

United Lincolnshire Teaching Hospitals NHS Trust Appendix 2 – WDES data trends - 2019 - 2025



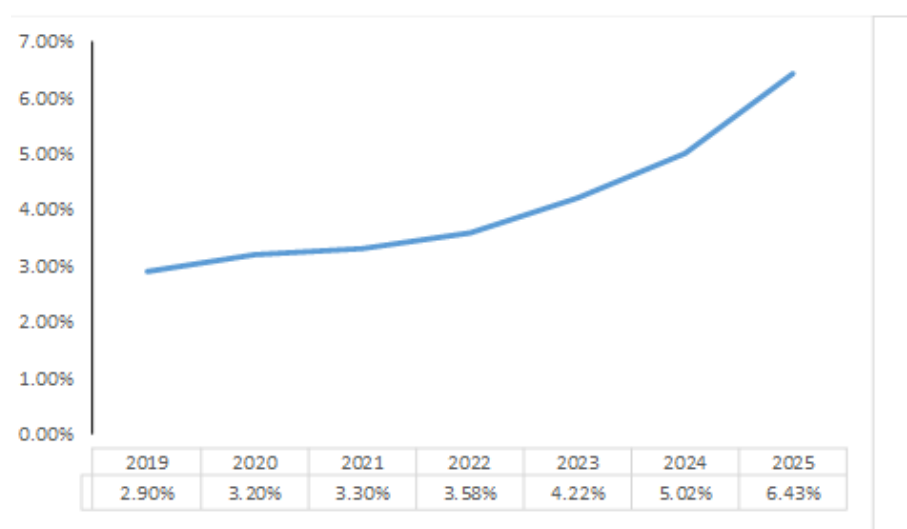
Contents

Indicator 1	3
Indicator 2	4
Indicator 3	5
Indicator 4	6
Indicator 4a.....	6
Indicator 4b.....	9
Indicator 5	10
Indicator 6	11
Indicator 7	12
Indicator 8	12
Indicator 9	14
Indicator 10	15

Indicator 1

Percentage of the overall ULTH workforce with a disability, data taken from the NHS England Data Collection Framework portal.

Staff in post based on: primary assignments only, no bank staff, no Chair/Non- Executive Directors.



Metric Selected	1
Metric Definition	Percentage of staff in each of the AfC Bands 1-9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce.

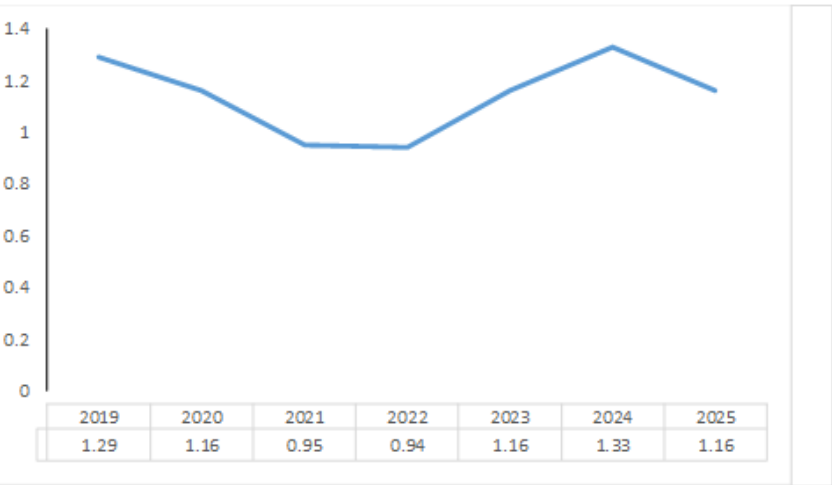
- A positive trend is observed during the seven years period of 2019 – 2025, from 2.90% to 6.43%.

Indicator 2

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

Note:

- i) This refers to both external and internal posts.
- ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the WDES online reporting form to ensure comparability between organisations.



