



**United Lincolnshire
Teaching Hospitals**
NHS Trust

United Lincolnshire Teaching Hospital NHS Trust Workforce Disability Equality Standard Annual Report - 2024-2025



Caring and building a
healthier future for all

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Introduction

Welcome to the United Lincolnshire Teaching Hospital (ULTH), Workforce Disability Equality Standard (WDES) 2024-2025 report. This report contains reflection of last year's actions for the Workforce Disability Equality Standard (WDES).

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. NHS organisations use the metrics data to develop and publish an action plan, building on high impact actions shared in the first ever NHS Equality, Diversity and Inclusion (EDI) improvement plan. Year on year comparison enables NHS organisations to demonstrate progress against the indicators of disability equality to create the cultures of belonging and trust that will improve retention, recruit from the widest possible talent pool and provide sustainable careers. To fulfil the Trust's commitments towards staff, ULTH complies with the Public Sector Equality Duty, as part of the Equality Act 2010, and the NHS People Promise as part of the NHS Long Term Workforce Plan. The Trust aspires to create an inclusive culture by embedding a sense of belonging across the organisation. From the 1st April 2024, ULTH entered into a Group Model with Lincolnshire Community Hospital Services. (LCHS).

To improve the experience of staff with long-term conditions and disabilities, working or seeking employment in the NHS, LCHS adopted the Workforce Disability Equality Standard (WDES). It was introduced in 2019 and commissioned by the NHS Equality and Diversity Council, the WDES is mandated through the NHS Standard Contract. It consists of 10 metrics, based on workforce data and staff feedback from the NHS Staff Survey, which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. The data help us understand the trends and patterns of inequality and highlight areas that require improvement. This also illustrates the progress that has been made by the Trust in reducing gaps and inequalities in the workplace.

Methodology

The WDES remains the only example in the UK where employers are mandated to report and publish annual data on the workplace and career experiences of disabled staff. The ambition is to increase the representation of disabled people in the NHS workforce and see the disparities between disabled and non-disabled staff reduce year on year; supported by an inclusive culture through the realisation of the vision set out in the People Promise. As well as delivering high quality healthcare for millions, the NHS also provides employment for more than a million people in some of the most valued, varied and skilled roles in the country.

We have recently witnessed two landmark moments in the 75-year history of the NHS. The publishing of the NHS Long Term Workforce Plan is the first time the government has asked the NHS to produce a comprehensive workforce plan; a once-in-a-generation opportunity to put staffing on a sustainable footing and improve patient care. Meanwhile the NHS Equality, Diversity and Inclusion (EDI) Improvement Plan recognises that the NHS is more diverse than it has ever been. The plan sets out six high impact actions, to ensure our staff work in an environment where they feel they belong, can safely raise concerns and provide the best possible care to our patients.

As NHS Staff Survey data shows, 1 in 4 members of our NHS workforce has lived experience of a disability or long-term condition. If we are to achieve the ambitions set out in the NHS Long Term Workforce Plan – to improve training and retention and deliver new ways of working – we must also do so through a disability-inclusive lens. The NHS EDI Improvement Plan sets out actions and interventions that NHS organisations can adopt as they work to build workplaces that enable our staff to thrive.

The vast lived experience of disability within the NHS workforce is captured in this 2024-25 report on the Workforce Disability Equality Standard (WDES), which remains the UK's only mandated standard on the working lives of disabled staff. The WDES metrics data continues to help us keep our minds targeted on where we can prioritise actions to improve current performance. Thanks to a maturing body of evidence, the WDES offers a rich and thought-provoking exploration of how the NHS, as an employer, can best care for and protect colleagues across the broad spectrum of disability.

It is particularly good to note that there has been a further improvement in the WDES metric on workforce representation. The proportion of staff whose disability status is 'unknown' has reduced to its lowest recorded level. This is a measurement of the work that trusts have delivered to reduce barriers and create inclusive workplaces; with more staff feeling confident to share information about their disabilities.

Also welcome is the further improvements in the representation of disabled people on boards, which brings greater diversity in lived experiences into senior decision-making and benefits both the workforce and our patients.

