



Manchester University
NHS Foundation Trust

Workforce Disability Equality Standard (WDES) Report 2023-24



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Contents



Page #	Content
4	Introduction
5	WDES Metrics
6	Data Limitations
7	Definitions
8	Yearly comparison table for WDES indicators
10	Key Findings
11	WDES metric 1: Percentage of staff in AfC (Agenda for Change) paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.
19	WDES metric 2: Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts
20	WDES 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
21	WDES metric 4: (a) Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from (a) Patients/service users, their relatives or other members of the public (b) Managers (c) Other colleagues, (d) 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.
25	WDES metric 5: Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion
26	WDES metric 6: Percentage of disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties
27	WDES 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
28	WDES metric 8: Percentage of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work
29	WDES metric 9: (a) Staff Engagement Score and (b) voice of disabled staff
31	WDES metric 10: Percentage difference between an organisation’s board voting membership and its overall workforce
32	Key Areas of Progress and Actions for Next 12 Months
35	Action Plan for next 12 months

Contents

- Nationally, it is known, based on various sources of data and lived experiences, that disabled colleagues have a poorer experience of working within the NHS. Our workforce consists of people with varied disabilities and long-term health conditions. They include a whole range of hidden and often changing conditions that will affect different individuals in different ways, in terms of their ability to work, so we need to cater for all their bespoke needs.
- At MFT we are committed to improving those lived experiences and strive towards creating an inclusive culture where being disabled is not a barrier to progression, allows individuals to feel safe in the workplace and difference is embraced.
- The importance of disability 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](#).
- MFT’s [Diversity Matters Strategy 2019-2024](#), is currently being reviewed and an updated version is being developed for 2024-2028, where the voices of our workforce will be key to our aims and objectives. This approach is also strengthened by the [NHS EDI Improvement Plan](#), which sets out targeted actions to address the prejudice and discrimination – direct and indirect – that exists through behaviour, policies, practices and cultures against certain groups and individuals across the NHS workforce.
- As a Trust we want to focus on working in partnership with our patients, service users and workforce, to change our workforce systems, rather than trying to change individuals. This enables our staff to thrive and deliver the best possible services and care to the people of Manchester, Trafford and surrounding areas.
- Each year the Trust is required to publish [Workforce Disability Equality Standard \(WDES\) data](#). The WDES was mandated for all Trust’s from April 2017. It is included in the [NHS Standard Contract](#).
- The WDES is a set of ten specific measures (metrics) that enable NHS organisations to compare the experiences of Disabled and Non-disabled staff. This information informs the development of an action plan to demonstrate progress against the metrics to improve equality and inclusion for Disabled staff.
- The WDES is important because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety. It supports positive change for existing employees and enables a more inclusive environment for disabled people working in the NHS.
- The following information in the report details key findings from the data collated for 2023/2024, comparisons of data from previous years, the progress made and actions that will be implemented to address the findings. We have included detailed data for each indicator where possible, ensuring that individuals cannot be identified. The data for the NHS Staff Survey 2023 indicators were made available and is included. In this report, we have used the data from NHS Staff Survey 2023, as the results of the 2024 survey will not be available until after October 2024.
- EDI Team is working with the Workforce Planning & Information Team to gather detailed data for the remaining indicators, which will be included in next year’s report. By breaking down the data for WDES indicators and considering intersectionality, we aim to ensure that our equality efforts reflect the real experiences of our diverse staff. This approach will help MFT stay accountable, build trust and create meaningful positive change.
- At the time of writing this report, NHS England's latest report had not been released, so we do not have the national comparative data for this year.
- We encourage anyone reading this report, to give us feedback about the contents and suggest improvements, so that we can enable appropriate and effective lived experiences for our diverse colleagues.

WDES Metrics



There are ten (10) WDES metrics. Three (3) metrics focus on **workforce data**; Five (5) are based on questions from the **NHS Staff Survey**; One (1) metric focuses on disability representation on boards; One (1) metric (metric 9b) focuses on the voices of Disabled staff. Based on the requirement from the National team, the Trust submitted the WDES data for Metrics 1 – 3, and Metric 9b and Metric 10 on the National Data Collection Framework (DCF) on 31st May 2023. The staff survey results for the Metrics 4 – 9a, are taken directly from the WDES publications available on the NHS Staff Survey website.

WDES Metrics

Workforce metrics : For the following three metrics, compare the data for both Disabled and non-disabled staff.

- 1. Percentage of staff in AfC (Agenda for Change) paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. This calculation should be undertaken separately for non-clinical and for clinical staff for clusters 1 to 4. **Data Sourced from ESR**
- 2. Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts. **Data Sourced from ESR**
- 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. **Data Sourced from HR records**

National NHS Staff Survey metrics (or equivalent): For each of the following four metrics, compare the responses for both Disabled and non-disabled staff. Data Sourced from NHSS

- 4. Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: a) Patients/service users, their relatives or other members of the public b) Managers c) Other colleagues, d) 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.
- 5. Percentage of disabled staff compared to non-disabled staff believing that the Organisation provides equal opportunities for career progression or promotion.
- 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.
- 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.
- 8. The following NHS Staff Survey metric only includes the responses of Disabled staff
Percentage of disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.
- 9. NHS Staff Survey and the engagement of disabled staff For part a)compare the staff engagement scores for Disabled, non-disabled staff.
a)The staff engagement score for Disabled staff, compared to nondisabled staff.
b) Have you taken action to facilitate the voices of disabled staff in your organisation to be heard (Yes or No)?

Board representation metric: For this metric, compare the difference for Disabled and non-disabled staff.

- 10. Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:
 - By voting and non-voting membership of the board.
 - By Executive and non-exec membership of the board.

Data Sourced from ESR

Data Limitations

- Five of the WDES metrics (4 to 9a) are drawn from questions in the National NHS staff survey (NHSS).
- The reliability of the data drawn from those metrics is dependent upon the overall size of samples surveyed, the response rates to the survey questions, and whether the numbers of disabled staff are large enough to not undermine confidence in the data.
- For WDES, the National NHS staff survey (NHSS) Benchmark report has been used
 - **5 Benchmarking groups**
 - NHS organisations vary in the services they provide and relatedly, the challenges they face. Organisations are assigned to a benchmarking group based on the services they offer. This means that comparisons are only made between organisations of a similar type and ensures comparisons are fair. In the benchmark reports organisations’ results are presented in the context of their benchmarking group’s best, average and worst results.
- In this report, we have used the data from NHS Staff Survey 2023, as the results of the 2024 survey will not be available until after October 2024.
- Data by Pay Band is not available for NHS Staff survey indicators - EDI team is working with OD Team to extract this data for next years report.
- EDI team is also working with the Workforce Planning & Information Team to add detailed data for the other indicators in next year’s report.
- This year, we have included data from Sodexo. However, the systems Sodexo uses to track staff on the Agenda for Change have limitations and recording is not fully effective. The EDI team is working with Sodexo to address these challenges and find better ways to capture data, aiming to improve the experiences of our Sodexo staff.



























Definitions

	Definitions as per Technical Guidance by NHS England WDES Team.
Term	Definitions
Disabled staff	Disabled staff refers to those staff who have recorded a disability in Electronic Staff Record (ESR).
Non-disabled staff	Non-Disabled staff may include staff who are disabled but have not recorded it.
Unknown	Unknown disability status (i.e., staff who have either indicated that they ‘Prefer not to say’ or have not responded to the disability monitoring question in ESR)
Clusters	<p>The WDES standard requires organisations to ‘group’ staff into ‘clusters.’</p> <ul style="list-style-type: none"> 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

Yearly Comparison Table

 Green – Positive





















 Red –Negative

WDES Metrics			Year						Trend	Difference between 2022 and 2023
			2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024		
1	Percentage of staff in Agenda for Change (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	2.80%	3.00%	3.20%	3.70%	4.00%	4.50%		0.50% 
	* Non-clinical, Clinical and Medical/Dental comparison data shown in the table represents % of disabled staff within each category (example: in 2023, 5.3% of all non-clinical staff in the Trust are disabled)	Non-clinical*	3.10%	3.40%	3.70%	4.70%	5.30%	5.60%		0.30% 
		Clinical*	2.90%	3.10%	3.30%	3.70%	3.90%	4.50%		0.60% 
2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts			1.53	1.65	1.29	1.36	1.04		-0.32 
3	Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure.			7.97	0	5.34	5.06	3.04		-2.02 
4a	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.	Disabled	26.90%	28.40%	25.70%	32.80%	30.30%	27.79%		-2.51% 
		Non-disabled	21.50%	22.90%	20.00%	24.50%	24.40%	21.35%		-3.05% 
4b	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers	Disabled	19.00%	18.50%	20.80%	22.30%	21.60%	15.54%		-6.06% 
		Non-disabled	10.70%	9.50%	11.40%	11.40%	11.40%	8.48%		-2.92% 
4c	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from colleagues	Disabled	24.90%	24.90%	27.30%	29.90%	27.10%	24.18%		-2.92% 
		Non-disabled	15.80%	15.50%	16.10%	17.90%	17.80%	15.22%		-2.58% 
4d	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	44.60%	47.90%	47.00%	47.50%	46.50%	51.21%		4.71% 
		Non-disabled	45.00%	46.20%	44.30%	44.90%	44.50%	47.69%		3.19% 

Yearly Comparison Table

 Green – Positive

 Red –Negative

WDES Metrics			Year							
			2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	Trend	Difference between 2023 and 2024
5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled	49.00%	50.00%	50.40%	48.20%	44.60%	47.51%		2.91% 
		Non-disabled	58.40%	58.80%	56.50%	55.30%	53.90%	55.88%		1.98% 
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	31.80%	31.70%	34.90%	32.80%	31.40%	26.69%		-4.71% 
		Non-disabled	21.50%	20.60%	23.50%	21.70%	21.60%	18.45%		-3.15% 
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	36.00%	40.50%	39.30%	30.80%	30.10%	34.70%		4.60% 
		Non-disabled	49.50%	51.60%	49.30%	42.50%	40.90%	45.67%		4.77% 
8	Percentage of disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.	Disabled	69.70%	71.10%	70.70%	64.40%	63.80%	70.09%		6.29% 
9	The staff engagement score for Disabled staff, compared to non-disabled staff.	Disabled	6.64	6.59	6.53	6.2	6.04	6.36		0.32 
		Non-disabled	7.2	7.18	7.11	6.84	6.63	6.89		0.26 
10	Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce, disaggregated		5.90%	5.60%	5.60%	5.60%	5.60%	5.88%		0.28% 

Key Finding 2023-2024



Workforce and Board Representation

The proportion of disabled staff at MFT increased by 0.5%, rising from **4%** in **22/23** to **4.5%** in **23/24**, but disabled staff remain underrepresented in senior roles, particularly in clinical positions.

The number of board members who declared disability has increased from **5.6%** to **5.8%** this year.

Out of **17** Board members, only **1(5.88%)** has disclosed a disability, and **9 (53%) have not declared** their status.

Declaration rates are lower across all bands compared to last year. The highest rate this year is **13.33%** at **Band 1**, whereas in 22/23, the highest was **20% at Bands 5 and 6**.

Career Progression

The percentage of disabled staff who believe that the Trust provides equal opportunities for career progression or promotion **increased by 2.9%**, rising from **44.6%** in **22/23** to **47.5%** in **23/24**.

Recruitment

The relative likelihood of non-disabled staff being appointed from shortlisting, compared to disabled staff, decreased from **1.36** in **22/23** to **1.04** in **23/24**. While this change is positive, the improvement is minimal.

Pressure to come to work and Feeling Valued

The percentage of disabled staff feeling pressured to come to work **decreased by 4.7%**, from **31.4%** in **22/23** to **26.7%** in **23/24**.

There was a **4.6% increase** in the number of disabled staff who feel their work is valued, rising from **30.1%** in **22/23** to **34.7%** in **23/24**.

Capability

The relative likelihood of disabled staff entering the formal capability process, compared to non-disabled staff, **decreased from 5.06 in 22/23 to 3.04 in 23/24**.

However, disabled staff are still more likely to enter the formal capability process than non-disabled staff.

Reasonable adjustments

There is a **6.3% increase** in the number of disabled staff reporting that their employer has made reasonable adjustments to help them carry out their work, rising from **63.8%** in **22/23** to **70.1%** in **23/24**.

Bullying & Harassment

Bullying and harassment towards disabled staff from patients, service users, relatives, and the public **decreased from 30.30% in 22/23 to 27.79% in 23/24**.

Reports of bullying and harassment by managers also saw a decline of **6.06%**, from **21.60%** in **22/23** to **15.54%** in **23/24**.

Incidents of bullying and harassment from colleagues decreased by **2.9%**, from **27.1%** in **22/23** to **24.2%** in **23/24**.

Additionally, there was a **4.7%** increase in the number of disabled staff reporting incidents, rising from **46.5%** in **22/23** to **51.1%** in **23/24**.

Staff Engagement

The staff engagement score for disabled staff **increased by 0.3 points**.

However, the score remains lower for **disabled staff at 6.36** compared to **6.89 for non-disabled staff**.

For the NHS Staff Survey Metrics, the number of disabled staff who responded to the NHS staff survey are more than the total number of staff who declared disability on ESR within MFT.

Last year, the national report highlighted concerns around bullying and harassment, reasonable adjustments, and staff engagement. While there has been improvement in these areas at MFT this year, we are still awaiting the national ranking from NHS England – the National report will be available after October 2024.

Overall the metrics are positive but the percentage is still minimal - For example, Metric 1, 2, 9, 10 shows improvements but it is minimal

Disaggregated data for NHS Staff Survey indicators based on ethnicity, religion, sexual orientation, age and staff group is included in this report. However, data by pay band and other indicators is not available currently.

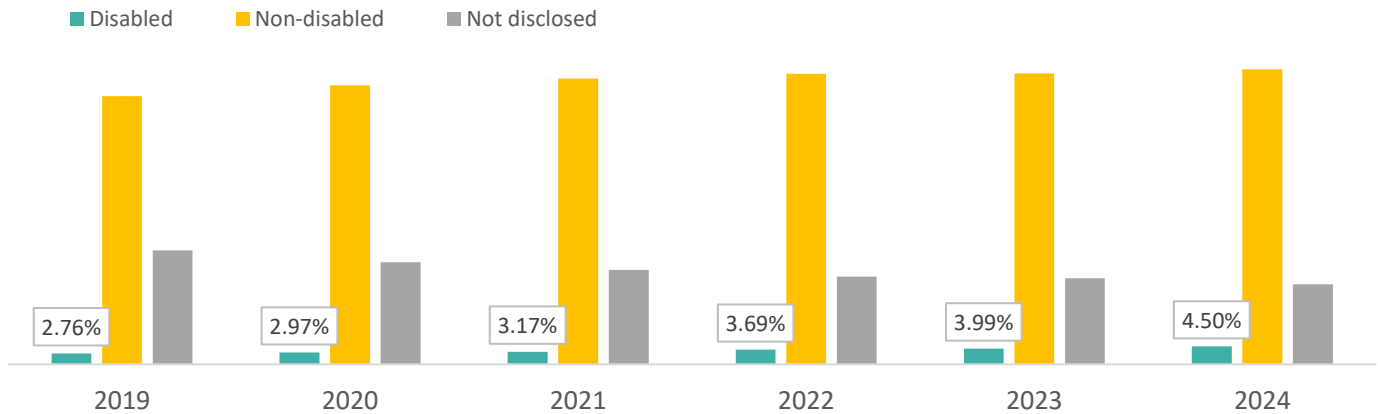
WDES Metric 1

Percentage of staff in AfC (Agenda for Change) paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

To be calculated separately for non-clinical and for clinical staff for clusters 1 to 4.

Overall staff in MFT by Disability: 2019 – 2024 as of 31 March 2024.

Year	Headcount			Percentages		
	Disabled	Non-disabled	Not disclosed	Disabled	Non-disabled	Not disclosed
2019	6,05	14,984	6,356	2.76%	68.28%	28.96%
2020	7,07	16,911	6,188	2.97%	71.04%	25.99%
2021	7,89	18,116	5,991	3.17%	72.77%	24.06%
2022	1,029	20,602	6,219	3.69%	73.97%	22.33%
2023	1,146	21,280	6,286	3.99%	74.12%	21.89%
2024	1,396	23,325	6,313	4.50%	75.16%	20.34%



- As of 31 March 2024, the total headcount at MFT is 31,034, which includes Sodexo staff employed by MFT and those on the Agenda for Change.
- The Data shows that the percentage of staff declaring a disability at the Trust continues to increase.
- In MFT 1396 staff recorded a disability (4.5%), which is an increase from last year’s data of 1,146 (3.99%).
- The non-disclosure rate remains notably high, though there has been a decrease in recent years. This year, the proportion of staff choosing not to disclose a disability reduced by 1.6% compared to the previous year, dropping from 21.9% in 22/23 to 20.3% in 23/24. There has been an emphasis on updating of disability status on ESR (Electronic Staff Record).
- The national average data for comparison from NHS England is not available at the time of this report's publication.

WDES Metric 1

Overall staff in MFT by Clusters, Pay Bands & Grades as at 31 March 2024.