Metric Selected	2
Metric Definition	Relative likelihood of staff being appointed from shortlisting across all posts

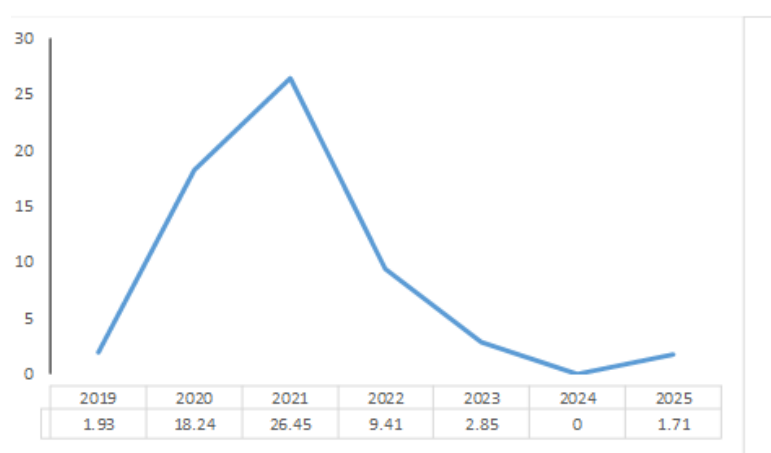
- Over the last seven years, there has been a fairly stable relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff, ranging from 0.94 to 1.33, with 1 representing equal likelihood.

Indicator 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.

Note:

- i) This metric will be based on data from a two-year rolling average of the current year and the previous year.
- ii) This metric applies to capability on the grounds of performance and not ill health.



Metric Selected	3
Metric Definition	Relative likelihood of staff entering the formal capability procedure.

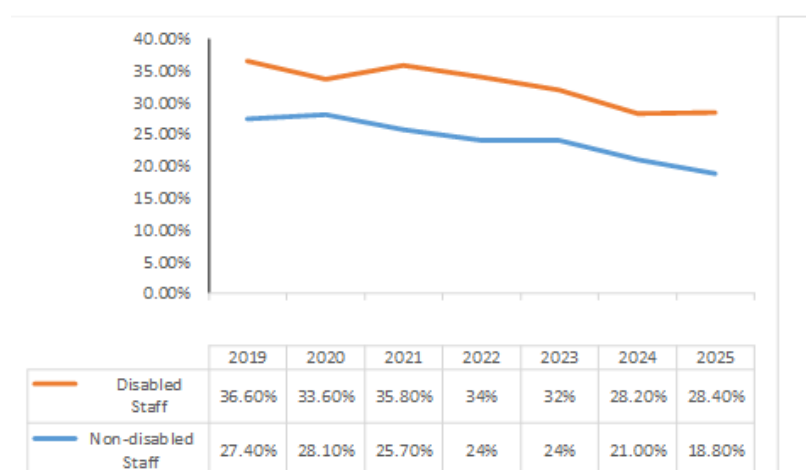
- The relative likelihood of disabled staff entering the formal capability process was highest in 2021, and the positive decrease has remained stable since then, with a negative decrease in 2024 due to the non-registration of protected characteristics for that year.
- In 2025, the probability of disabled staff entering the formal capability process is 1.71, with 1 representing the same probability.

Indicator 4

Indicator 4a

% of staff who experienced at least one incident of bullying, harassment or abuse from:

- Patients/service users, their relatives or other members of the public



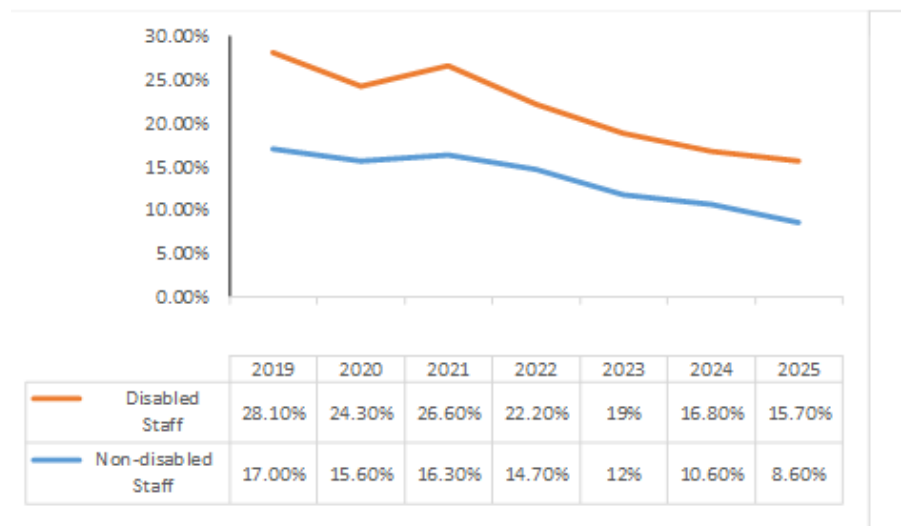
Metric Selected	4a (i) - Abuse from patients and
Metric Definition	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Patients/service users, their relatives or other members of the public

- The rate of staff experiencing bullying, harassment, or abuse from patients/service users, their relatives, or other members of the public decreased steadily between 2019 and 2025, with a minor increase in 2021. With 36.60% in 2019 and 28.20% in 2025.

Metric 4a (continued)

% of staff who experienced at least one incident of bullying, harassment or abuse from:

- Managers



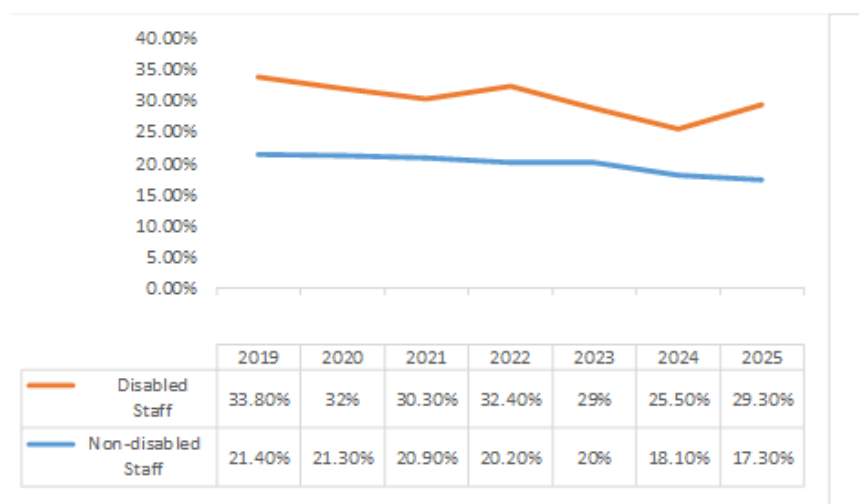
Metric Selected	4a (ii) - Abuse from managers ▼
Metric Definition	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers.

- Between 2019 and 2025, there has been a steady decrease in staff who experienced bullying, harassment, or abuse from managers, with 28.10% in 2019 and 15.70% in 2025.

Metric 4a (continued)

% of staff who experienced at least one incident of bullying, harassment or abuse from:

- Other colleagues

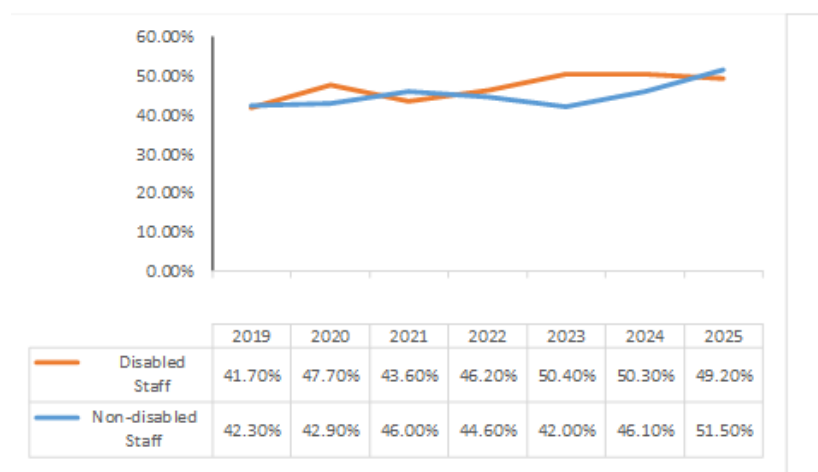


Metric Selected	4a (iii) - Abuse from other colle ▼
Metric Definition	Percentage of disabled staff compared to non-disabled other staff experiencing harassment, bullying or abuse from other Staff