ULTH remains committed to reducing the disparities that disabled staff experience and to improving the talent pipeline for disabled NHS staff.

WDES National Key Findings:

The 2024 Workforce Disability Equality Standard (WDES) key findings in England show that disabled staff continue to experience challenges, particularly in perceptions of equal opportunities for progression and feeling valued. While improvements are noted in some areas like recruitment outcomes and reasonable adjustments, disparities persist, particularly for certain demographic groups. Here's a more detailed breakdown of the key findings:

- In March 2024, 5.7% of the workforce across NHS trusts declared a disability through the Electronic Staff Record (ESR) (86,312 people), which was an increase of 0.8% on 2023. 14.3% of staff did not declare whether they have a disability. 6.5% of board members declared that they have a disability or not.
 - The likelihood of non-disabled candidates being appointed from shortlisting compared to disabled candidates was close to equity (0.98). Specifically, 19.5% of non-disabled candidates were appointed from shortlisting compared with 19.8% of disabled candidates.
 - Disabled staff were more than twice as likely (2.04) to enter the formal capability process (on performance grounds) compared to their non-disabled colleagues, although this was an improvement from 2.17 in 2023.
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- 25.05% of respondents from NHS trusts indicated they were disabled.
- 74.5% of disabled staff reported that their employer has made reasonable adjustment(s) to enable them to carry out their work, an increase from 2022 (73.0%).
- 30.0% of disabled staff reported experiencing harassment, bullying or abuse by patients, family, service users or the public, 14.6% from managers and 15.4% from other colleagues, lower than in previous years, but higher than the experience of non-disabled staff.
- Fewer disabled staff (52.2%) than non-disabled staff (58.1%) felt that their trust provides equal opportunities for career progression or promotion.
- More disabled staff (26.6%) said that they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties, compared with 18.5% of non-disabled staff.
- Fewer disabled staff (36.9%) than non-disabled staff (47.8%) were satisfied with the extent to which their organisation values their work.

The WRES also complements the Workforce Disability Equality Standard (WDES) and both are vital to ensuring that the values of equality, diversity and inclusion lie at the heart of the NHS.

This report sets out key information about the experience of Black Minority Ethnic (BME) staff for the period April 2024 to March 2025 and includes a metrics data report for 2024/25, together with an action plan for 2025-28.

Further, since the inception of the WDES in 2019, the Trust has been tracking the trends over time for each of the WDES metrics. In this report, the data trends are reviewed and analysed. Infographics relating to the data trends for each of the metrics are provided in Appendix 2. An LCHG action plan is contained at appendix 3.

Executive summary

The Trust employed 10,372 staff as of 31 March 2025 of which 667 disclosed their disability or long-term condition on the Electronic System Record (ESR). Based on workforce data as of 31 March 2025 and feedback from the NHS Staff Survey 2024 (detailed in Appendix 1), a WDES action plan 2025-28 (contained in Appendix 3) has been developed in partnership with the Group Mental and Physical Lived Experience (MAPLE) Staff Network. The action plan will be implemented and progressed over the next 12 months to help reduce the barriers that impact the experience of our staff with disability and long-term conditions.

The Census 2021, states that across both England and Wales, the proportion of disabled people is 17.8% (10.4 million) and it has decreased by 1.7 percentage points from 2011 when it was 19.5% (10.0 million). According to the 2021 Census, 26.6% population in Lincolnshire declared to have long-term physical or mental health. Nationally in the NHS, there is still a significant under-reporting of the number of NHS staff who declare themselves to be disabled. However, currently over 72,000 employees have declared a disability in ESR, compared with just 35,000 in 2015.

As the WDES metrics are evidence-based, the Trust is committed to continuing to raise awareness about the importance of declaring disability across the organisation to help to understand the experiences of staff with disability or long-term conditions (LTC). Our local NHS Electronic Staff Record (ESR) indicates that 6.4% of staff employed staff have declared a disability, 667 out of 10,372.