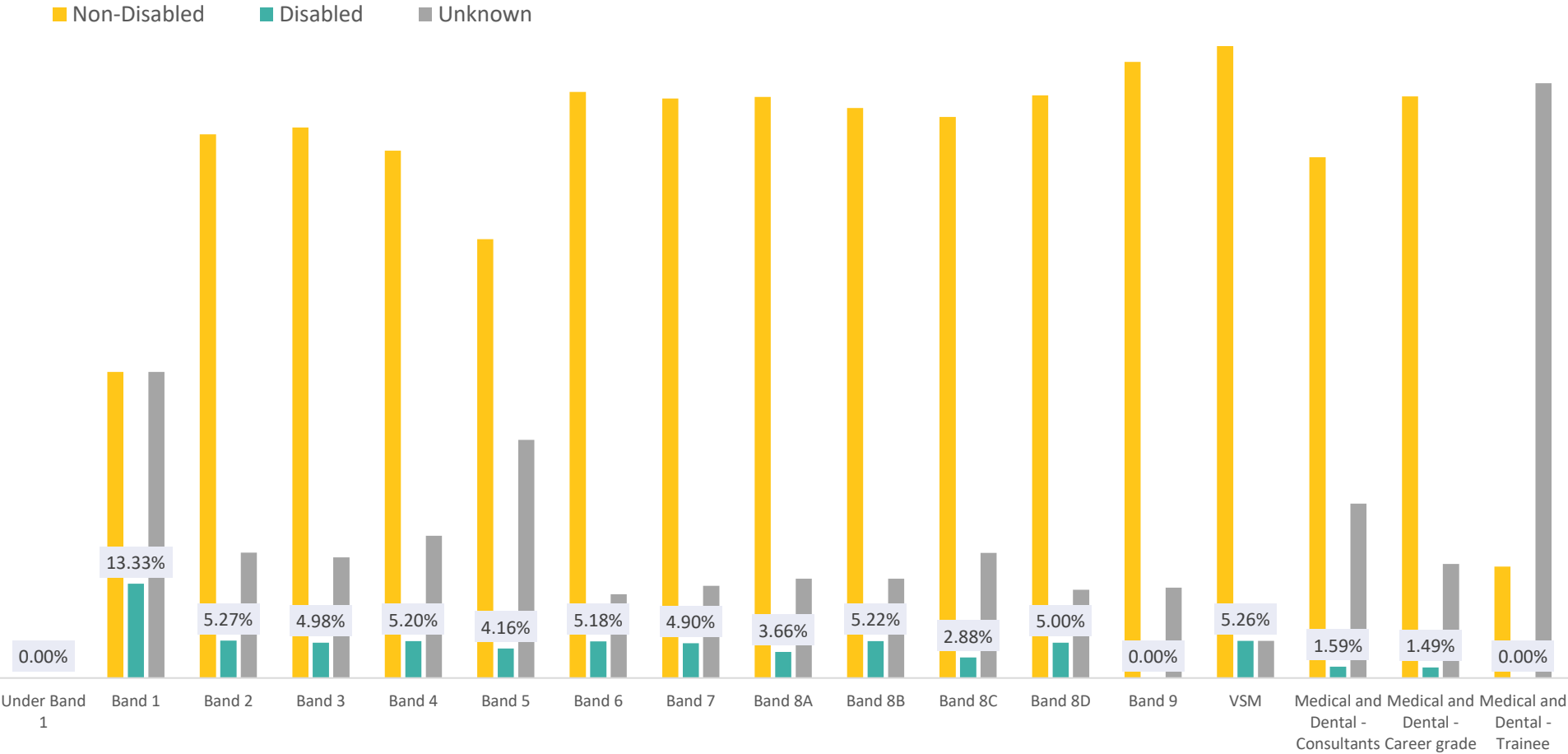
Cluster/Pay scale	Headcount			Percentage			Total Headcount
	Non-Disabled	Disabled	Unknown	Non-Disabled	Disabled	Unknown	
Cluster 1	8114	549	1925	76.63%	5.19%	18.18%	10588
Under Band 1	0	0	0	0.0%	0.0%	0.0%	0
Bands 1	26	8	26	43.33%	13.33%	43.33%	60
Bands 2	2952	202	680	77.00%	5.27%	17.74%	3834
Bands 3	3285	210	720	77.94%	4.98%	17.08%	4215
Bands 4	1851	129	499	74.67%	5.20%	20.13%	2479
Cluster 2	11198	710	3280	73.73%	4.67%	21.60%	15188
Bands 5	4095	274	2222	62.13%	4.16%	33.71%	6591
Bands 6	4339	271	619	82.98%	5.18%	11.84%	5229
Bands 7	2764	165	439	82.07%	4.90%	13.03%	3368
Cluster 3	1637	81	281	81.89%	4.05%	14.06%	1999
Bands 8a	1235	55	211	82.28%	3.66%	14.06%	1501
Bands 8b	402	26	70	80.72%	5.22%	14.06%	498
Cluster 4	401	17	68	82.51%	3.50%	13.99%	486
Bands 8c	193	7	43	79.42%	2.88%	17.70%	243
Bands 8d	99	6	15	82.50%	5.00%	12.50%	120
Bands 9	41	0	6	87.23%	0.00%	12.77%	47
VSM	68	4	4	89.47%	5.26%	5.26%	76
Cluster 5	1159	25	388	73.73%	1.59%	24.68%	1572
Medical & Dental Staff, Consultants	1159	25	388	73.73%	1.59%	24.68%	1572
Cluster 6	775	14	152	82.36%	1.49%	16.15%	941
Medical & Dental Staff, Non-Consultants career grade	775	14	152	82.36%	1.49%	16.15%	941
Cluster 7	41	0	219	15.77%	0.00%	84.23%	260
Medical & Dental Staff, Medical and dental trainee grades	41	0	219	15.77%	0.00%	84.23%	260
Grand Total	23325	1396	6313	75.16%	4.50%	20.34%	31034

- The overall headcount for the Trust is 31,034, which includes
 - 1,396 (4.50%) disabled staff, which is 250 (0.5%) more in comparison to last year.
 - 23,325 (74.12%) non-disabled staff,
 - 6313 (20.34%) staff who have not responded to the disability monitoring question in ESR. Which is 1.6% less in comparison to last years deceleration.
- Cluster 2 has the majority of workforce 15,188 and the number of staff who have recorded a disability is the highest here at 4.67% (710).
- In Clusters, 7 (84.23%), 5 (24.68%) and 2 (21.60%), the number of staff who have not responded/recorded their disability status is highest.
- The general trend of declaration rates decreasing as salary band increases, is consistent.

WDES Metric 1

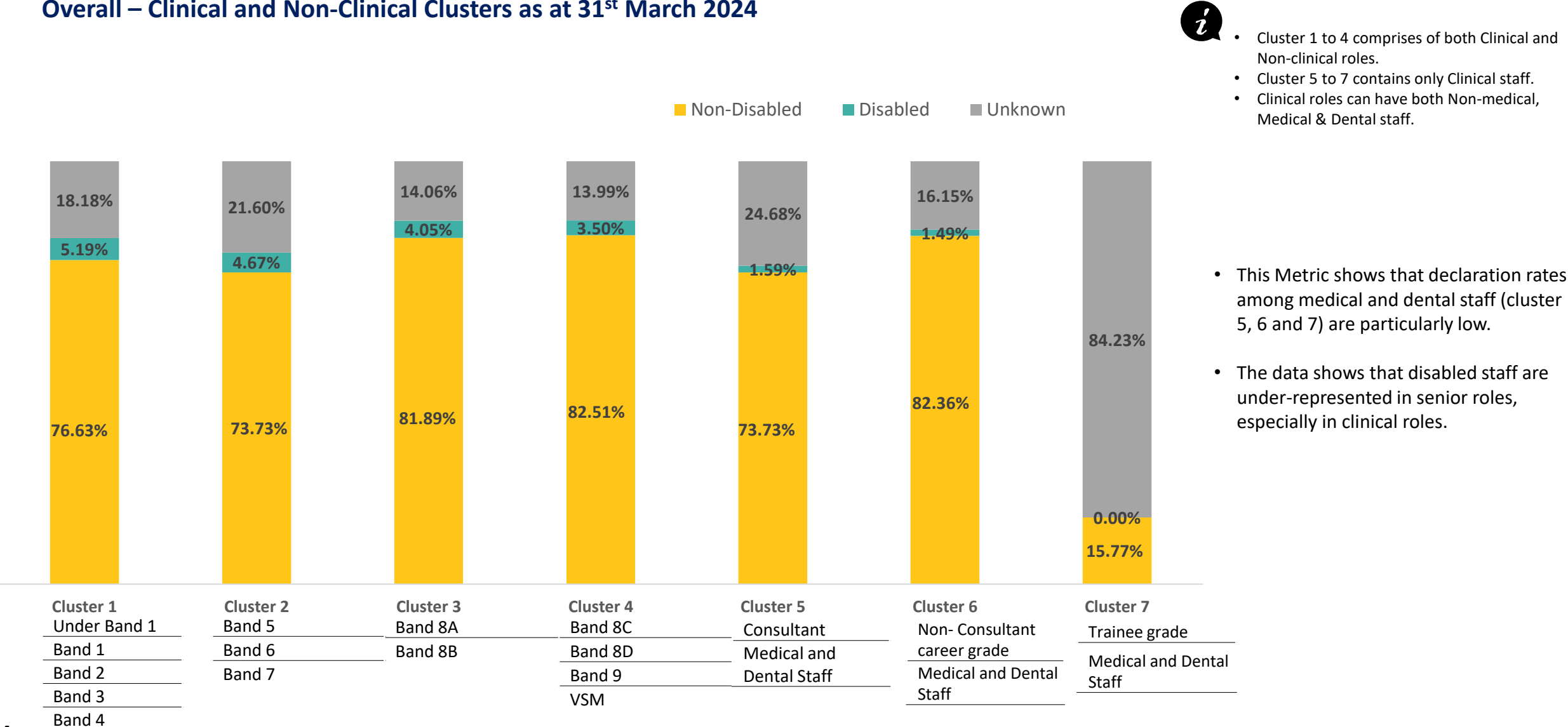


Overall staff in MFT by Pay Band and Grade as at 31 March 2024.

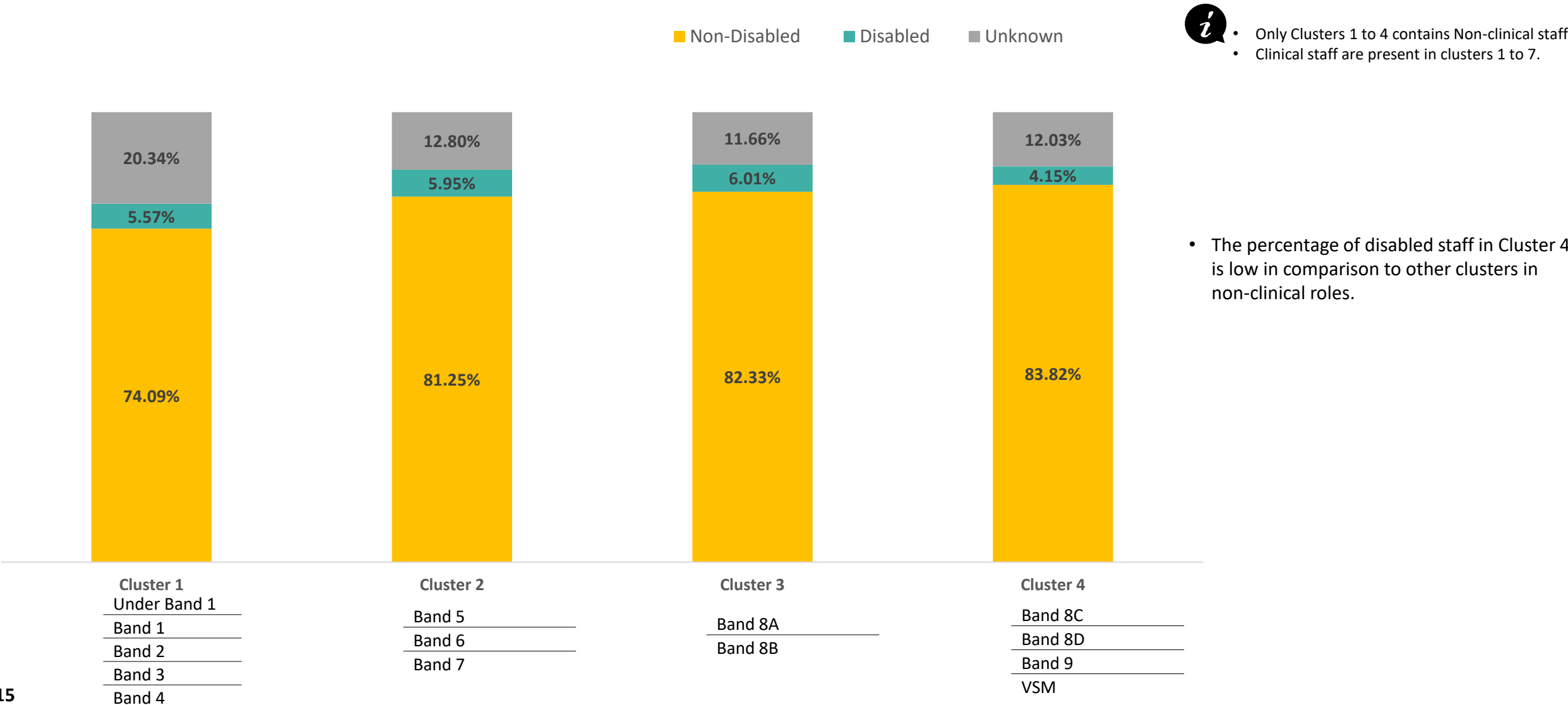


- The declaration rate across all bands is significantly lower this year compared to last year. The highest rate in 23/24 is 13.33% in Band 1, whereas last year, declaration rates were much higher across several bands, with Bands 5 and 6 reaching 20%.
- In Band 9, out of 47 staff members 6 have not disclosed a disability, consistent with last year, when no disabilities were recorded in the medical and dental trainee grade.
- Overall, there are 20% of staff members who have not recorded any status unknown.

Overall – Clinical and Non-Clinical Clusters as at 31st March 2024

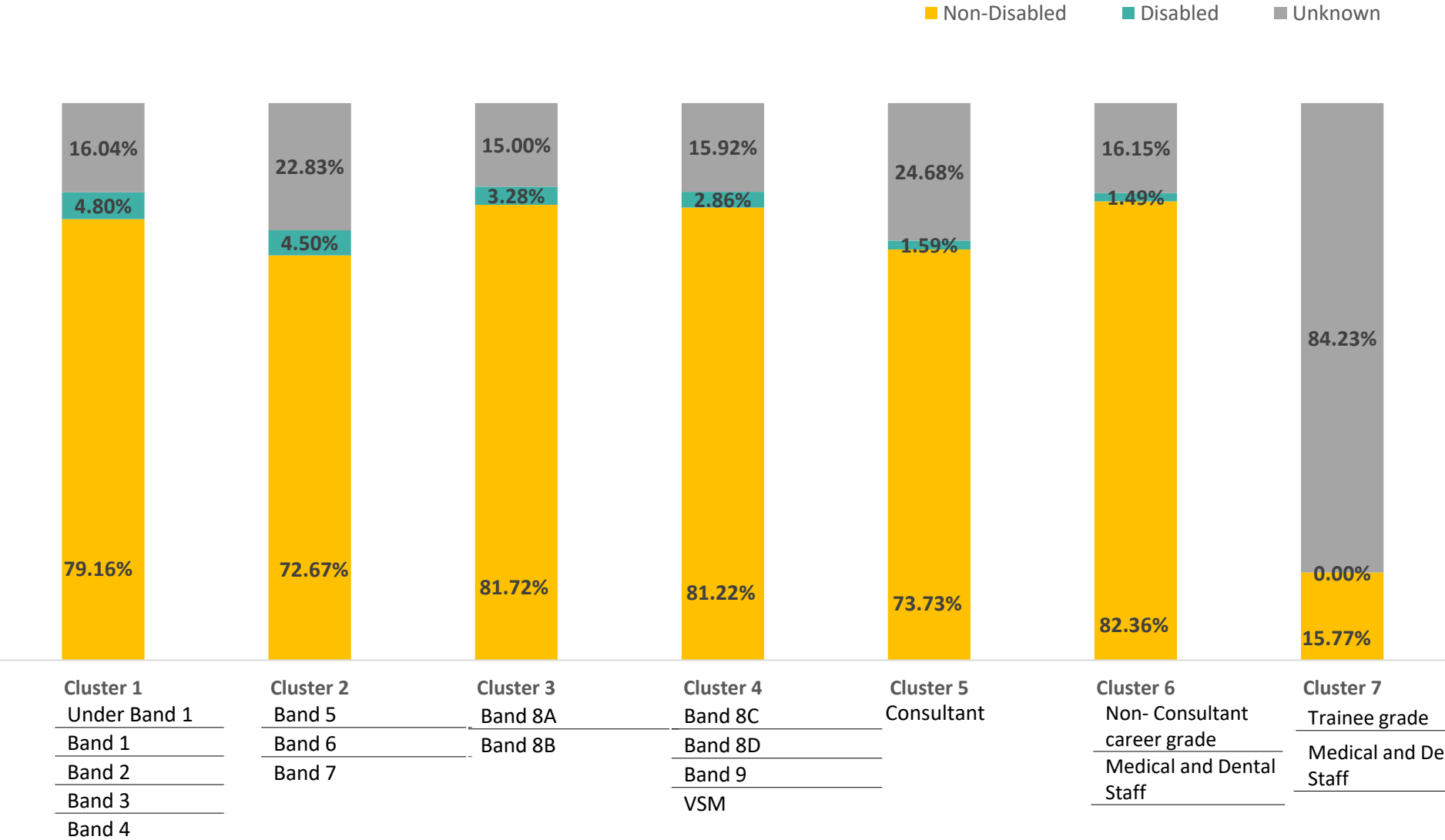



Non-Clinical Clusters as at 31st March 2024



WDES Metric 1

Clinical Clusters as at 31st March 2024

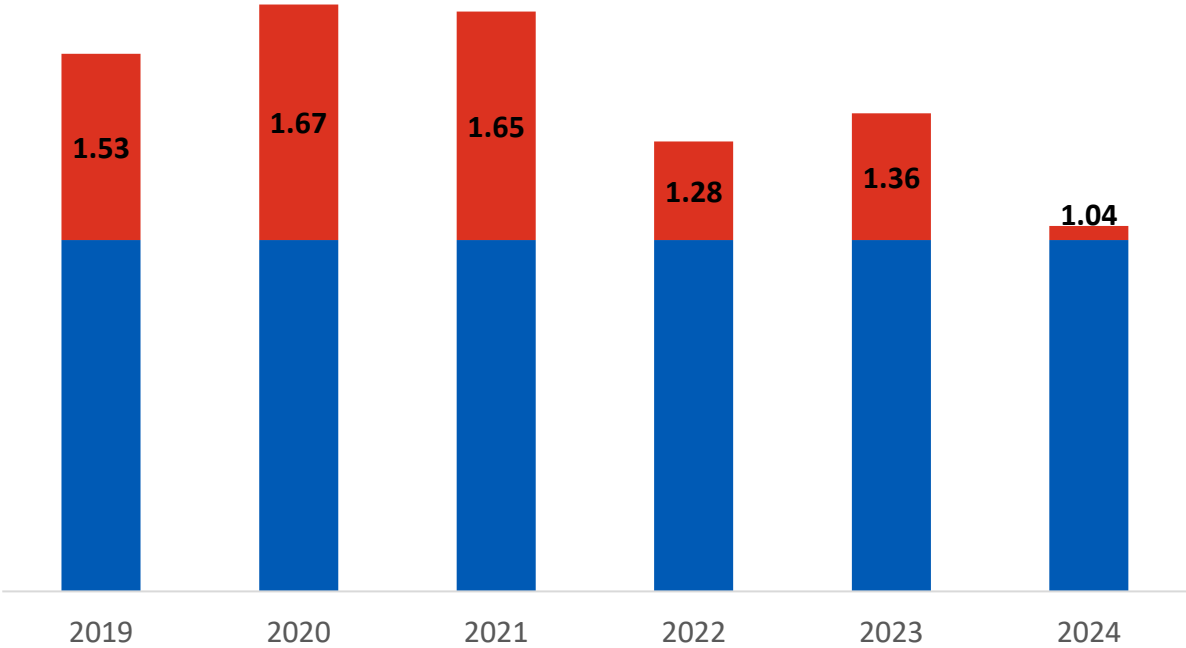


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- Cluster 1 to 4 comprises of both Clinical and Non-clinical roles.
 - Cluster 5 to 7 contains only clinical roles.
 - Clinical roles contains both Non-medical, Medical & Dental Staff
-
- This metric shows that declaration rates in clusters 5,6 is particularly low and in Cluster 7 the staff members who have not declared/recorded disability is the highest at 84.23%.
 - The disabled staff are under-represented in senior roles at MFT, especially in clinical roles.

WDES Metric 2

Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts: 2019-2023

2019	2020	2021	2022	2023	2024
1.53	1.67	1.65	1.28	1.36	1.04



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Relative likelihood compares the likelihood of non-disabled and disabled staff being appointed.

A relative likelihood of **1 means** that there is no difference and Disabled applicants are just as likely to be appointed compared to non-disabled applicants.

A relative likelihood **above 1** indicated by red means that non-disabled applicants are more likely to be appointed compared to Disabled applicants.

A relative likelihood below 1 indicates that non-disabled applicants are less likely to be appointed from shortlisting compared to Disabled applicants

For WDES metrics 2 (Recruitment), **statistical significance is assessed using the ‘four-fifths’ rule**. If the relative likelihood of an outcome for one subgroup compared to another is less than 0.80 or higher than 1.25, then the process would be identified as having an adverse impact: relative likelihoods between 0.8 and 1.25 suggest there is no significant difference between the subgroups. A lack of statistical significance should not be interpreted as meaning that disabled individuals or disabled staff do not experience inequalities in these areas.

- The relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff decreased from 1.36 in 22/23 to 1.04 in 23/24.
- While this reduction is a positive development, the overall improvement remains minimal.
- This metric shows non-disabled applicants are almost one and a half times more likely to be appointed from shortlisting compared to Disabled applicants.
- For the last few years, the Trust has appointed proportionately fewer disabled staff from shortlisting than non-disabled staff.

