotion and a reduction in the levels of satisfaction in the provision of adequate reasonable adjustments. Results for these all now unfortunately fall below the national average when compared to comparable Trusts.

The scores have been shared with the Ability Staff network chair and group and actions have been developed in partnership. The action plan will continue to be reviewed on a regular basis to track progress and monitor the expected improvements in disabled experiences of work.

Reporting Year		National average 2024 where available	April 2023 – March 2024	April 2024 – March 2025	
Metric 1 - Percentage of staff in AfC pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.	Overall workforce headcount		1831	1824	
	Overall disabled %		7.26%	8.33%	
	Disabled headcount		133	152	
	Non-Disabled headcount		1559	1549	
	Unknown/NULL headcount		139	123	
Metric 2 - Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.			1.5	0.88	
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. <i>*based on 2 year rolling average of the current year and the previous year (April 2022 – Mar 23 and Apr 23 – Mar 24)</i>	Total number of staff over 2 years <i>(divided by 2)</i>		0	0	
	Relative likelihood		0	0	
Date of Staff Survey			NHS CT average	October 2023	October 2024
Metric 4a - Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse in last 12 months from:	patients, relatives, public	Disabled	23.69%	18.89%	26.57%
		Non-Disabled	16.83%	15.84%	11.76%
	Managers	Disabled	10.22%	8.28%	12.64%
		Non-Disabled	4.41%	5.54%	3.33%
	Other colleagues	Disabled	15.63%	19.67%	14.72%
		Non-Disabled	9.26%	11.10%	10.62%
Metric 4b - 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	60.34%	61.29%	65.98%
		Non-Disabled	61.39%	61.59%	64.80%
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.		Disabled	59.01%	63.37%	52.59%
		Non-Disabled	63.87%	65.62%	64.67%
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	19.41%	18.84%	19.4%
		Non-Disabled	13.60%	12.77%	15.31%
Metric 7 - Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.		Disabled	43.85%	42.48%	34.93%
		Non-Disabled	54.36%	52.62%	52.04%
Metric 8 - Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work. <i>* Prior to 2022, the term “adequate adjustments” was used</i>			82.94%	79.29%	78.14%
Metric 9a - The staff engagement score for Disabled staff, compared to non-disabled staff.		WCHC Average	7.05	7.18	7.05
		Disabled	6.90	6.93	6.65
		Non-Disabled	7.34	7.28	7.22

Reporting period	April 2023 – March 2024	April 2024 – March 2025
Metric 10 - Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: • By voting membership of the Board. • By Executive membership of the Board.	Board Members (13) Disabled 23.08% Non-Disabled 69.23% Not declared 7.69% Voting Membership Disabled 25% Non-Disabled 80% Total Workforce Disabled 7.26% Non-Disabled 85.14% Not declared 7.59%	Board Members (13) Disabled 15.38% Non-Disabled 61.54% Not declared 23.08% Voting Membership Disabled 25% Non-Disabled 50% Total Workforce Disabled 8.33% Non-Disabled 84.92% Not declared 6.74%

Key:

	Improved from last year and above the national average
	Improved from last year however below the national average or reduced from last year however above the national average
	Reduced from last year and below the national average

WDES Action Plan for 2025-26

Elements		Action	Responsibility	Deadline
Seek to Understand	1	To regularly analyse incidents/ concerns in relation to disability harassment reported by staff and employee relations cases to identify learning	Network / Staff Inclusion Lead	30/09/2025
Support	2	Continuing to promote reasonable adjustments across the trust, promote case studies and continue to learn from cases	Ability/Staff Inclusion Lead/ Head of People Experience	31/03/2025
Educate and Develop	3	Deliver education and training sessions to promote key priorities e.g. Deaf awareness, neurodiversity awareness and general advice and support for manager	Staff Inclusion Lead/ Head of People Experience/ Patient Inclusion Lead	Ongoing
	4	To improve equal opportunities in relation to career progression for disabled workforce – promoting mentoring and coaching opportunities	Staff Inclusion Lead/ Head of People Development	31/03/26
Celebrate and Promote	5	Annual calendar of events to ensure proactive celebration of diversity and raising awareness of key EDI events / festivals/ awareness days sharing staff experiences and linking external / internal support mechanisms to aid and enhance understanding and support	Staff Inclusion Lead/ Patient Inclusion Lead	Ongoing
	6	Launch and promote actions achieved by the ability network as part of the wider campaign of inclusion network achievements	Network / Staff Inclusion Lead	Ongoing