ULTH WDES Metrics Dashboard 2024-2025 Data

Index








- Positive increase 
- Neutral increase 
- Negative increase 
- Neutral 
- Positive decrease 
- Neutral decrease 
- Negative decrease 

Table 1. Index: A difference of 0-5% is Amber, with more than 5% being Green or Red. For ratio's a difference of 0 – 0.5 is Amber, with more than 0.5 being Green or Red.

*For 2025 results, indicators 1-3 and 10 are based on Electronic Staff Records (ESR) and local data as of 31 March 2025 for the year 2024-25. Indicators 4-9 are taken from the National Staff Survey (NSS) of 2024. ** For national benchmark data, indicators 1-3 and 10 are based on the national WDES report for 2023 with ESR as of 31 March 2024. Indicators 4-9 are based on the NSS results of 2023 (which is the latest benchmark data available). *** For full ULTH data please see Appendix 1.

Metrics (Indicators)	2023 Results	2024 Results	2025 Results	ULTH Progress March 2024- March 2025	National Benchmark (based on ESR 2024 and NSS 2023)**	ULTH data compared with national benchmark
1. Percentage of disabled staff in ULTH (excluding bank)	4.2%	5.0%	6.4%	↑	5.7%	↑
2. Relative likelihood of non-disabled staff being appointed from shortlisting across all posts (as a ratio)	1.16	1.33	1.16	↓	0.98	↑
3. Relative likelihood of disabled staff entering the formal capability process (as a ratio)	0	0	1.71	↑	2.04	↓
4a) % of disabled staff who experienced at least one incident of bullying, harassment, or abuse from:						
• Patients/service users	32.0%	28.2%	28.4%	↑	30.0%	↓
• Managers	18.9%	16.8%	15.7%	↓	14.6%	↑
• Other colleagues.	28.8%	25.5%	29.3%	↑	23.8%	↑
4b) % of disabled staff saying they, or a colleague, reported their last incident of bullying, harassment, or abuse.	50.4%	50.3%	49.2%	↓	52.5%	↓
5. % of disabled staff who believe that their organisation provides equal opportunities for career progression or promotion.	48.4%	50.7%	52.6%	↑	52.2%	↑
6. % of disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	30.4%	29.3%	27.2%	↓	26.6%	↑

Metrics (Indicators)	2023 Results	2024 Results	2025 Results	ULTH Progress March 2024- March 2025	National Benchmark (based on ESR 2024 and NSS 2023)**	ULTH data compared with national benchmark
7. % of disabled staff are satisfied with the extent to which their organisation values their work.	31.9%	33.4%	35.5%	↑	36.9%	↓
8. % of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work.	71.5%	70.6%	72.7%	↑	74.5%	↓
9. National Staff Survey engagement score for disabled staff (out of 10)	6.2	6.1	6.2	↔	6.5	↔
10. Percentage of:						
• Total Board declaration	0%	13.13%	11.11%	↓	6.5%	↑
• Exec declaration	0%	14.29%	11.11%	↓	6.2%	↑
• Non-exec declaration	0%	12.5%	11.11%	↓	6.8%	↑

Workforce Disability Equality Standard 2024-25 Headlines

Key areas of progress

- Increasing number of staff disclosing disability or long-term conditions (LTC) on ESR to 6.4% from 5.0% and maintaining higher than national average - the national benchmark is 5.7%. Also the data trend from 2019 confirms our positive increase among staff disclosing their disability and long term condition on ESR, from 2.90% in 2019.