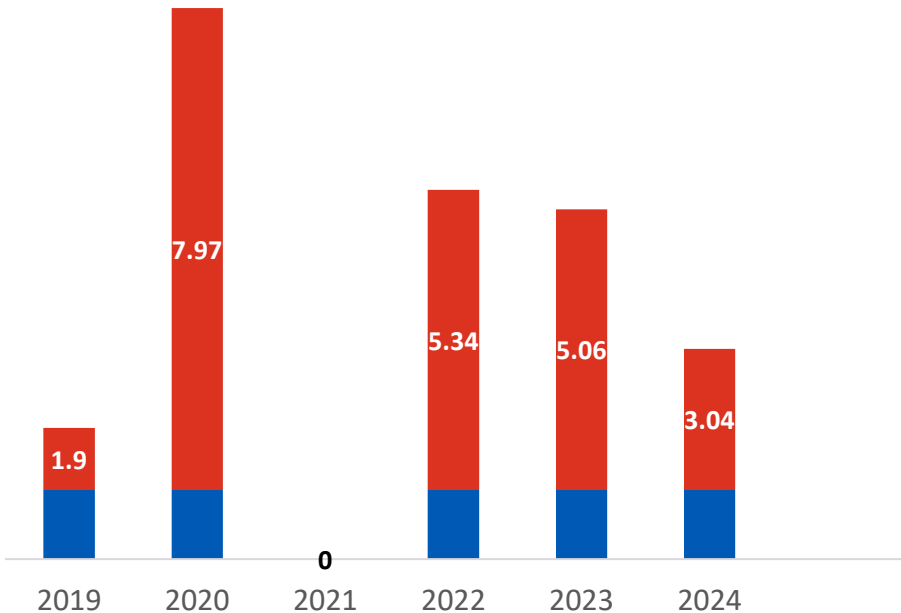
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Disaggregated data for this indicator is not available when this report is published.

WDES Metric 3

Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process: 2019-2023

2019	2020	2021	2022	2023	2024
1.9	7.97	0	5.34	5.06	3.04



This metric compares the data for Disabled and non-disabled staff in regard to the relative likelihood of entering the formal capability process. A relative likelihood of **1** means that there is no difference and non-disabled staff are just as likely to enter the formal capability process compared to disabled staff.



A relative likelihood **above 1** indicated by red means that disabled staff are more likely to enter the formal capability process compared to non-disabled applicants.



A relative likelihood **below 1** indicates that disabled staff are less likely to enter the formal capability process compared to non-disabled applicants.

If the average number of disabled staff entering the formal capability process (over the last two years) is less than 10, that strongly suggests there are no institutional issues in this area.

For WDES metrics 3 (capability), **statistical significance is assessed using the ‘four-fifths’ rule**. If the relative likelihood of an outcome for one subgroup compared to another is less than 0.80 or higher than 1.25, then the process would be identified as having an adverse impact: relative likelihoods between 0.8 and 1.25 suggest there is no significant difference between the subgroups. A lack of statistical significance should not be interpreted as meaning that disabled individuals or disabled staff do not experience inequalities in these areas.

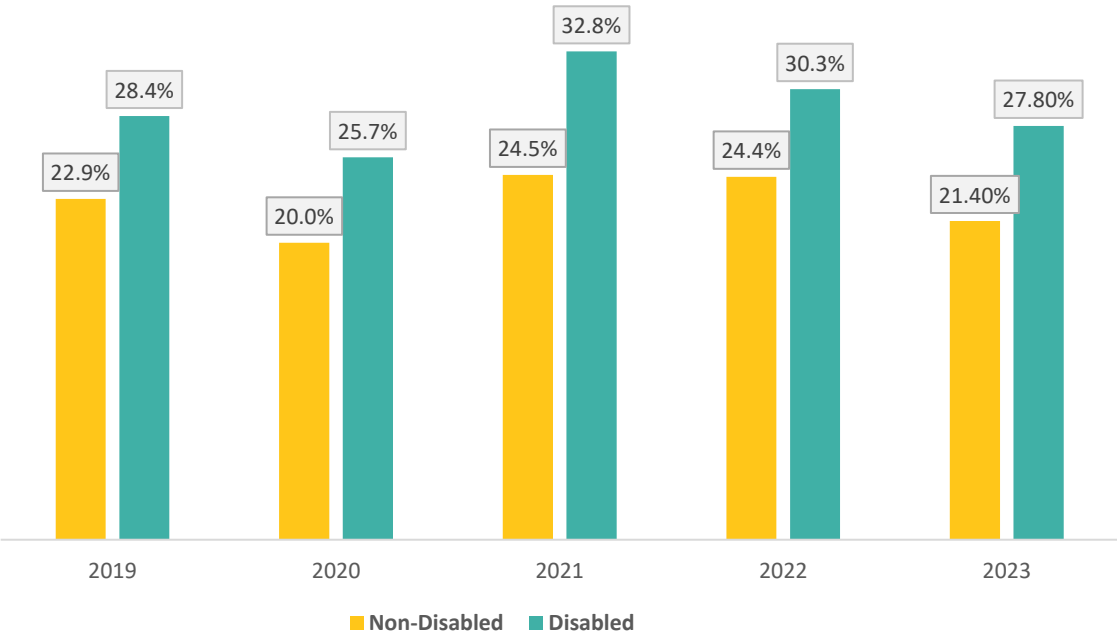
- The data covers a two-year rolling average of the current year and previous year. - staff entering the capability process from 1 April 2022 to 31 March 2024, divided by 2.
- The calculation uses the number of staff going through a capability process for performance management only rather than ill health.
- The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff decreased from 5.06 in 22/23 to 3.04 in 23/24. Despite this decline, disabled staff remain more likely to enter the formal capability process than their non-disabled counterparts.

! Disaggregated data for this indicator is not available when this report is published.

WDES Metric 4a

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (a) Patients/service users, their relative or other members of the public

	2019	2020	2021	2022	2023
Disabled	28.4%	25.7%	32.8%	30.3%	27.8%
Non-Disabled	22.9%	20.0%	24.5%	24.4%	21.4%



	Disabled	Non-disabled
Overall Workforce at MFT: 31,034	Overall in MFT 1,396	Overall in MFT 23,325
	Responded to NHSS 2569	Responded to NHSS 8254



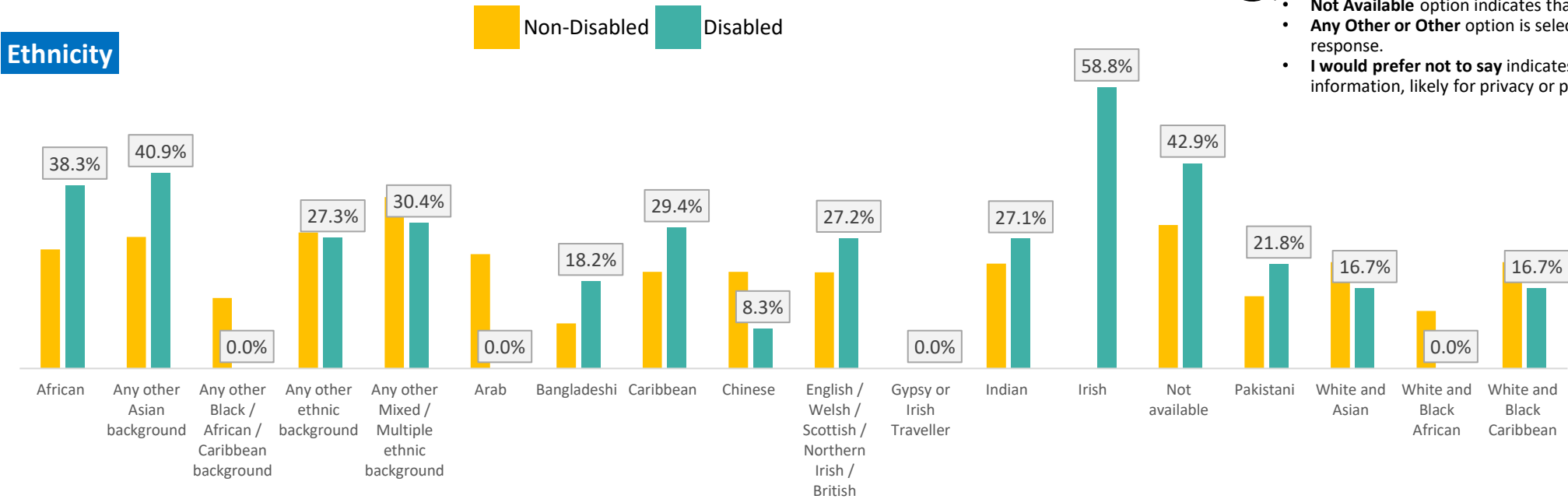
The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

- This data is from the National Staff Survey results of 2023 – the results of 2024 will only be available in early 2025.
- 2569 disabled staff responded to the survey, whereas only 1396 staff have declared disability on ESR at MFT
- There is a decrease in bullying of disabled staff from patients/service users, their relative or other members of the public by 2.5%.
- A higher proportion of disabled staff experience bullying, harassment and abuse from the public than non-disabled staff.

Disaggregated data for NHS Staff Survey Indicators is available in the following pages. Data by Pay Band is not available for NHS Staff survey indicators - EDI team is working with OD Team to extract this data for next years report.

WDES Metric 4a- Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:
(a) Patients/service users, their relative or other members of the public based on Ethnicity and Religion

Ethnicity

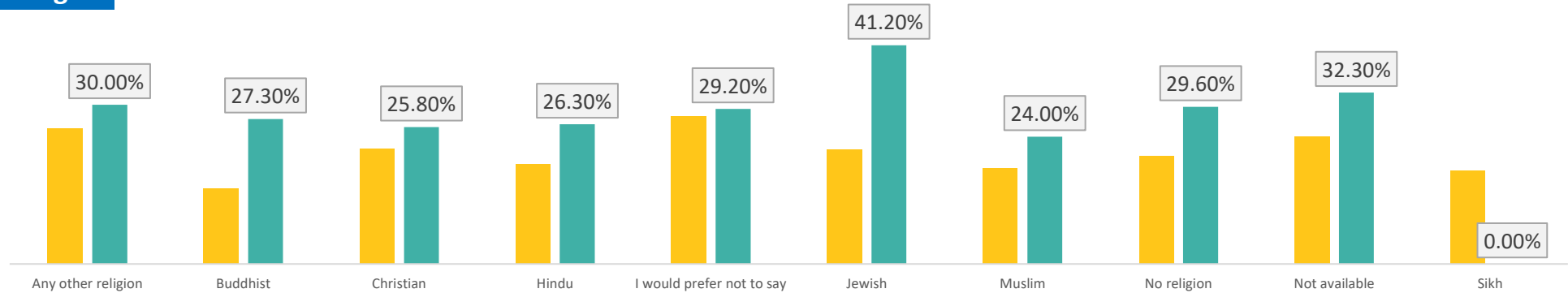


i In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Disabled staff across many ethnic backgrounds are more likely to face harassment, bullying, or abuse from the public than their non-disabled staff, with certain ethnic groups reporting markedly higher rates.

Religion



Disabled staff across most religions experience higher experiencing harassment, bullying or abuse from Patients/service users, their relative or other members of the public with Jewish, Buddhist, Hindu, No religion and Not available groups showing significant differences.

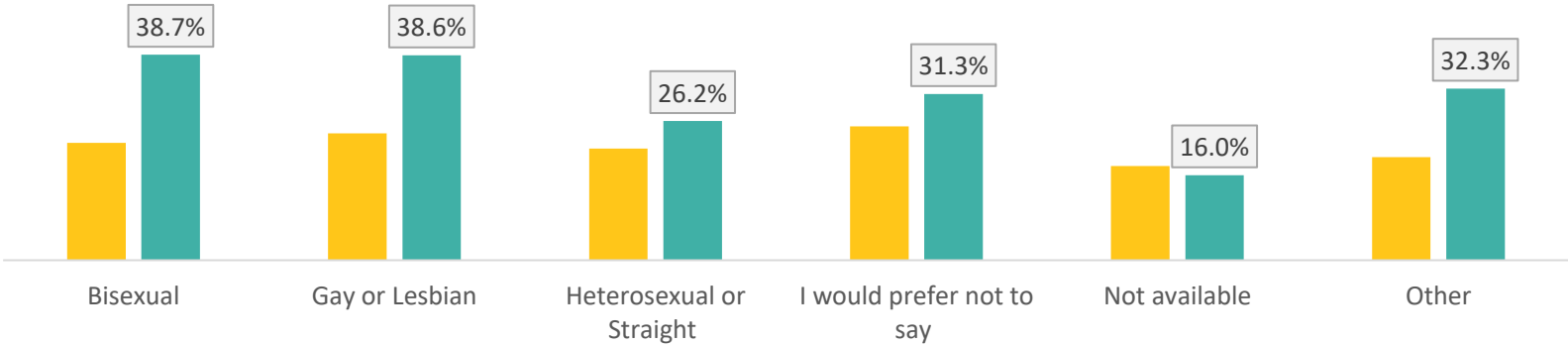
WDES Metric 4a- Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:
(a) Patients/service users, their relative or other members of the public based on Sexual Orientation and Age

i In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

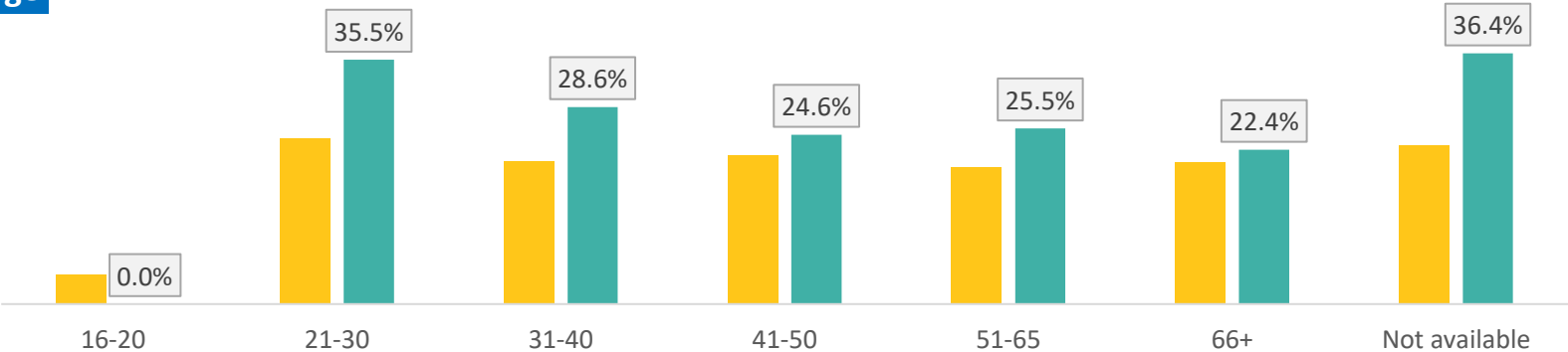
Non-Disabled Disabled

Sexual Orientation



This data reveals that disabled staff identifying as bisexual, gay or lesbian, and other sexual orientations report significantly higher harassment rates than their non-disabled staff, with heterosexual and unavailable categories showing less disparity.

Age



This data suggests that disabled staff in the younger and middle age ranges, as well as those without reported age data, experience particularly higher levels of harassment.

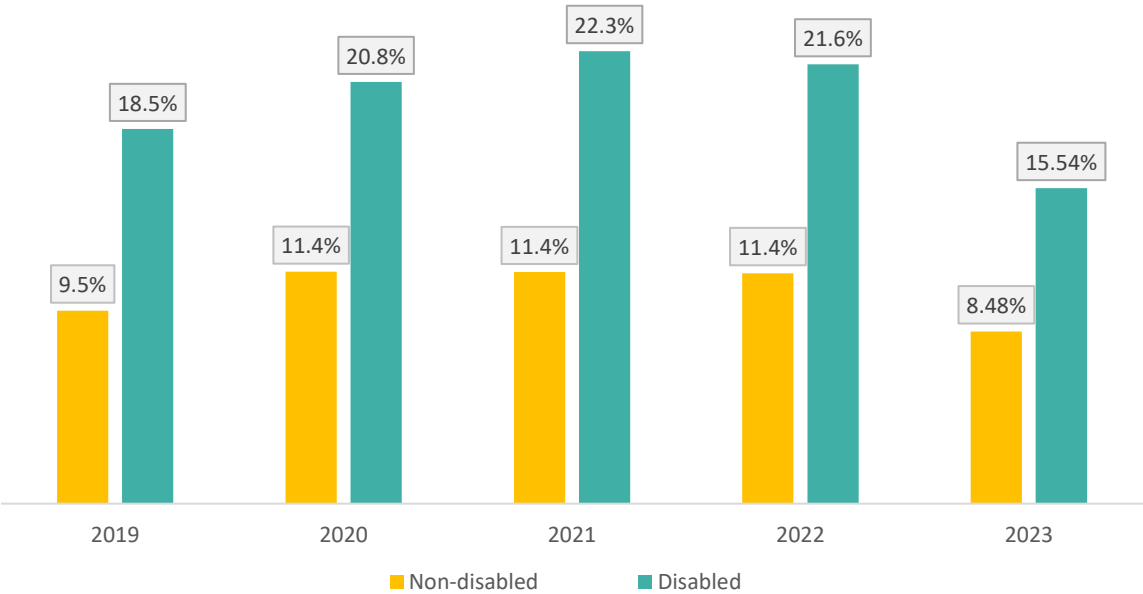
WDES Metric 4a- Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:
(a) Patients/service users, their relative or other members of the public based on **Staff Group and Gender**



WDES Metric 4b

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (b) Managers

	2019	2020	2021	2022	2023
Disabled	18.5%	20.8%	22.3%	21.6%	15.54%
Non-Disabled	9.5%	11.4%	11.4%	11.4%	8.48%



Overall Workforce at MFT: 31,034	Disabled	Non-disabled
	Overall in MFT 1,396	Overall in MFT 23,325
	Responded to NHSS 2561	Responded to NHSS 8231

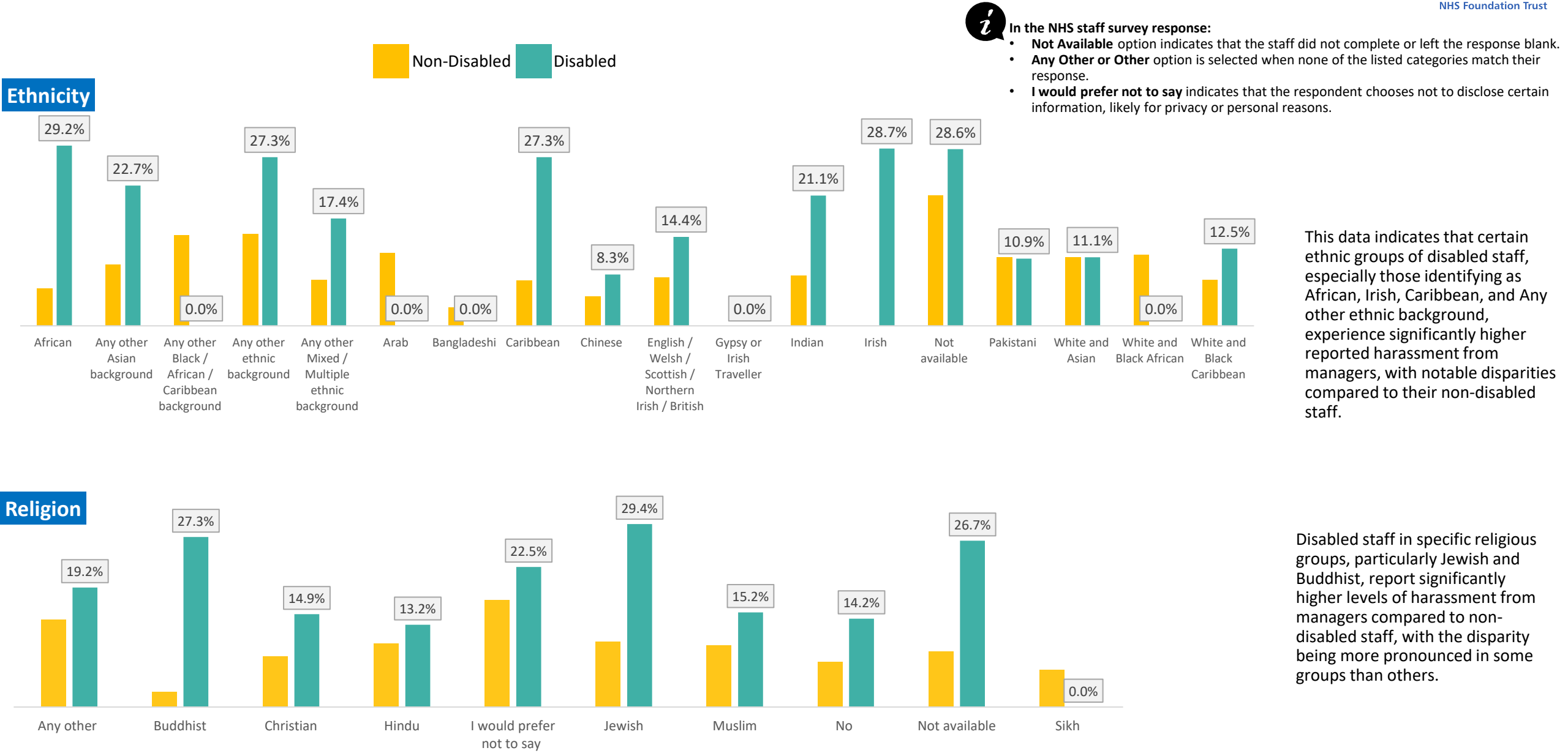


The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

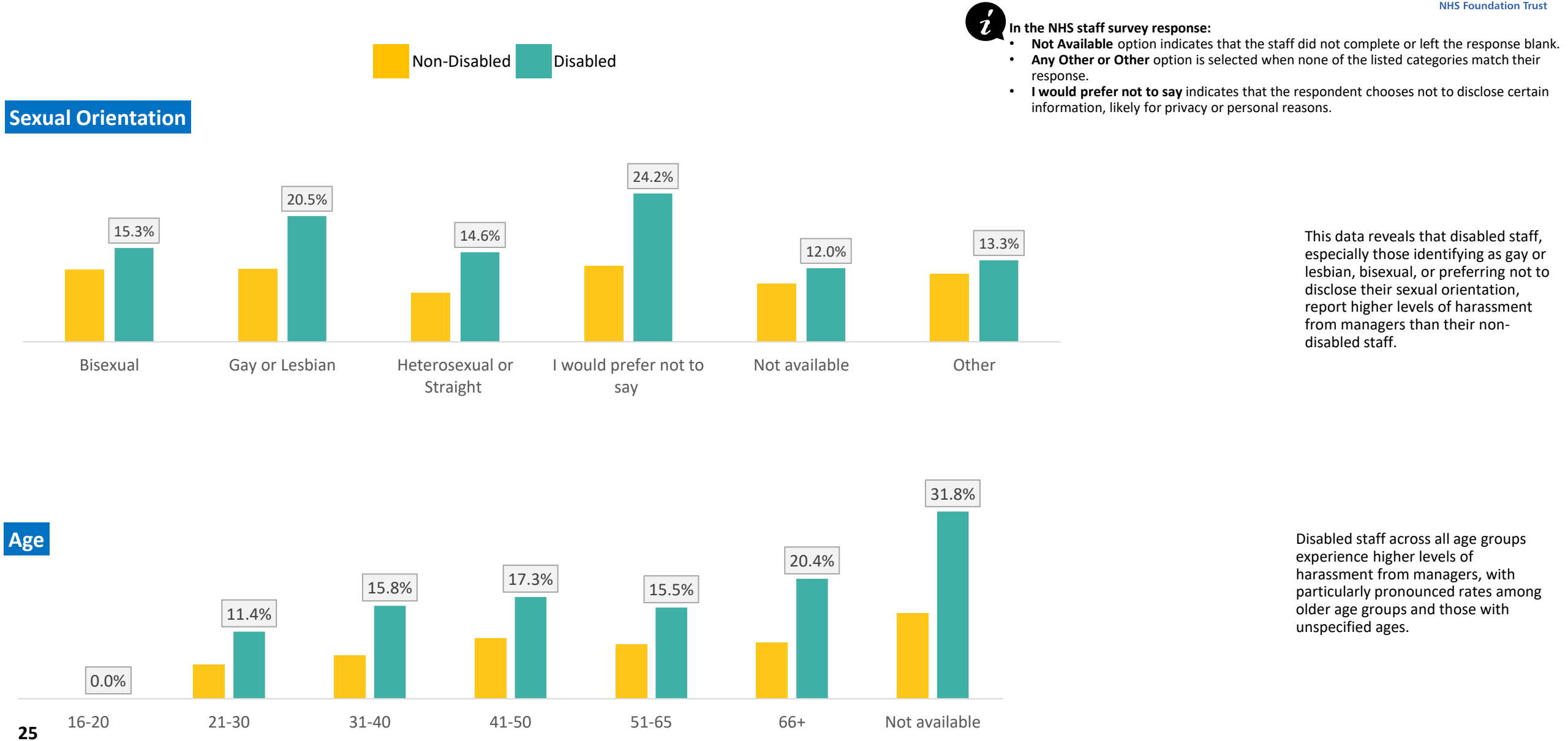
- This data is from the National Staff Survey results of 2023 – the results of 2024 will only be available in early 2025.
- **2561 disabled staff responded to the survey**, whereas only 1396 staff have declared disability on ESR at MFT
- Reports of bullying and harassment by managers declined by 6.06% from last year
- A higher proportion of disabled staff experience bullying, harassment and abuse from managers than non-disabled staff.

Disaggregated data for NHS Staff Survey Indicators is available in the following pages. Data by Pay Band is not available for NHS Staff survey indicators - EDI team is working with OD Team to extract this data for next years report.

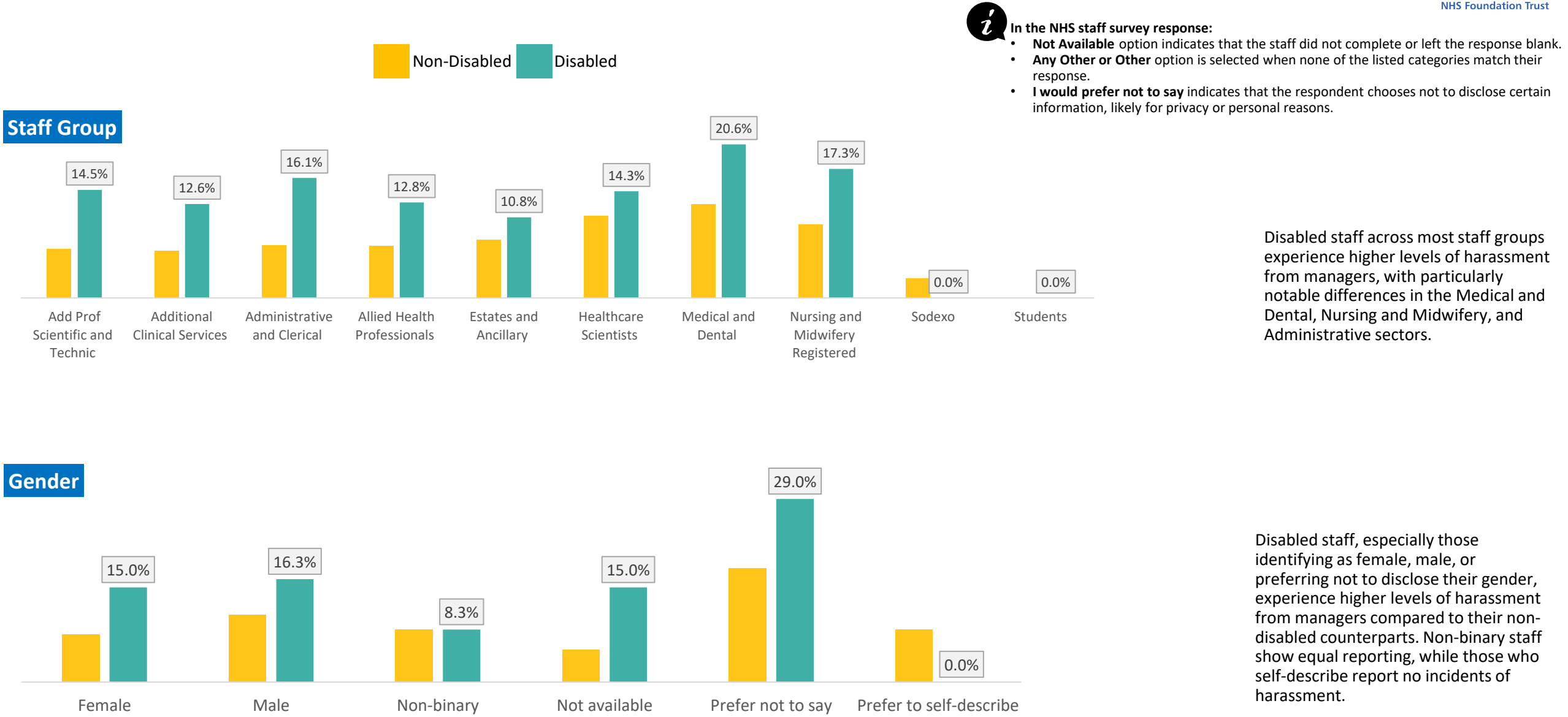
WDES Metric 4b - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers based on Ethnicity and Religion



WDES Metric 4b - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers based on Sexual Orientation and Age



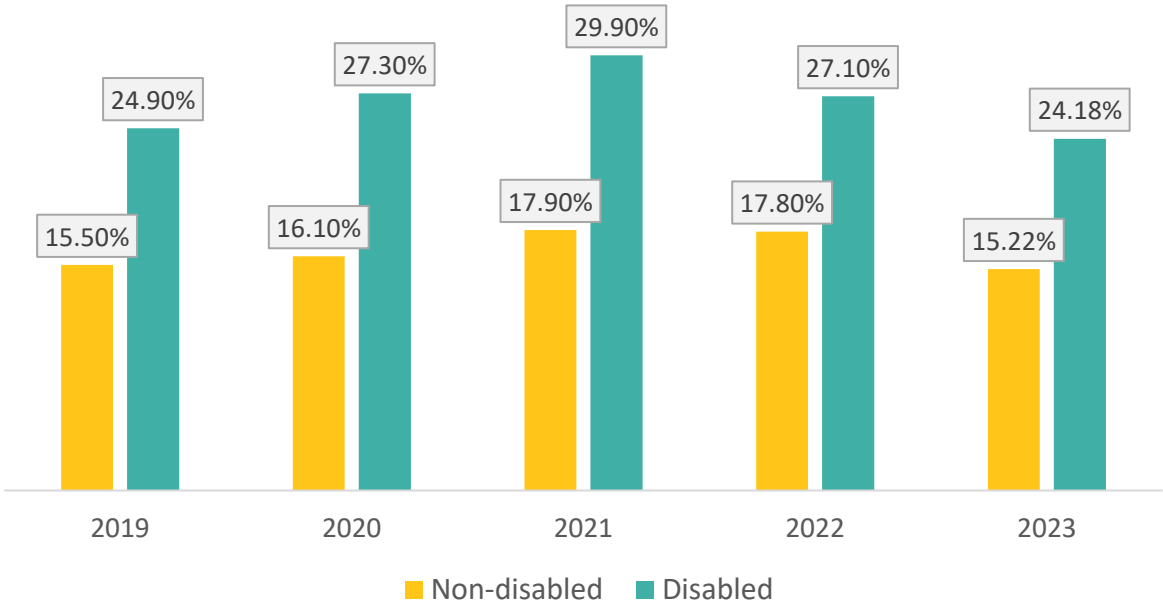
WDES Metric 4b - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers based on Staff Group and Gender



WDES Metric 4c

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:
(c) Other colleagues

	2019	2020	2021	2022	2023
Disabled	24.9%	27.3%	29.9%	27.1%	24.18%
Non-Disabled	15.5%	16.1%	17.9%	17.8%	15.22%



	Disabled	Non-disabled
Overall Workforce at MFT: 31,034	Overall in MFT 1,396	Overall in MFT 23,325
	Responded to NHSS 2568	Responded to NHSS 8250

i The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

- This data is from the National Staff Survey results of 2023 – the results of 2024 will only be available in early 2025.
- **2568 disabled staff responded to the survey**, whereas only 1396 staff have declared disability on ESR at MFT
- Incidents of bullying and harassment from colleagues decreased by 2.9% from last year
- A higher proportion of disabled staff experience bullying, harassment and abuse from colleagues than non-disabled staff.

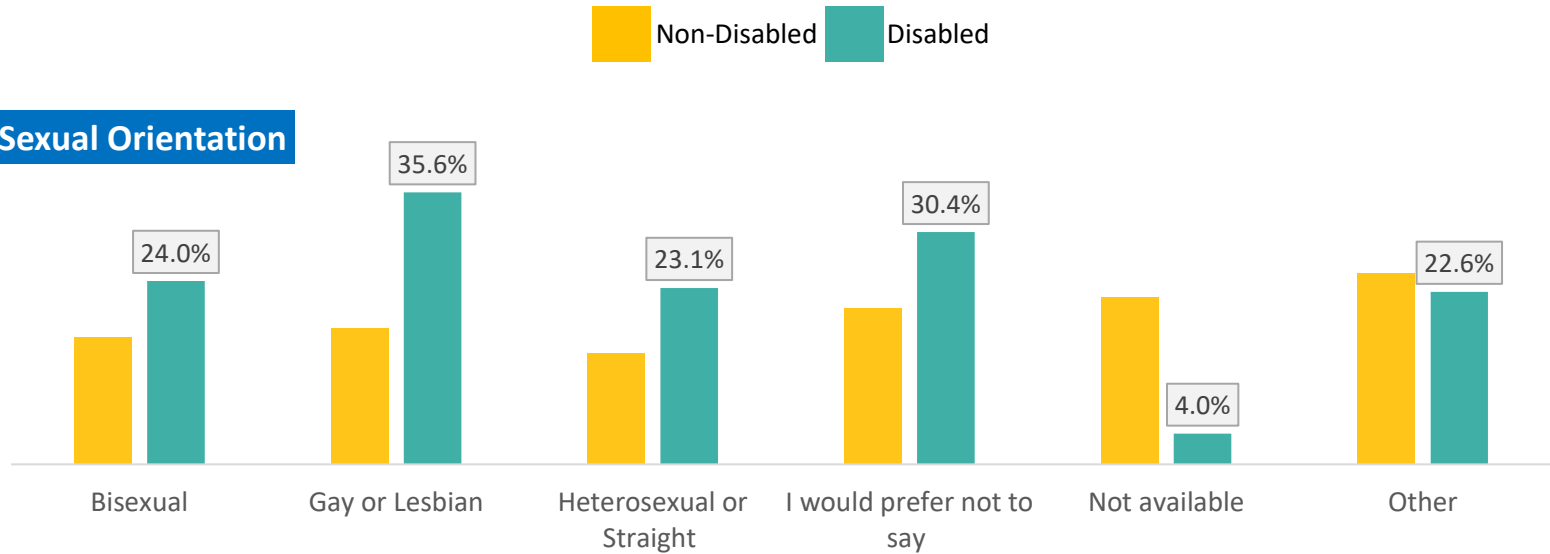
! Disaggregated data for NHS Staff Survey Indicators is available in the following pages. Data by Pay Band is not available for NHS Staff survey indicators - EDI team is working with OD Team to extract this data for next years report.

WDES Metric 4c - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Other Colleagues based on Sexual Orientation and Age

i In the NHS staff survey response:

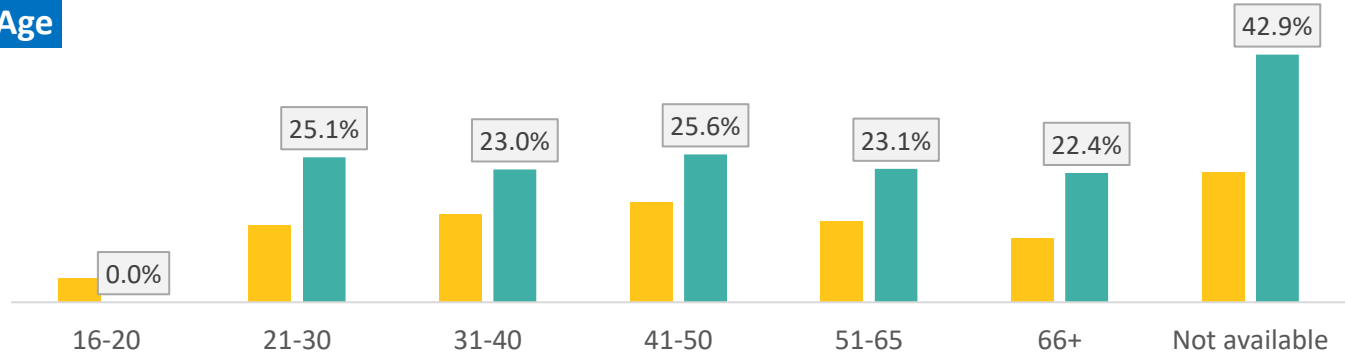
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Sexual Orientation



This data reveals that disabled staff, especially those identifying as gay or lesbian, bisexual, or preferring not to disclose their sexual orientation, report higher levels of harassment from colleagues than their non-disabled staff.

Age



Disabled staff across all age groups experience higher levels of harassment from colleagues, with particularly pronounced rates among older age groups and those with unspecified ages.

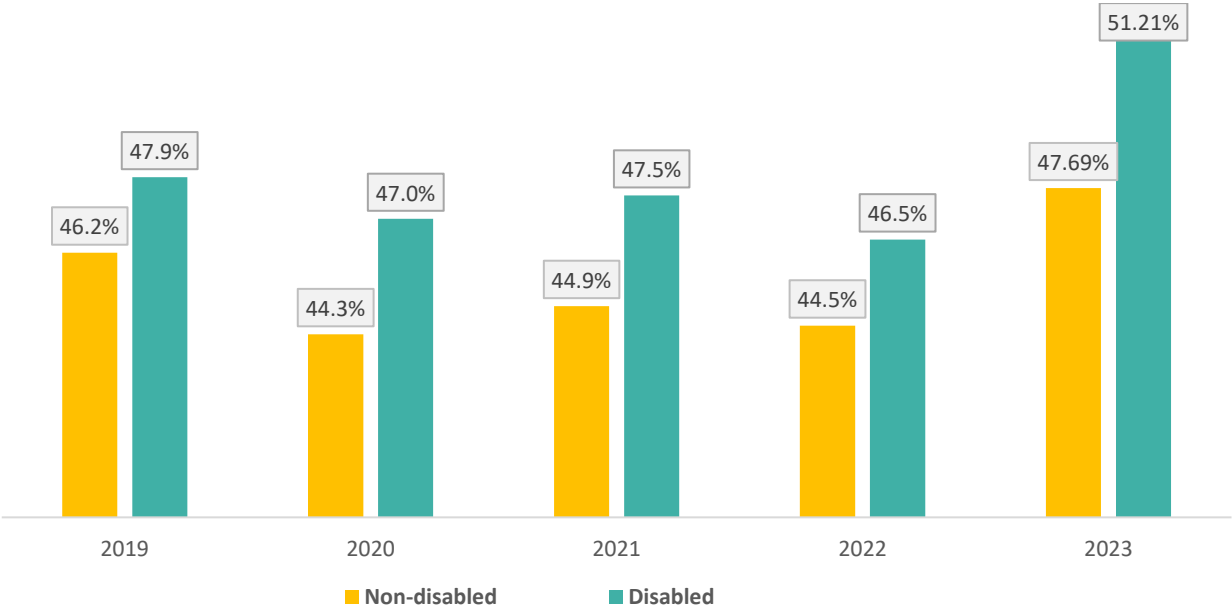
WDES Metric 4c - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Other Colleagues based on [Staff Group and Gender](#)



WDES Metric 4c

Percentage of disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

	2019	2020	2021	2022	2023
Disabled	47.9%	47.0%	47.5%	46.5%	51.21%
Non-Disabled	46.2%	44.3%	44.9%	44.5%	47.69%



	Disabled	Non-disabled
Overall Workforce at MFT: 31,034	Overall in MFT 1,396	Overall in MFT 23,325
	Responded to NHSS 1076	Responded to NHSS 2447

- This data is from the National Staff Survey results of 2023 – the results of 2024 will only be available in early 2025.
- **1076 disabled staff responded to the** survey, whereas 1396 staff have declared disability on ESR at MFT
- This metric shows a 5% increase in disabled staff reporting harassment the last time it happened compared to last year
- Nearly half of disabled staff reported the latest incidence of harassment, bullying or abuse.
- Disabled staff are only slightly more likely to report incidences compared to non-disabled staff.