- The relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts has positively decreased from 1.33 in 2024 to 1.16.
 - Maintain reduction in % of disabled staff saying they experienced, incident of bullying, harassment, or abuse from managers with positively decreased from 16.8% to 15.7%.
 - Increasing % of staff with long-term conditions and illness saying the Trust has made adequate adjustment(s) to enable them to carry out their work, from 70.6% to 72.7%. That is a steady positive increase for most of the period from 2019 (64.90%) to 2025, with an exceptional decrease in 2022 of 4.2% and with an increase since then.
 - Supporting LCHS with Disability History Month 2024 with inspiring programme for the Lincolnshire system. Various sessions on a range of topics were delivered including: The Diary of a Freedom to Speak Up Leader; Paul White, CEO Hidden Disabilities Sunflower Scheme; Being a Member of the Older Workforce support Session; Reasonable Adjustment considerations; Workplace Thriving with Neurodiversity, Past, Present and Potential; Access to Work support session; Carer Burnout delivered by 'The Recovery College' and Living with a Long-Term Condition Lived Experience Journeys including staff lived experience journeys.
 - Blue Monday Brew Monday drop-in support session to bring the MAPLE and IMPACT staff networks together as one network across the Lincolnshire Community and Hospitals Group.
 - Celebration of the National Staff Network Day 2024 by participating in online ELT Live. Staff Network leads had the opportunity to speak about their network activities across group encouraging staff to be involved with Chief Executive.
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Our key areas of focus as LCHG

On the 1st April 2025, LCHS and ULTH became part of a Group Model. A decision was taken to produce a Group WDES Action Plan with key areas of focus:

- Ongoing work on increasing staff disclosing their disability or long-term conditions, particularly for staff at senior levels.
 - Raising awareness about staff's lived experience with visible and hidden disability.
 - To decrease % of disabled staff and non-disabled staff experiencing harassment, bullying, or abuse from patients as negative increase in previous year.
 - To decrease the number of staff experiencing bullying and harassment from other colleagues as the number of staff experiencing bullying or harassment has increased.
 - Raise awareness of the reporting procedures when experiencing or witnessing bullying and harassment and available support.
 - Ongoing monitoring and reviewing of capability process data to assess factors and reasons for increasing numbers of disabled staff entering the process.
 - Career opportunities include leadership opportunities for staff with disability and long-term conditions.
 - Raise staff and line managers' awareness about reasonable adjustment processes to support their needs, including reviewing implementation the Health Passport across the Group Model.
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Our commitments

The Equality Diversity and Inclusion (EDI) Calendar 2024-2025

The Equality Diversity and Inclusion (EDI) Calendar 2024-2025 provides a selection of key religious and cultural dates, awareness and action days, and some events which reflect the diverse nature of our workforce and local populations. This calendar has been developed as a way to help us celebrate our diverse communities, cultures and faiths. It provides an opportunity to visibly embrace and embed equality, diversity and inclusion into our Trust for patients and colleagues alike, in practical and supportive ways.

This has been developed over the last few years so that Staff Networks and other staff groups can plan campaigns, meetings and events. From 2025, the EDI Calendar is now a Group Model sharing awareness events that are important for both Trusts.

These are some examples from the EDI Calendar.

Anti-Bullying and Harassment Week November 2024

Anti-Bullying Week 2024 was co-ordinated in England, Wales, and Northern Ireland by the Anti-Bullying Alliance. This year it had the theme 'Choose Respect' and took place from Monday 11th to Friday 15th November 2024.

The MAPLE Network and the Freedom to Speak Up Guardians delivered a webinar that focused on a conversation with the Freedom to Speak Up Guardians from LCHS and ULTH, who talked about their Speak Up Journeys. We took a different approach this year to demonstrate the importance of the freedom to speak up role and shared contact details for all the Freedom to Speak Up Guardians for the Lincolnshire system. This also formed the opening of Disability History month celebrations and was the most attended event of the month. This was a different approach to previous years. The session was recorded and is available to watch on the staff intranet.

Carers Rights Day November 2024

Carers Rights Day was on Thursday 21st November 2024 and this year's theme was 'recognising your rights'. We celebrated during the Disability History month programme on Friday 29th November by participating in a workshop hosted by Lincolnshire Recovery College on Carer Burnout.

We recognised that there was some crossover between staff with caring responsibilities who sometimes have long term health conditions and disabilities. We held a MAPLE session talking about support available with workplace health challenges, particularly as an older member of the workforce and shared resources about the Carer's resources that were available.