! Disaggregated data for NHS Staff Survey Indicators is available in the following pages. Data by Pay Band is not available for NHS Staff survey indicators - EDI team is working with OD Team to extract this data for next years report.

WDES Metric 4d - Percentage of disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it based on Sexual Orientation and Age

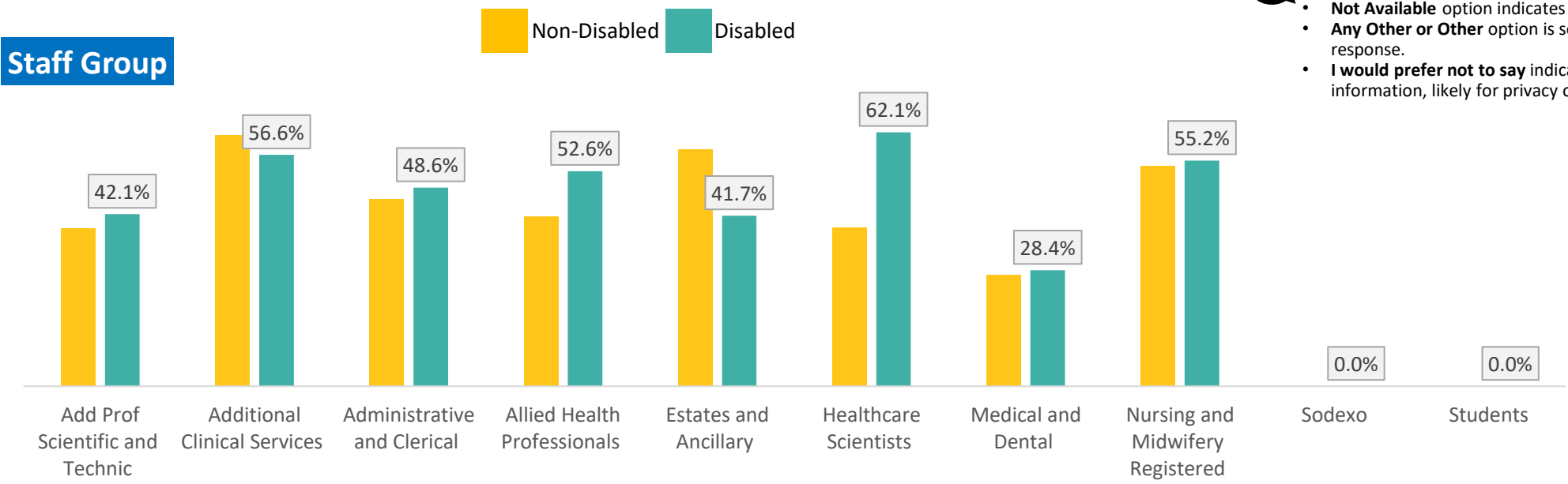
Sexual Orientation

Non-Disabled

Disabled

WDES Metric 4d - Percentage of disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it based on Staff Group and Gender

Staff Group

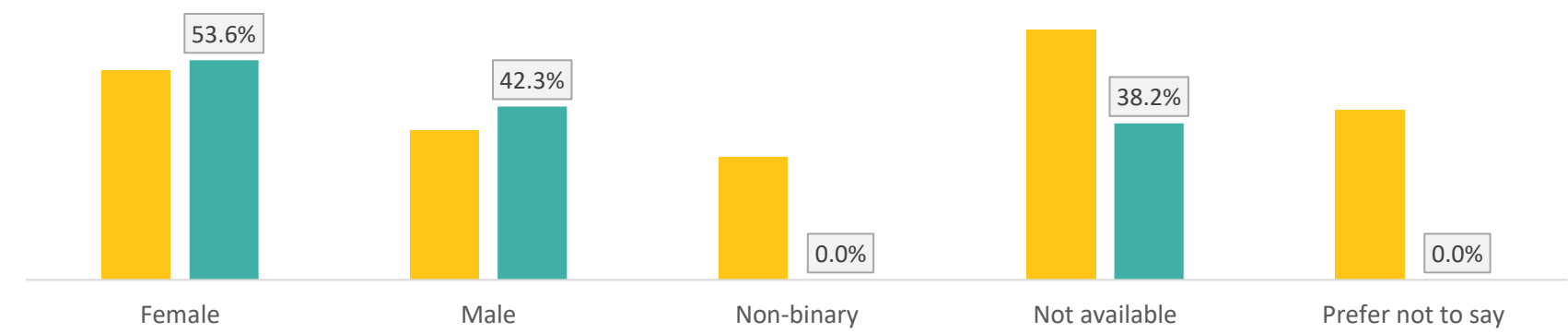


i In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Disabled staff in specific roles, particularly Healthcare Scientists and Allied Health Professionals, report experiences of harassment, bullying, or abuse compared to their non-disabled counterparts. Reporting rates are also relatively high in Administrative and Clerical roles, with similar rates in Nursing and Midwifery. However, certain staff groups, like Estates and Ancillary, show lower reporting among disabled staff.

Gender

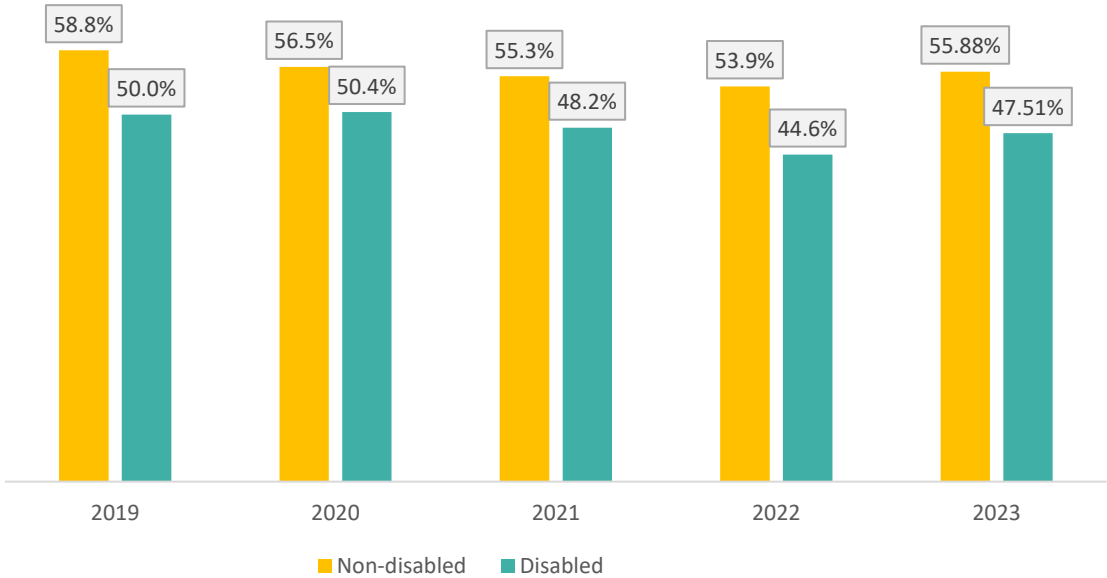


Disabled female and male staff exhibit a slightly higher reporting rate compared to non-disabled. Non-binary disabled staff show no reporting.

WDES Metric 5

Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.

	2019	2020	2021	2022	2023
Disabled	50.0%	50.4%	48.2%	44.6%	47.5%
Non-Disabled	58.8%	56.5%	55.3%	53.9%	55.9%



	Disabled	Non-disabled
Overall Workforce at MFT: 31,034	Overall in MFT 1,396	Overall in MFT 23,325
	Responded to NHSS 2568	Responded to NHSS 8250

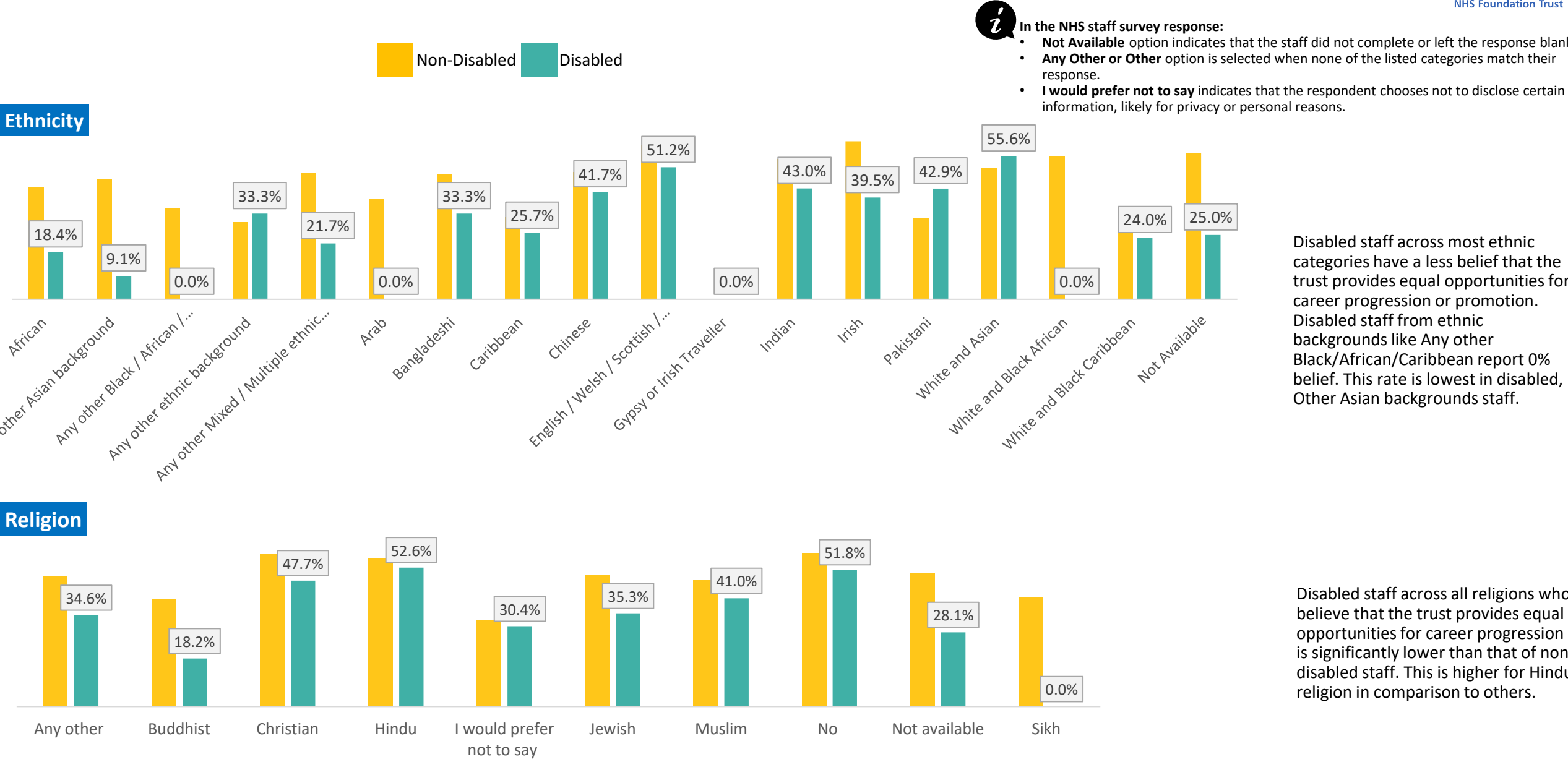


The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

- This data is from the National Staff Survey results of 2023 – the results of 2024 will only be available in early 2025.
- **2568 disabled staff responded to the** survey, whereas only 1396 staff have declared disability on ESR at MFT
- 48% of disabled staff believe the trust provides equal opportunities compared to 56% of nondisabled staff.
- The percentage of disabled staff who believe that the Trust provides equal opportunities for career progression or promotion has increased by 2.9%.

! Disaggregated data for NHS Staff Survey Indicators is available in the following pages. Data by Pay Band is not available for NHS Staff survey indicators - EDI team is working with OD Team to extract this data for next years report.

WDES Metric 5 - Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion based on Ethnicity and Religion



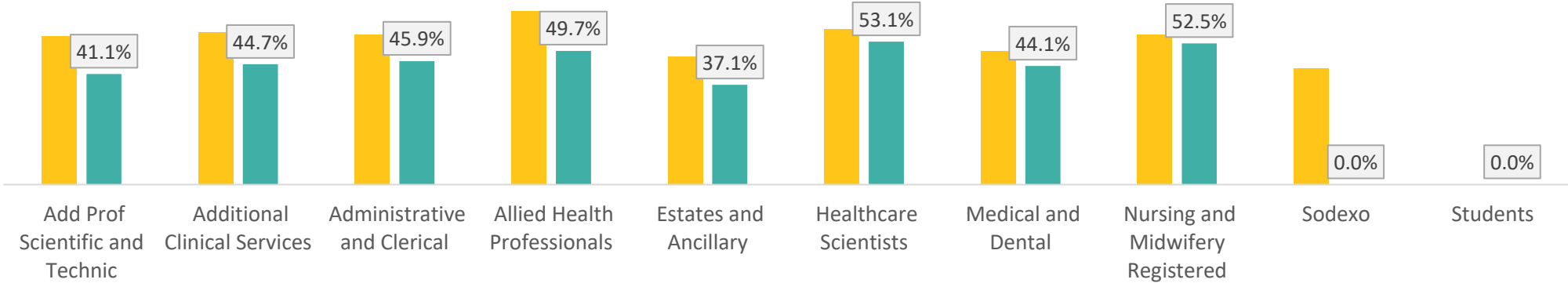
WDES Metric 5 - Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion based on [Staff Group and Gender](#)

i In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

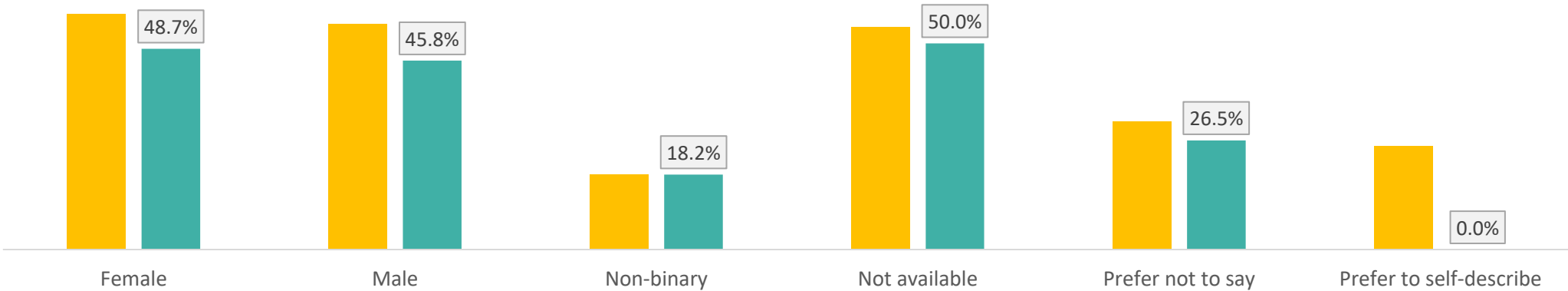
Non-Disabled Disabled

Staff Group



More than half of the disabled staff in staff groups , Healthcare Scientists, Nursing and Midwifery, believing that the trust provides equal opportunities for career progression or promotion

Gender

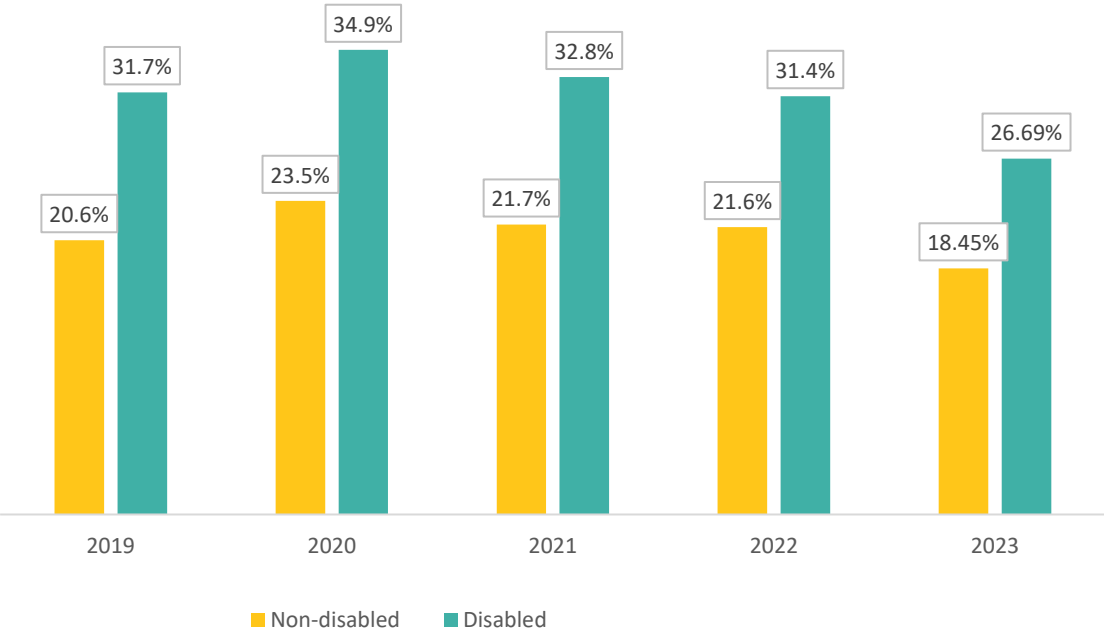


More of the younger disabled staff believe that the trust provides equal opportunities for career progression or promotion. This declines significantly in mid-career and older age groups.

WDES Metric 6

Percentage of disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties

	2019	2020	2021	2022	2023
Disabled	31.7%	34.9%	32.8%	31.4%	26.69%
Non-Disabled	20.6%	23.5%	21.7%	21.6%	18.45%



	Disabled	Non-disabled
Overall Workforce at MFT: 31,034	Overall in MFT 1,396	Overall in MFT 23,325
	Responded to NHSS 1832	Responded to NHSS 4114



The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

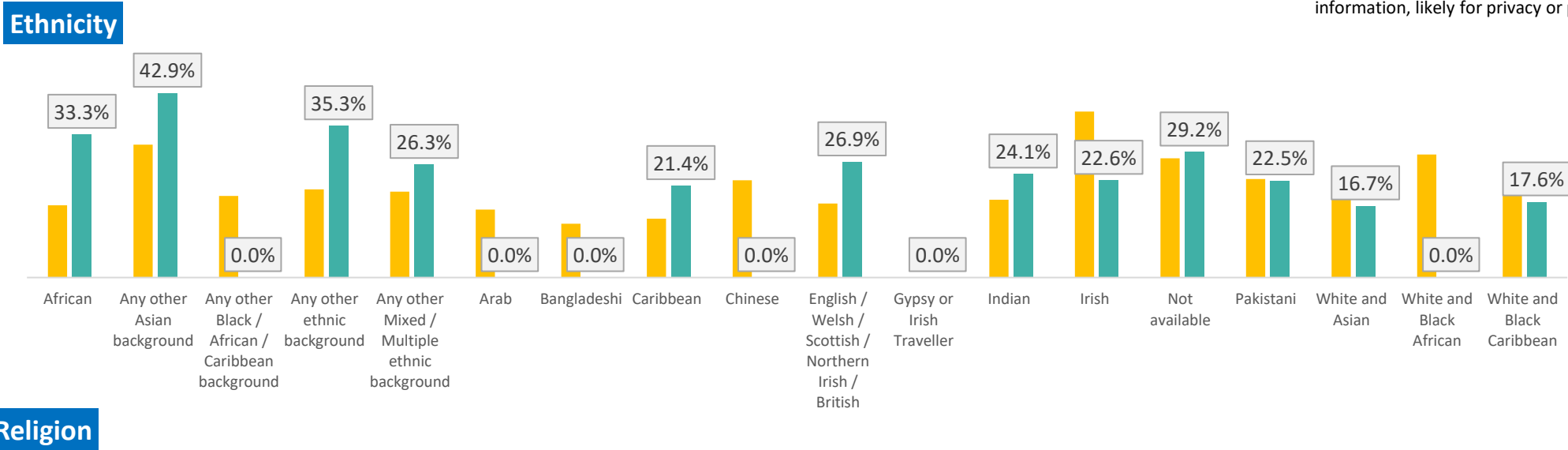
- This data is from the National Staff Survey results of 2023 – the results of 2024 will only be available in early 2025.
- **1832 disabled staff responded to the survey**, whereas only 1396 staff have declared disability on ESR at MFT
- The percentage of disabled staff feeling pressured to come to work decreased by 4.7%,
- Disabled staff are nearly one and a half times more likely to have this view compared to non-disabled staff.

Disaggregated data for NHS Staff Survey Indicators is available in the following pages. Data by Pay Band is not available for NHS Staff survey indicators - EDI team is working with OD Team to extract this data for next years report.

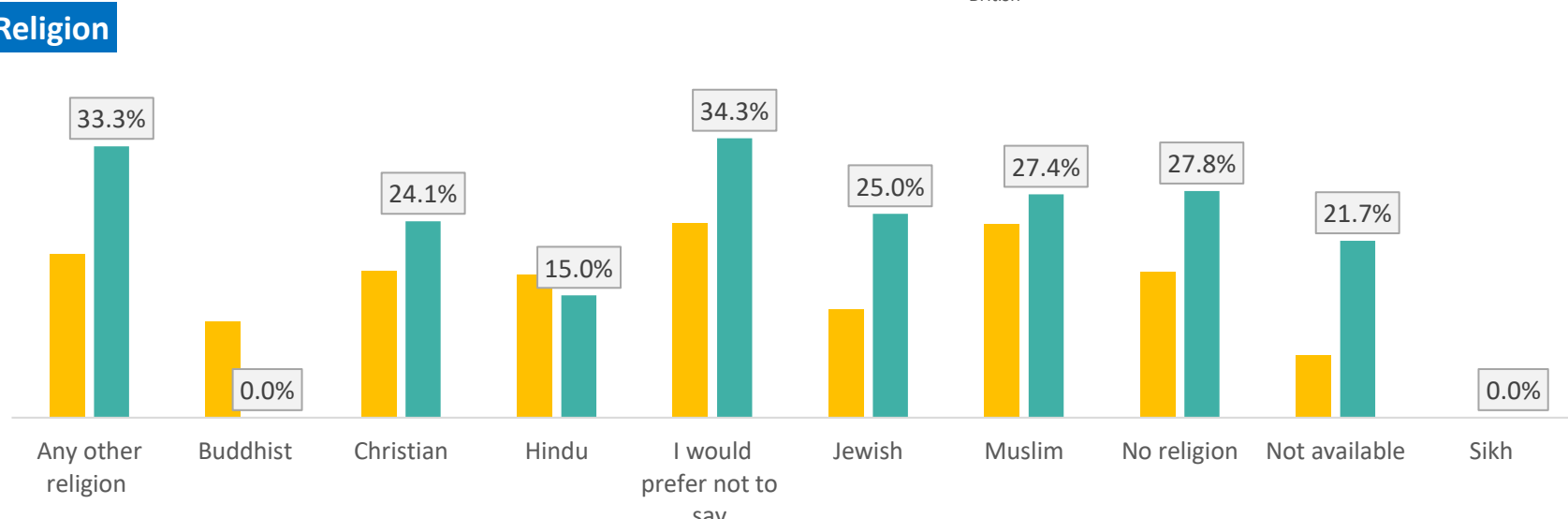
WDES Metric 6 - Percentage of disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties based on Ethnicity and Religion

i In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



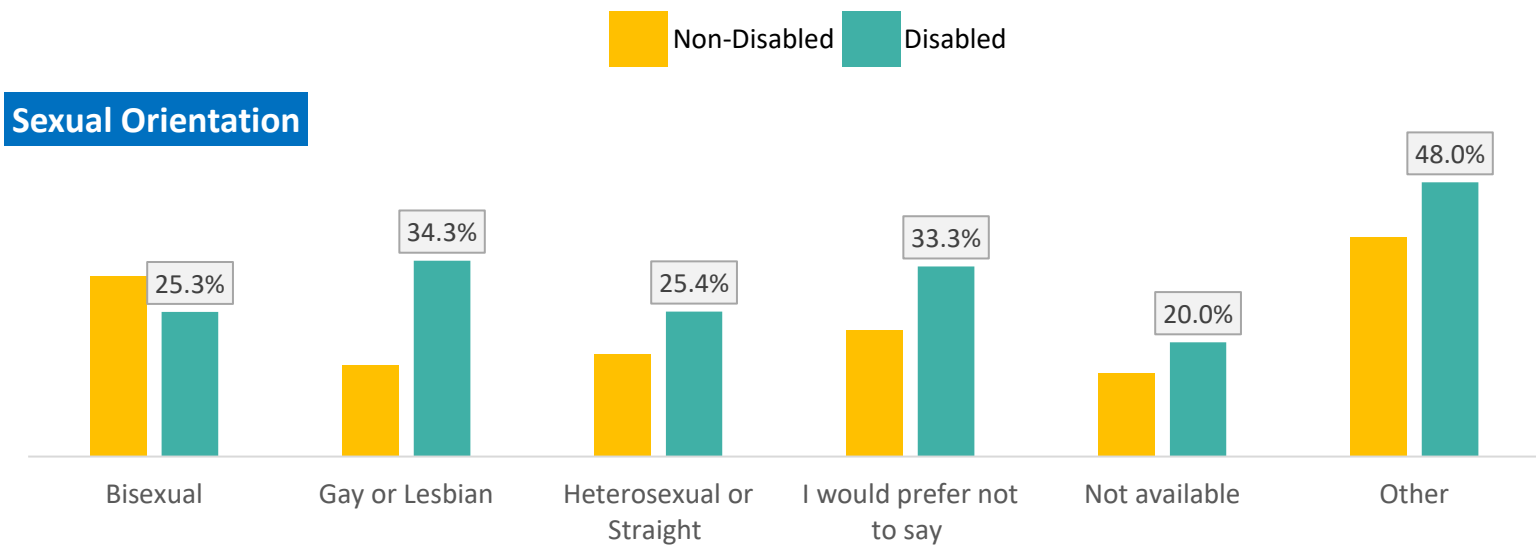
Disabled staff members report a higher incidence of feeling pressured to attend work despite their inability to perform effectively. Certain ethnic groups such as other Asian, Any other ethnic backgrounds within the disabled staff population experience this pressure more acutely than others



Disabled staff who have not specified a religion feel more pressured to attend work despite their inability to perform effectively. This is followed by disabled staff who selected any other religion.

WDES Metric 6 - Percentage of disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties based on Sexual Orientation and Age.

Sexual Orientation

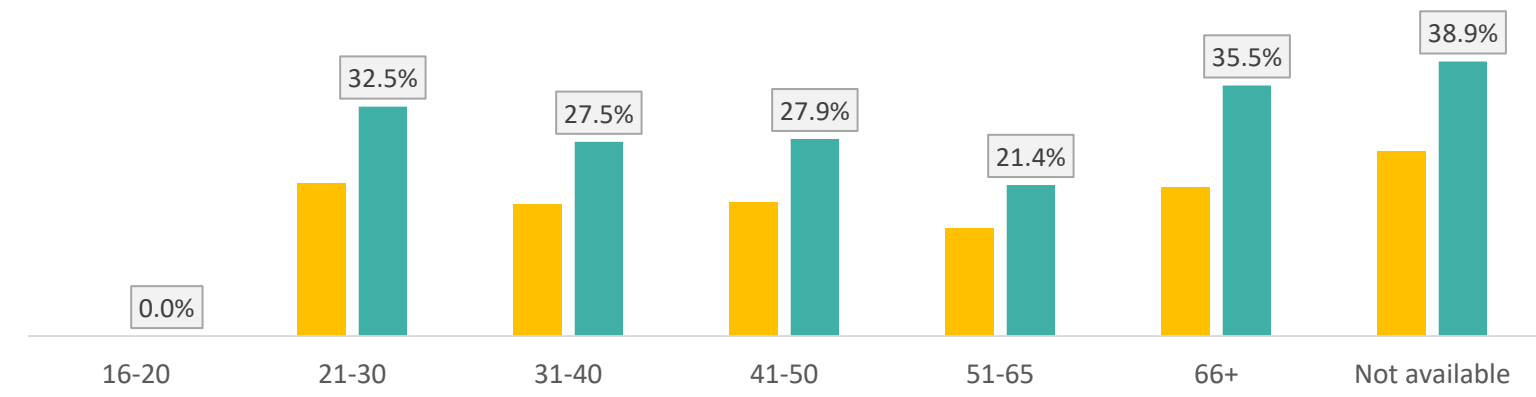


i In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

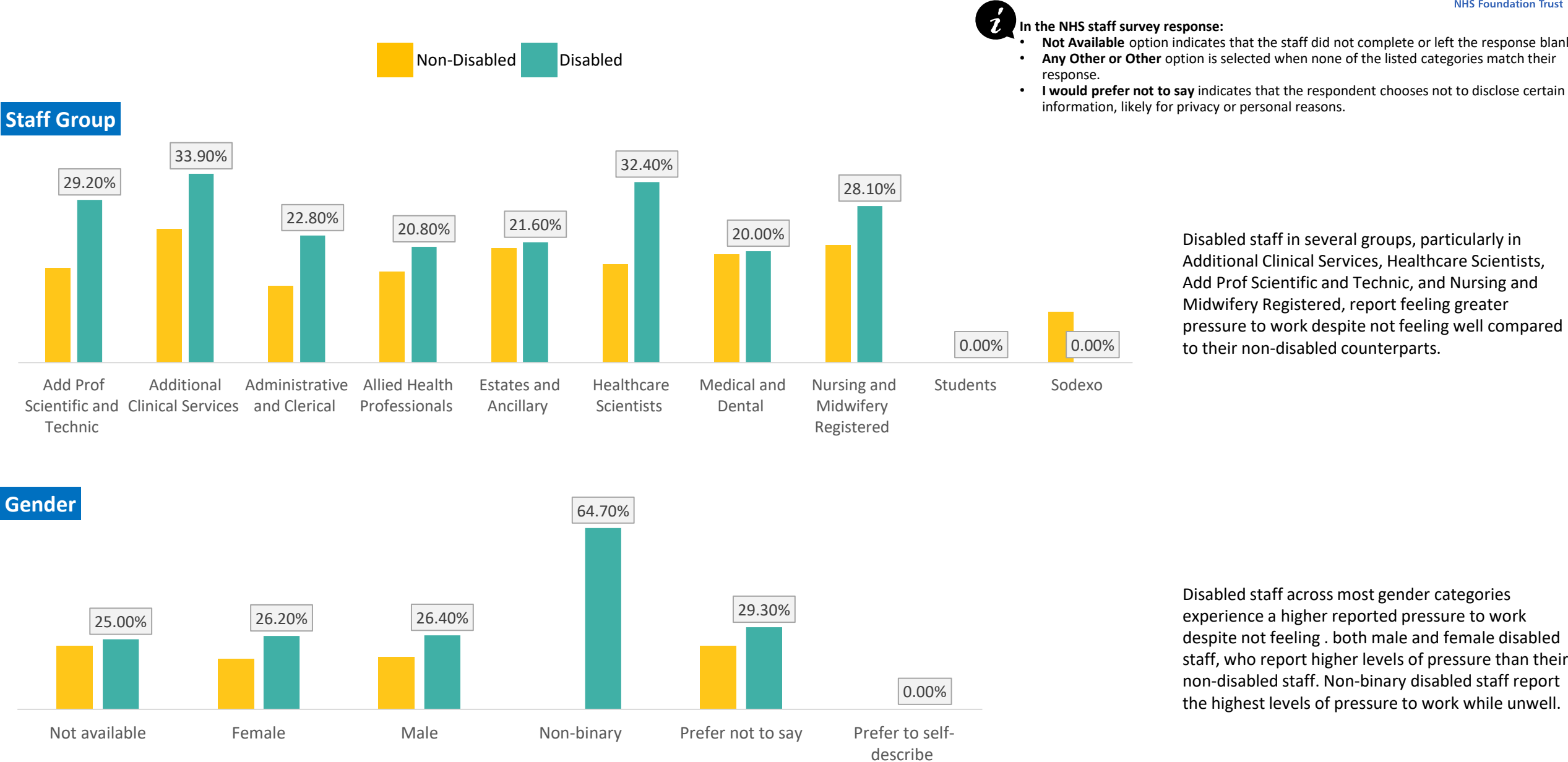
Disabled staff from other category felt pressure to come to work despite not feeling well enough to perform their duties followed by who have not specified sexual orientation and then the gay or lesbian disabled staff

Age



Disabled staff aged 66 and above experience heightened pressure to come to work. Additionally, the Not available category shows a higher percentage among disabled staff.

WDES Metric 6 - Percentage of disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties based on **Staff Group and Gender**.

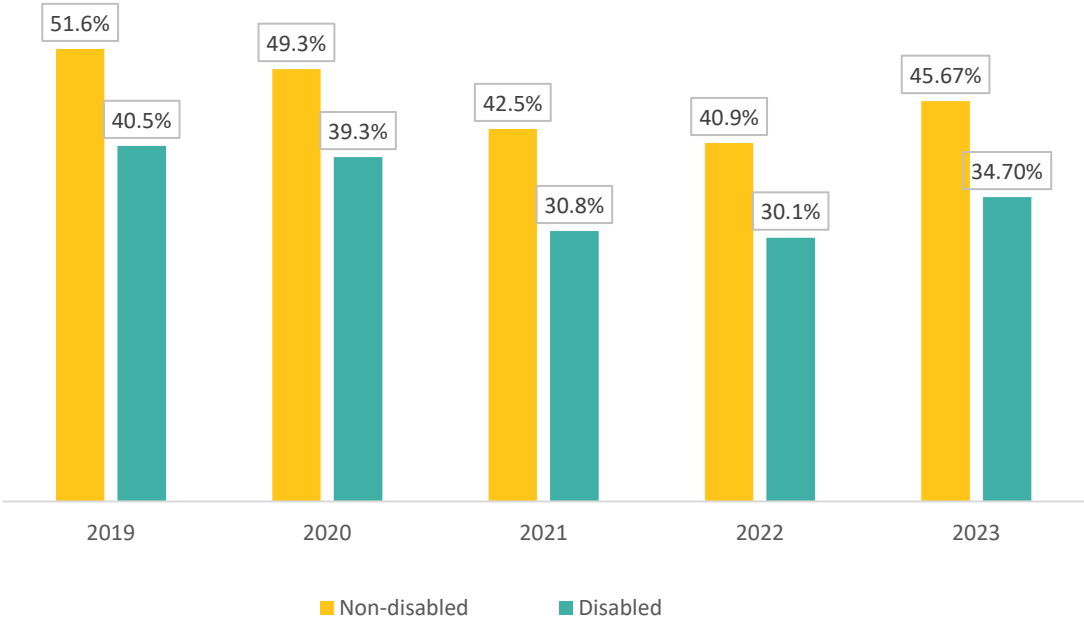


WDES Metric 7

Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work

	2019	2020	2021	2022	2023
Disabled	40.5%	39.3%	30.8%	30.1%	34.70%
Non-Disabled	51.6%	49.3%	42.5%	40.9%	45.67%

	Disabled	Non-disabled
Overall Workforce at MFT: 31.034	Overall in MFT 1,396	Overall in MFT 23,325
	Responded to NHSS 2588	Responded to NHSS 8292



The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

- This data is from the National Staff Survey results of 2023 – the results of 2024 will only be available in early 2025.
- **2588 disabled staff responded to the** survey, whereas only 1396 staff have declared disability on ESR at MFT
- There was a 4.6% increase in the number of disabled staff who feel their work is valued

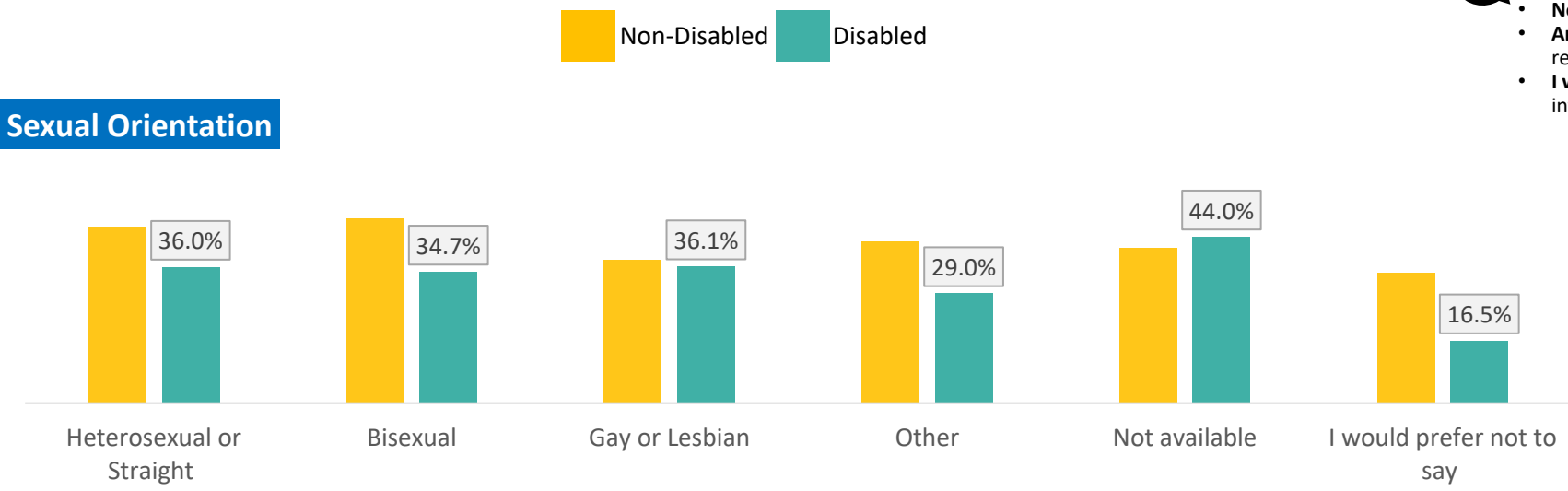
Disaggregated data for NHS Staff Survey Indicators is available in the following pages. Data by Pay Band is not available for NHS Staff survey indicators - EDI team is working with OD Team to extract this data for next years report.