Disability History Month 2024

Thursday 14th November 2024 – 20th December 2024

LCHS MAPLE has led on the Disability History Month Programme 2024 on behalf of the three Lincolnshire Trusts. The theme was Disability, Employment and Livelihood. There were nine sessions delivered during November and December 2024. All webinars were held virtually this year and addressed several disability related topics and reached over 80 staff across the Lincolnshire System and included staff from ULHT. The events were supported by system partners and members of the MAPLE network. The topics covered incorporated other awareness days that happened during the month too including Carer's Rights Day, Anti-Bullying and Harassment Week, Trans Remembrance Day and an intersectional approach was taken to incorporate these events into the programme. The sessions delivered were:

- The Diary of a Freedom to Speak Up Leader acknowledging Anti-bullying and Harassment week the theme this year was 'Choose Respect'.
 - Hidden Disabilities Sunflower Scheme, by Paul White, CEO Hidden Disabilities Sunflower Scheme. The scheme continues to be promoted throughout the Trust.
 - Understanding UK Trans Health – to acknowledge Trans Remembrance Day.
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- MAPLE – Being a Member of the Older Workforce Support Session, Reasonable Adjustment considerations.
- Workplace Thriving with Neurodiversity, Past, Present and Potential.
- Access to Work Support Session.
- Carer Burnout 'The Recovery College'. In support of Carer's Rights Day.
- Living with a Long Term Condition Lived Experience Journeys.
- Closure and Reflections of the month session.

Race Equality Week

Race Equality Week is celebrated every year between Monday 3rd February 2025 – Sunday 9th February 2025. The theme this year was Every Action Counts. The purpose is to emphasise the importance of taking collective and individual action to tackle experience of race equality.

This year ULHT has attended LCHS session on Wednesday 5th February 2025, with a session on 'Protected Characteristics, Understanding Macroaggressions and the Importance of being an Ally'. The session was collaborated between the CODE and MAPLE staff network and was supported by the REACH staff network chairs and the Chief People Officer and was open to staff across the group. The session was powerful and emphasised the fact that all protected characteristics can experience macroaggressions. The initial resources section was recording and an unrecorded discussion was held afterwards in a safe space. It was acknowledged that the subject requires further work.

Hidden Disability Scheme

The Chief Executive Officer delivered a webinar to MAPLE members all about the importance of the Hidden Disabilities Sunflower Scheme. We have now also renewed the Hidden Disabilities Sunflower Scheme as one membership for LCHG. MAPLE continues to promote the hidden disability sunflower scheme through communications platforms. We also promote the

importance of declaring disability and long term conditions on the NHS Electronic System Record. ULTH extended the Hidden Disability Scheme membership aiming to encourage inclusivity, acceptance, and understanding of hidden disability across the Trust and to encourage colleagues to disclose their disability or long-term conditions on the NHS Electronic System Record. We have also promoted and distributed white sunflower supporter badges to staff to raise awareness about allyship.

Reasonable Adjustments

The WDES data analysis indicates that we increased our commitment to providing reasonable adjustments for staff with disability and long-term conditions, 70.6% from 72.7%. To make sure that the support is provided we are aiming to maintain a positive increase of implementing reasonable adjustments and to achieve this the Trust is committed to supporting staff with a range of reasonable adjustments and raising their awareness about available support.

Flexible Working

To increase the visibility of the Trust's commitments to the understanding of challenges and experiences of staff with disabilities or long-term conditions, ULTH provides a flexible working policy. Our key purpose is to ensure that our employees have the appropriate support to retain and continue working at ULTH and manage work-life. Therefore, ULTH implemented flexible and hybrid working options for staff from the first day of their employment as both opportunities are designed to support our staff to balance their work and personal needs. ULTH also now promotes flexible working on all job adverts.

Disability Confident Employer Scheme

This year ULTH applied and successfully renewed in April 2024 the Level 2 Disability Confident Employer for the next 3 years. The Trust is committed to continuing to achieve Disability Confident Scheme goals by supporting our employees and candidates with disabilities and LTCs in fulfilling their potential, talents, and aspirations. Through Disability Confident, we are challenging attitudes towards disability, increasing understanding of the challenges, removing barriers and inequalities aiming to bring people with disabilities and long-term health conditions to our organisation, and being the best place to work.