WDES 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 based on Sexual Orientation and Age

i In the NHS staff survey response:

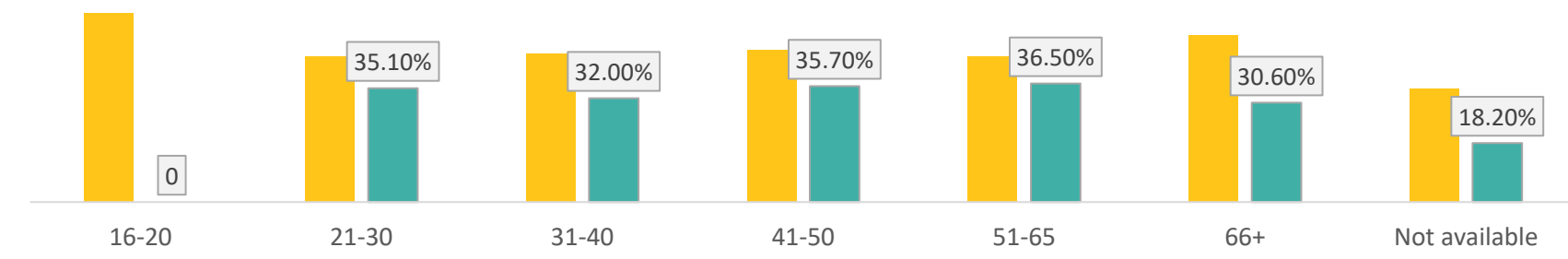
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Sexual Orientation



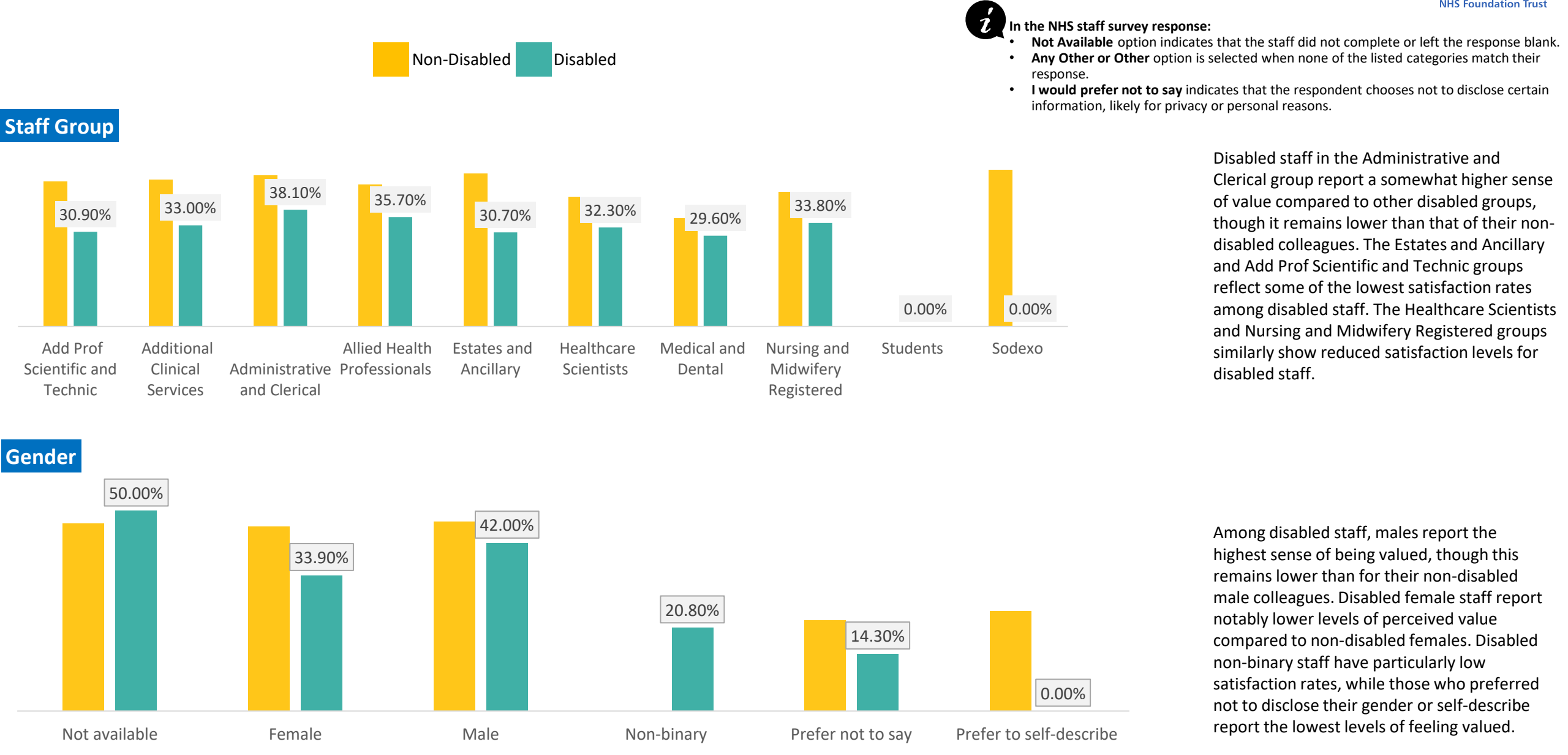
Disabled staff who identify as heterosexual, bisexual, and those in the other category report notably lower satisfaction with how much their organisation values their work. However, disabled staff who did not disclose their orientation (not available) report a relatively higher level of satisfaction. Overall, disabled staff, especially those identifying as bisexual, heterosexual, or in other orientations, consistently report feeling less valued in comparison to non-disabled staff across sexual orientations.

Age



Among younger disabled staff, particularly in the 21-30 age group, satisfaction is relatively low, aligning with similar trends in the 31-40 and 41-50 age ranges. Disabled staff aged 66 and older report the lowest satisfaction levels. Disabled staff in the not available age category also show particularly low satisfaction

WDES 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 based on [Staff Group and Gender](#)



WDES Metric 8

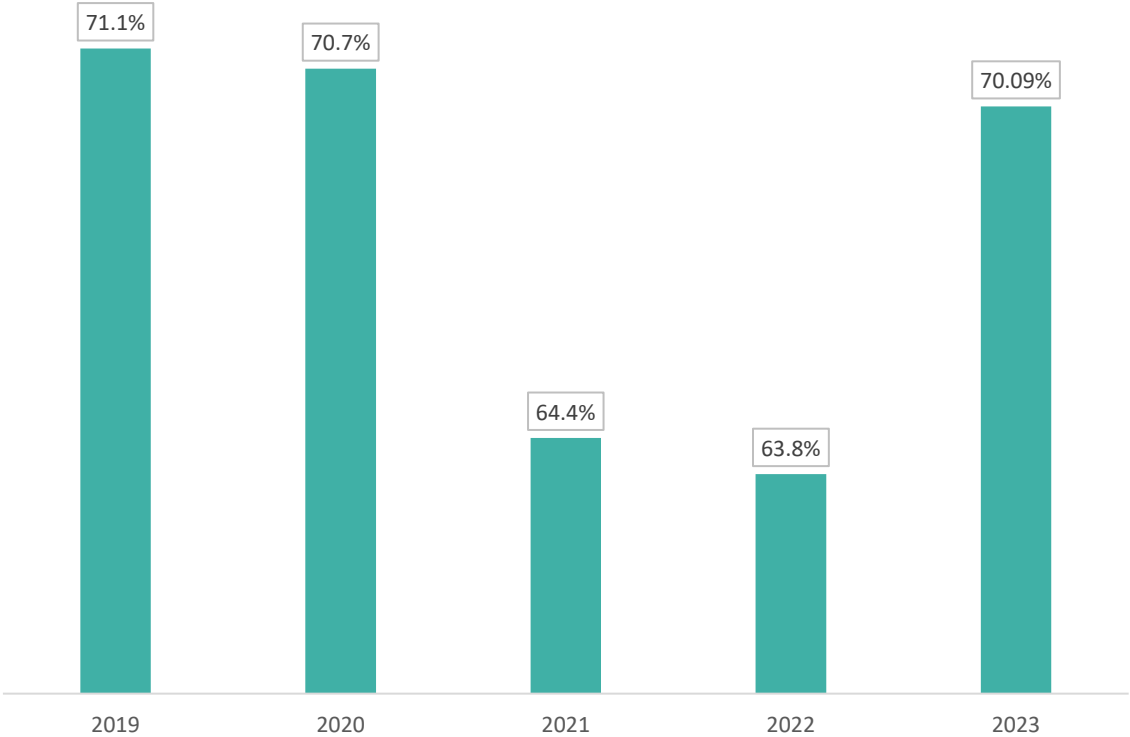
Percentage of disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work

	2019	2020	2021	2022	2023
Disabled	71.1%	70.7%	64.4%	63.8%	70.09%

i Prior to 2022, the term adequate adjustments was used.

	Disabled	Non-disabled
Overall Workforce at MFT: 31,034	Overall in MFT 1,396	Overall in MFT 23,325
	Responded to NHSS 1478	Responded to NHSS

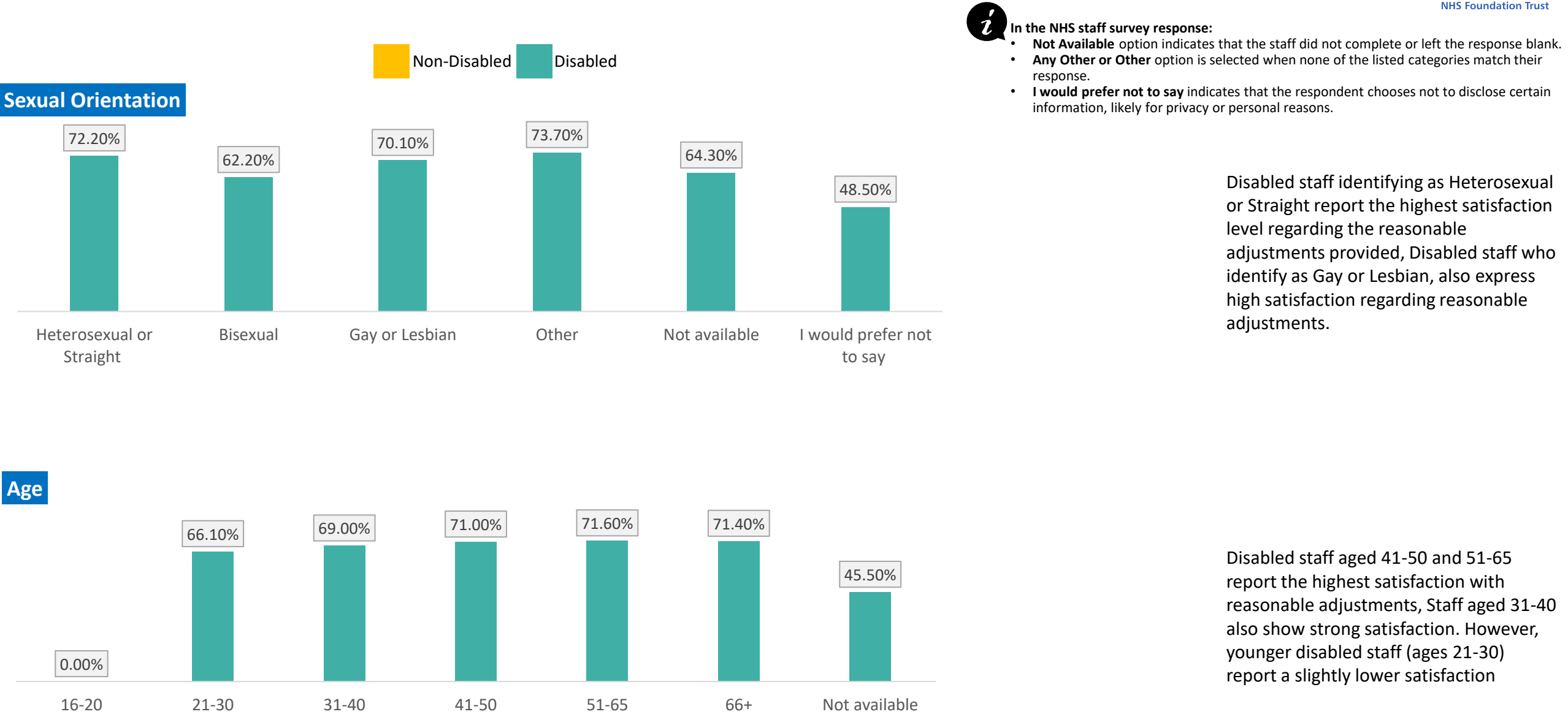
i The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.



- This data is from the National Staff Survey results of 2023 – the results of 2024 will only be available in early 2025.
- **1478 disabled staff responded to the survey**, whereas 1396 staff have declared disability on ESR at MFT
- 70% of disabled staff say the Trust has made reasonable adjustments.
- There has been a 6.3% increase in the number of disabled staff reporting that their employer has made reasonable adjustments to support them in their work.

! Disaggregated data for NHS Staff Survey Indicators is available in the following pages. Data by Pay Band is not available for NHS Staff survey indicators - EDI team is working with OD Team to extract this data for next years report.

WDES Metric 8 - Percentage of disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work based on Sexual Orientation and Age

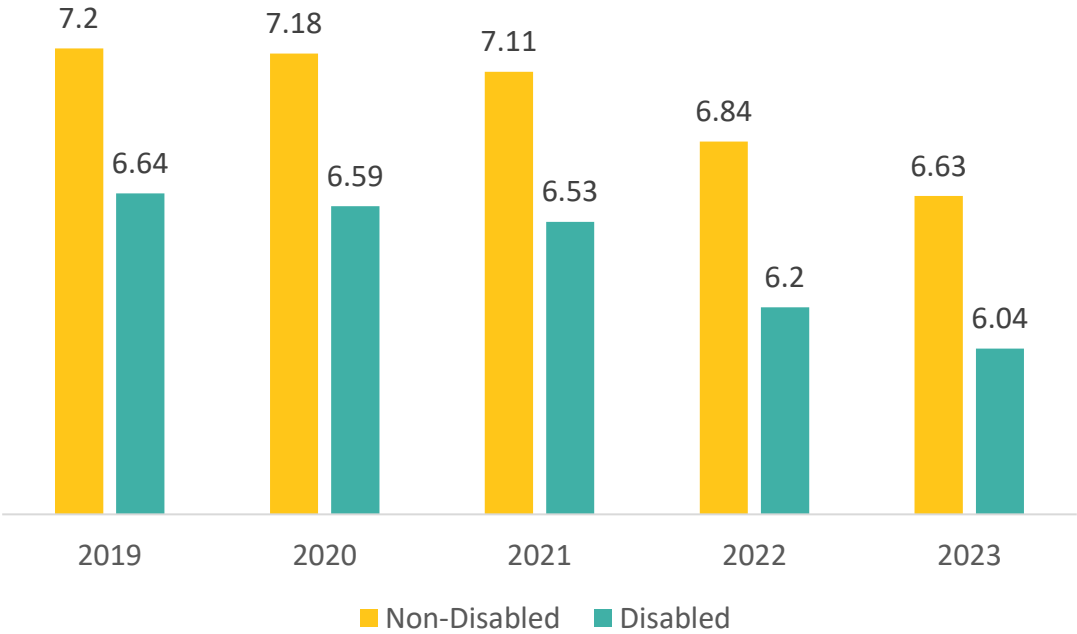



WDES Metric 9a

Staff Engagement Score

	2019	2020	2021	2022	2023
Disabled	6.59	6.53	6.20	6.04	6.36
Non-disabled	7.18	7.11	6.84	6.63	6.89


	Disabled	Non-disabled
Overall Workforce at MFT: 31,034	Overall in MFT 1,396	Overall in MFT 23,325
	Responded to NHSS 1887	Responded to NHSS 6303





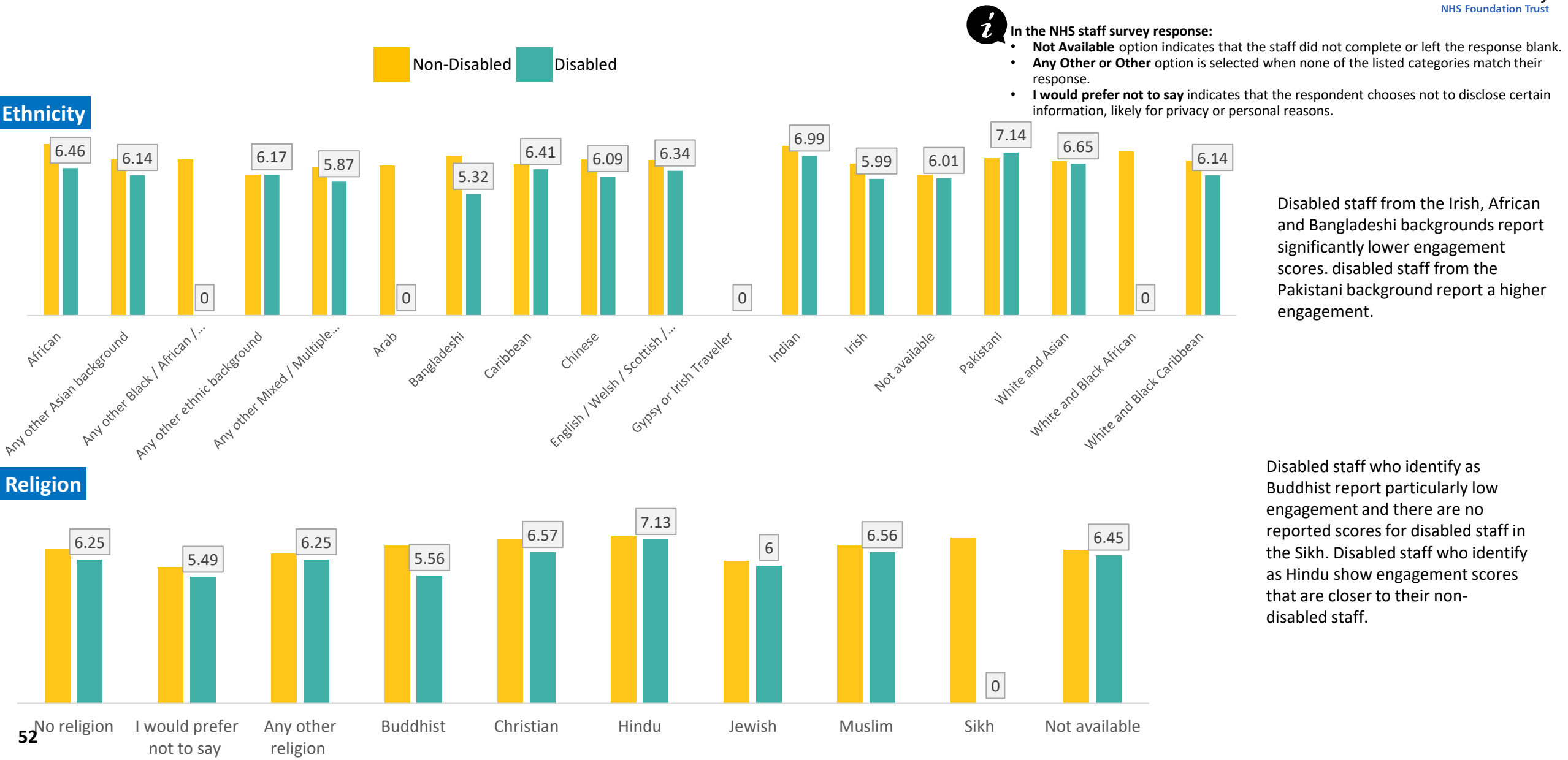
The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

- This data is from the National Staff Survey results of 2023 – the results of 2024 will only be available in early 2025.
- **1887 disabled staff responded to the** survey, whereas only 1396 staff have declared disability on ESR at MFT
- The staff engagement score was significantly lower for disabled staff (**6.04**) than for non-disabled staff (**6.63**).
- The difference between disabled and non-disabled staff has not changed largely over the last five years.



Disaggregated data for NHS Staff Survey Indicators is available in the following pages. Data by Pay Band is not available for NHS Staff survey indicators - EDI team is working with OD Team to extract this data for next years report.