Freedom to Speak Up Guardian

Here at ULTH, we believe that speaking up about concerns is vital and we want our staff to feel supported at work. To ensure that their concerns are looked into, and that staff have access to the support they need. The Trust continues to enhance the initiative and visibility of the FTSUG, and FTSUG champions and partnership working with staff networks.

United against Discrimination

In our National Staff Survey (NSS) results from 2021 and 2022 showed a rising trend for racism and LGBTQ+ abuse from patients. In order to tackle this, we have developed a practical tool to help us make a positive difference in stopping and reducing the impact of these incidents. The new flowcharts were developed with a wide group of colleagues in the United against Discrimination Working Group - including representatives from Staffside, Patient Experience, Divisions, Medical, Nursing and Family Health representatives, Staff Networks, HR, Freedom to Speak Up, Security Management and Safeguarding. Alongside this, advice from the Trust's solicitors was also sought, for extra assurance.

The flowcharts are based on British Medical Association guidance originally, but have been adapted so they can be applied to all staff who work across our Trust. The flowcharts apply to all forms and types of discrimination and are not limited to racism and LGBTQ+ abuse (where the data gives the greatest cause for concern), but also: sexism and sexual harassment, religious discrimination or abuse, abuse towards disabled colleagues, and age-related discrimination.

United against discrimination posters have been designed to be displayed in all areas for patients and are now developed for staff to report anonymously. The posters are designed with a QR code so can be scanned and reported to a new reporting system called "SafetyQUBE" for Bullying and Harassment.

Cultural Intelligence

Cultural Intelligence (CQ®) goes beyond existing approaches of cultural sensitivity, unconscious bias, and cultural awareness. The programme sets out the skills, abilities, and capabilities that are vital for individuals and organisations in having successful and respectful work with the difference and diversity needed to improve a 'sense of belonging', including within the recruitment process and career progression.

Dream and Apply follow-up CQ sessions

The session includes a recap of what was covered and then some ideas to explore how we can develop and use our Cultural Intelligence skills to lead more inclusively going forward.

The aims are:

- Recap the Cultural Values
- Recap your CQ Capabilities
- Explore how to apply CQ to a situation
- Look at how we dare to dream and design with cultural intelligence

LCHG will continue to embed this through the Group Leadership Programme going forward.

Group Staff Awards 2024

The first joint staff awards as LCHS and ULHT coming together as a group were awarded in November 2024. It is an award, for recognising and celebrating our NHS stars across the Group. The awards are an opportunity for the people of Lincolnshire to recognise the hard work, dedication and care shown by community and hospital staff working across the county, and where they have demonstrated exceptional professionalism and care. There are 15 categories, including the Equality, Diversity and Inclusion Champion of the Year Award. Four staff were shortlisted, across clinical and non-clinical roles in this category. Sara

Blackbourn, the Trust Lead Occupational Therapist at ULTH won the category, for initiating the Stronger Together Coaching Forums and welcome hampers to support the team which had several cohorts of internationally educated Allied Health Professionals (AHPs). Sara made herself available and offered to listen and support them in a safe space. The Highly Commended recognition was awarded to the LCHS CODE Staff Network chair for being instrumental in advocating for inclusive culture and diversity across the group and for celebrating South Asian Heritage month for the first time.

ULTH staff networks

The staff networks are in a period of transition following the Group model introduction and are at various stages of coming together. All of the staff networks provide an opportunity for staff to find support and share their voices and concerns to improve working practices across the group. The staff networks support the implementation of the Public Sector Equality Duty from the Equality Act (2010), WRES, WDES and EDS.

They support the organisation to prevent and eliminate discrimination, harassment, and victimisation, promoting equality and equal opportunities, as well as fostering good relations by challenging prejudice and promoting understanding between people who share a protected characteristic and those who do not.