WDES Metric 9a - Staff Engagement Score based on Ethnicity and Religion

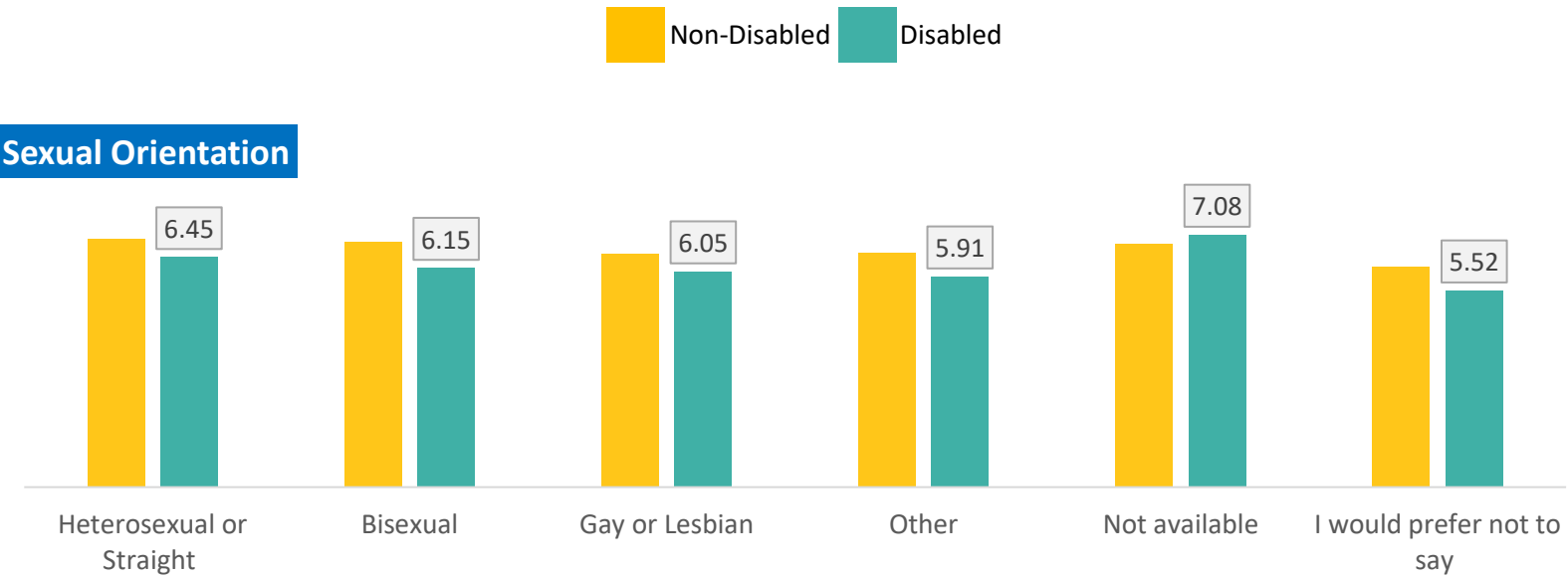


WDES Metric 9a - Staff Engagement Score based on Sexual Orientation and Age

i In the NHS staff survey response:

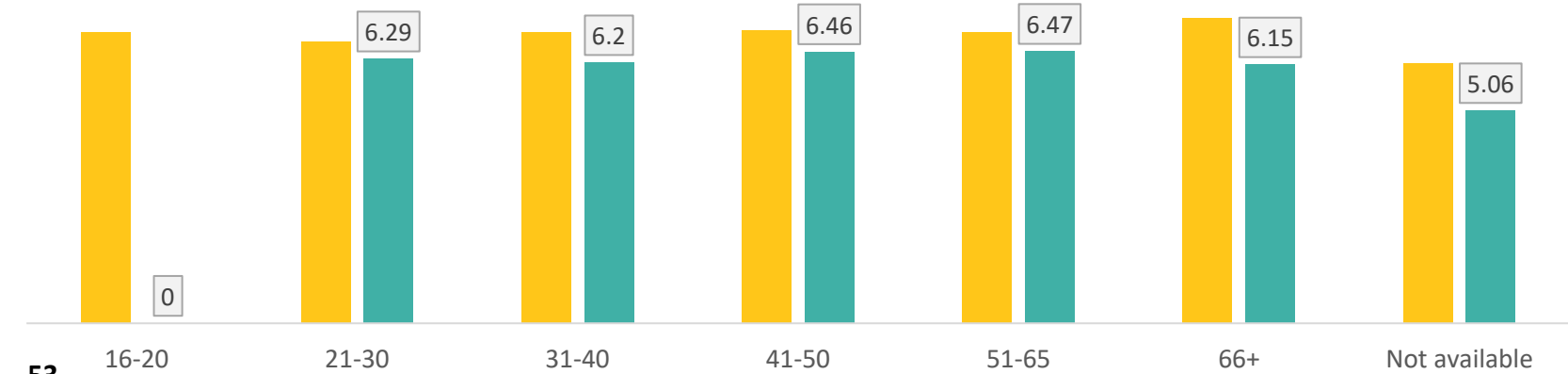
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Sexual Orientation



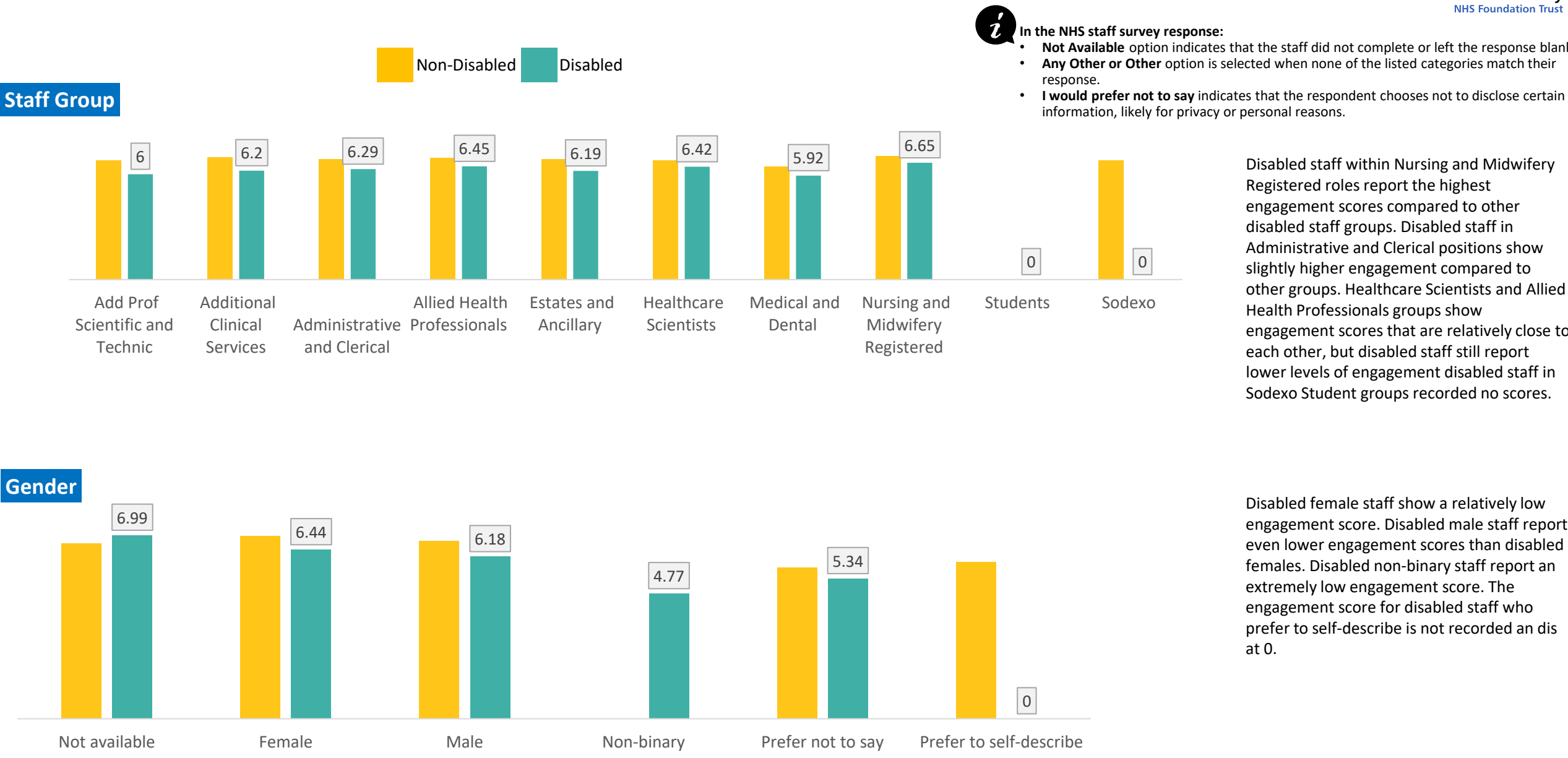
Disabled staff who prefer not to disclose their sexual orientation report higher engagement scores than another disabled group. Bisexual and gay or lesbian disabled staff report particularly low engagement levels.

Age



Disabled staff in the 16-20 age group report no engagement score . The scores for disabled staff aged 21-30 and 31-40 are lower than those of their non-disabled. Engagement scores for disabled staff aged 41-50 and 51-65 show a slight improvement but still remains lower than those of non-disabled staff.

WDES Metric 9a - Staff Engagement Score based on Staff Group and Gender



Has your Organisation taken action to facilitate the voices of disabled staff in your organisation to be heard (yes or no)?

For significant improvements to be achieved against the WDES metrics, it is essential that the voices of disabled staff continue to be heard loud and clear. MFT has taken the following actions to facilitate the voices of disabled staff to be heard:

Staff Network & Engagement Group

The Trust now has a variety of Staff Networks including the Diverse Abilities Network (DAN), which is supported by the Disability Engagement Group, (DEG) chaired by a HR Director, providing senior leadership support to the voice of the group. The Trust is undertaking a review of staff networks for all protected characteristics and how they can best be supported, to enhance the support they provide to staff and in turn, to deliver effective services, through our diverse workforce, to our diverse patients and service users. A Staff Network Development Session and a staff network Summit was held in September 2023 and 2024, with all Staff Network Chairs, facilitated by the Organisational Development Team and the EDI Team, to form the guidance for the future development of the staff networks. Discussions included Protected time, Network Models and key challenges. The Trust’s Chief Executive, Mark Cubbon, now meets with Staff Network chairs as a group on a quarterly basis to discuss progress and improvements. The members of DAN and DEG also attend senior strategic meetings, such as the Workforce Strategic Equality Group, chaired by the Group Executive Director of Workforce & Corporate Resources and the Group Equality Diversity and Human Rights Committee, chaired by the Joint Group Medical Director, to discuss and escalate the high areas of risk.

Reasonable adjustments: A Reasonable adjustments profile has been embedded within Empactis Health Manager in order to manage employee health and wellbeing. The profile is a tool to record discussions and actions agreed about reasonable adjustments and to identify possible referrals into the Employee Health and Wellbeing service.

Neurodiversity Task & Finish Group: There is a growing awareness of the unique adjustments required for colleagues who are neurodiverse. HR colleagues created Task and finish groups, focusing on recruitment, training, procurement and policy, to provide greater understanding of how managers can support colleagues. The EDI Team is also establishing a neurodiversity staff network to support staff.

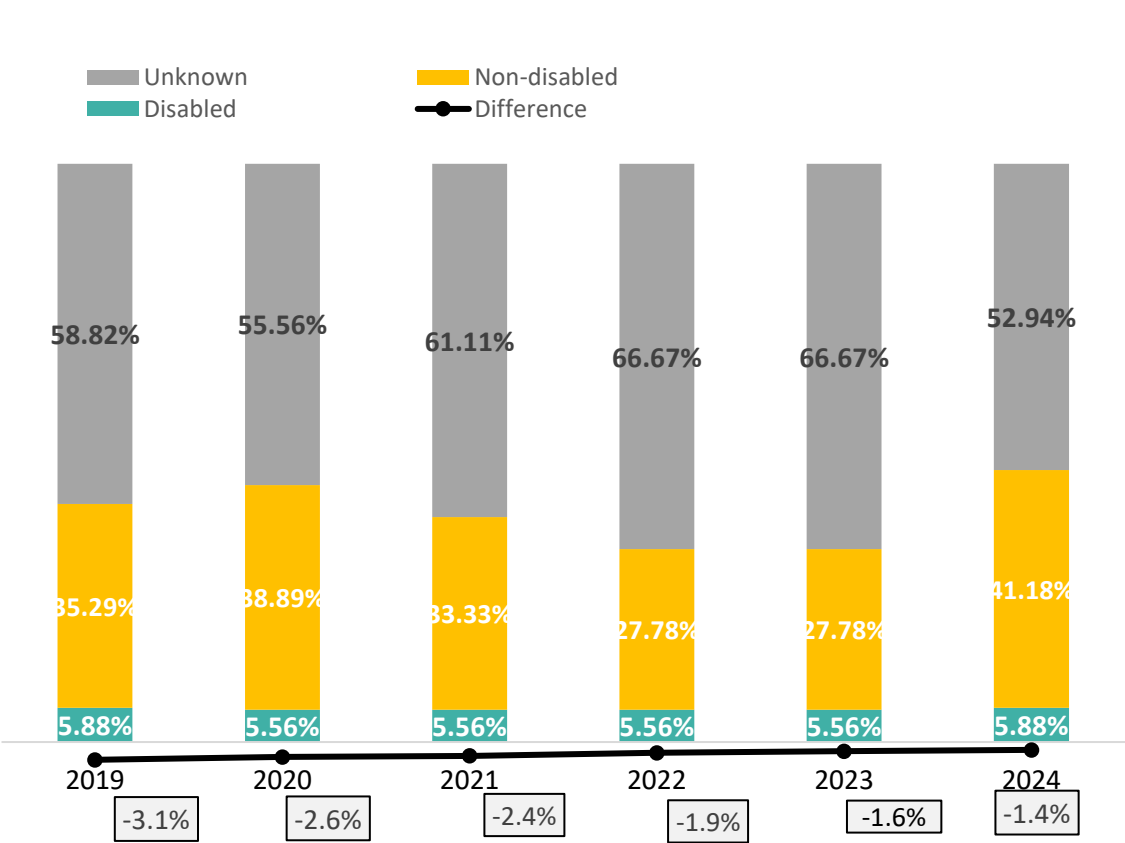
Bullying Harassment & Abuse: The Workplace Bullying, Harassment and Abuse Task and Finish Group reconvened in 2023. The outcomes of the Group will be closely monitored and embedded within NHS England’s EDI Improvement Plan, to address High Impact Action 6, which is to ‘Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur. The Chair of DAN attends and staff that have experienced bullying, harassment, abuse and discrimination will be encouraged to attend, to inform discussion and create solutions.

Executive Sponsors: The Trust assigned each Board member to act as an Executive Sponsor for our staff networks which represents the protected characteristics. This is enabling dedicated and targeted leadership support, providing accountability and governance from senior leaders, reinforcing the commitment to improving lived experiences and developing an inclusive leadership culture.

WDES Metric 10

Percentage difference between the organisation’s board membership and its organisation’s overall workforce, disaggregated:

- by voting and non-voting membership of the board
- by executive and non-exec membership of the board.



- For percentage difference, value of:
- A value of 0.0 means that the percentage of disabled members on the board of directors is exactly the same as the percentage of disabled staff in the workforce.
 - A positive value means that the percentage of disabled members on the board of directors is higher than in the workforce, and
 - A negative value means that the percentage of Disabled members on the board of directors is lower than in the workforce.
 - These calculations are made for all board members considered together, as well as for voting members and executive members considered separately.

Year	Category	Headcount				Percentage		
		Disabled	Non-disabled	Unknown	Total	Disabled	Non-disabled	Unknown
2024	Exec	1	3	4	8	12.50%	37.50%	50.00%
	Non-exec	0	4	5	9	0.00%	44.44%	55.56%

- All board members have voting membership.
- The number of disabled voting board members has improved a bit from 5.56% to 5.88% this year.
- Out of 17 board members there is only 1 (Exec board member) declaration of disability. Disabled board members were at least proportionately represented on the board in terms of headcount.
- 53% of board members have not recorded their status.

Key Areas of Progress and Actions for Next 12 Months



Culture Change	Diversity Matters Strategy: The EDI Team are developing the Trust’s EDI strategy – ‘Diversity Matters 2024-2028’. Consultation has taken place with Workforce, patients and service users and with the communities. The refreshed strategy will reflect an understanding of the WRES data to improve the experience of ethnically diverse colleagues across the Trust. The Strategy will be published in early 2025 and shared with our workforce and communities.
Reasonable Adjustments Profile & webinars	Reasonable adjustments: A Reasonable adjustments profile has been embedded within Absence Management Health Manager in order to manage employee health and wellbeing. The profile is a tool to record discussions and actions agreed about reasonable adjustments and to identify possible referrals into the Employee Health and Wellbeing service.
Accessible Information Standard	Accessible Information Standard: A robust AIS Framework has been developed as part of the AIS Steering Group Committee, to ensure full compliance, which focuses on each of the AIS National objectives. Two subgroups have been created to focus on Booking and Scheduling and Electronic Patient Record (EPR) systems (HIVE and EMIS) which is enabling targeted work around these areas.
Neurodiversity	There is a growing awareness of the unique adjustments required for colleagues who are neurodiverse. HR colleagues created Task and finish groups, focusing on recruitment, training, procurement and policy, to provide greater understanding of how managers can support colleagues. The EDI Team is also establishing a neurodiversity staff network to support staff.
ESR Declaration Campaign	The Trust has undertaken additional engagement with the Disabled workforce through the delivery of an engagement and communications campaign to increase declaration rates via ESR. The insights collected from Disabled staff will inform a programme of work designed to develop an inclusive workplace for Disabled staff directed by Disabled staff. The ESR campaign included information and guidance on how to access ESR to update Disabled status, and where to gain support to address accessibility needs. Messages regarding the importance of declaration have been added to pay slips to target as many staff as possible. The campaign will be refreshed and relaunched to include other protected characteristics, where there are still challenges in improving declaration.

Key Areas of Progress and Actions for Next 12 Months



Manchester University

NHS Foundation Trust

Leadership	<p>The Trust assigned each Board member to act as an Executive Sponsor for our staff networks which represents the protected characteristics. This is enabling dedicated and targeted leadership support, providing accountability and governance from senior leaders, reinforcing the commitment to improving lived experiences and developing an inclusive leadership culture.</p> <p>NHS Employers’ Diversity in Health & Care Partners Programme 23/24: The Trust participated in the NHS Employers’ Diversity in Health & Care Partners Programme 23/24. The Programme supports health and care organisations to create more inclusive workplace cultures, where uniqueness of beliefs, backgrounds and ways of living are welcomed and celebrated. The programme provided access to leading industry experts, good practice, guidance, resources and networking opportunities.</p>
Capacity to deliver objectives	<p>EDI Team Restructure: The EDI team restructure is now complete but existing vacancies are hoping to be filled once the corporate service review is finalised at the end of 2024.</p>
Recruitment and career progression	<p>The MFT Widening Participation Team continued to deliver exceptional supported opportunities to attract the best of the talent Manchester has to offer. The Trust offer supported Internships and employment-based study programmes, to give students the opportunity to develop employability skills. MFT has operated a Supported Internship programme for over 10 years in partnership with a local non-profit support provider and several local educational facilities. The Trust now hosts interns across North Manchester, Trafford, Oxford Road and Wythenshawe sites making it one of the largest employer hosts in the country. 23% of the pre-employment students and 100% of the interns declared as disabled. The scheme typically sees around 50-60% of learners gaining paid employment at the end of the programme.</p>

Action Plan for Next 12 Months

Action	By When	By Who
Renew Diversity Matters Strategy 2024-2028	31 st March 2025	EDI Team
Diversity Matters Working Group	31st December 2024	EDI Team and Partners from across the Trust
Deliver EDI Improvement Plan (Addressing all the High Impact Actions)	Throughout 2025	EDI Team and Partners from across the Trust
Implement new Staff Network Policy	31st May 2025	EDI Team
Implement process to record discrimination incidents/concerns on Ulysses	31st March 2025	EDI Team, Human Resources, Estates and Facilities Team
Declaration Campaign	31st January 2025	EDI Team

We would really appreciate feedback and suggestions for improvements on this report

Please contact the Equality Diversity & Inclusion Team via the email address below

equality@mft.nhs.uk