Mental and Physical Lived Experience (MAPLE)

MAPLE is the staff inclusion network for colleagues with Mental And Physical Lived Experience. Our aim is to create a safe place to discuss our disabilities and long-term conditions in order to improve our experiences and working lives.

We are a growing network and welcome allies and advocates as well as anyone who has lived experience of a visible or non-visible disability, long-term health condition, and/or mental health condition, whether formally diagnosed, self-identified or through caring responsibilities.

MAPLE meets regularly as a group on Teams to share updates and to hear your feedback and experiences to influence our priorities. Going forward MAPLE has started to partnership working with LCHS MAPLE and LCHS Impact Forum and coming together in April 2025 as one LCHG MAPLE Staff Network.

MAPLE's Progress highlights

- Continuing to grow the staff network.
- Continue to raise awareness of hidden disabilities through the Sunflower Scheme and had three Sunflower roadshows across the summer at different sites.
- Partnership working with other staff networks like Womens' Staff Network, for example the working from home focus group and webinars such as Menopause, Endometriosis and Cancer.
- They have implemented a regular programme of Ask Me Anything sessions to enable colleagues to learn more about common conditions other colleagues live with, and MAPLE network members have frequently contributed to the EDI Sounds podcast, sharing their stories and lived experience.
- Attended various webinars throughout Disability History Month that LCHS hosted on a range of topics including: The Diary of a Freedom to Speak Up Leader; Paul White, CEO Hidden Disabilities Sunflower Scheme; Being a Member of the Older Workforce support Session; Reasonable Adjustment considerations; Workplace Thriving with Neurodiversity, Past, Present and Potential; Access to Work support session; Carer Burnout, Hidden disabilities and Living with a Long Term Condition Lived Experience Journeys.
- Continue to be a stakeholder of any Group work regarding the national staff survey results and Workforce Disability Equality Standards action plans.

In summary, the MAPLE group has been working in collaboration across the organisation and regionally and has been working towards widening the reach of the network to bring in new members. Going forward they are looking forward to more visibility and influence with the possibilities of social gatherings and continuing to work as allies with other staff networks.

Next Steps 2025 - 2026

The Group's next steps are to develop a first Group WDES Action Plan and embed the below aims into actions, linked to the equality objectives and the LCHG Strategy, with input from the MAPLE staff network and from staff across the Group.

Key WDES actions for 2025- 2028:

- Raising awareness of the importance of the 'disability and long-term condition disclosure' on ESR among staff in senior positions.
- Continuing to raise awareness about staff's lived experiences with a visible and hidden disability and promoting Hidden Disability Sunflower and Disability Confident schemes.
- Raise awareness about apprenticeships and the Talent Academy and training among staff with disability and LTC.
- Raise staff and line managers' awareness about the Health Passport across ULTH and implement across the Group.
- Start to collect the disability pay gap data to develop next year's Pay Gap Report.
- Continuing to enhance knowledge about reporting bullying and harassment and other supporting procedures for staff.
- Implement the Reciprocal Mentoring Programme across the group, starting with the new Group Trust Board.
- Continuing to raise awareness about the United Against all forms of Discrimination toolkit across ULTH and implementing it across the Group.

WDES Actions linked with the LCHG Group Strategy 2025 - 2030:

Strategic Aim 2 – People:

- Better opportunities: Aiming to develop, empower and retain great people by:
 - Enable our people to fulfil their potential through training, development, research and education.
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- Empower our people to continuously improve and innovate
- Nurture compassionate and diverse leadership.

Conclusion

We will continue to communicate the MAPLE staff network and the WDES activities to all staff across the group, so we can all be involved in celebrating our achievements. Having a productive inclusive workforce, where staff feel valued and heard is vital and crucial in providing high-quality personalised care for patients. We will continue to implement the LCHG values: compassionate, innovative and collaborative to ensure that staff feedback has been listened to and the WDES actions have been delivered and a sense of belonging has been embedded across the organisation.

Appendix 1

ULTH Workforce WDES Data 2024 – 2025

Appendix 2

ULTH WDES Data Trends 2019 – 2025

Appendix 3

ULTH Action Plan 2025 - 2028