- The percentage of staff who experienced bullying, harassment, or abuse from other colleagues decreased steadily between 2019 and 2024, with 33.80% in 2019 and 25.50% in 2024.
- In 2025, there was a negative change in the number of staff who experienced bullying, harassment, or abuse from other colleagues, with 29.30% experiencing it.

Indicator 4b

% of staff saying they, or a colleague, reported their last incident of bullying, harassment, or abuse.

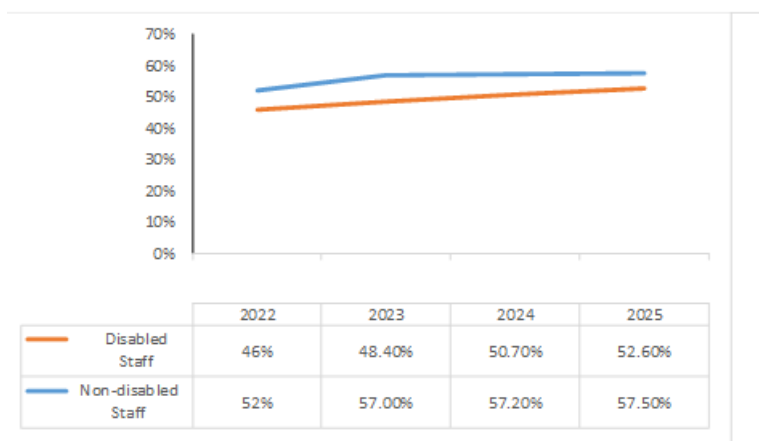


Metric Selected	4b
Metric Definition	Percentage of disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

- There has been a positive development in staff reporting their latest incident of bullying, harassment, or abuse, compared to 2019 and 2025, with 41.70% and 49.20%, respectively.
- The results have varied over the last seven years, with the highest peak being in 2023 with 50.40% and the lowest being in 2019, 41.40%.

Indicator 5

% of staff who believe that their organisation provides equal opportunities for career progression or promotion.

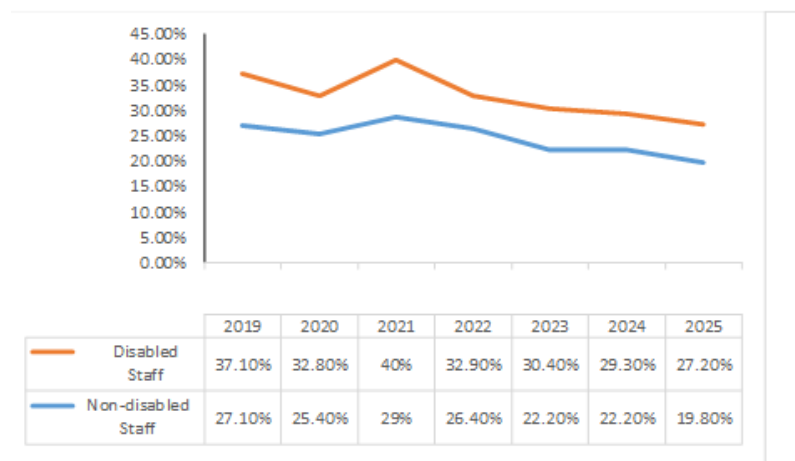


Metric Selected	5
Metric Definition	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

- There has been a positive increase among staff saying they believe that their organisation provides equal opportunities for career progression or promotion, compared between years 2020 and 2025, with 46.0% and 52.60%, respectively.

Indicator 6

% of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

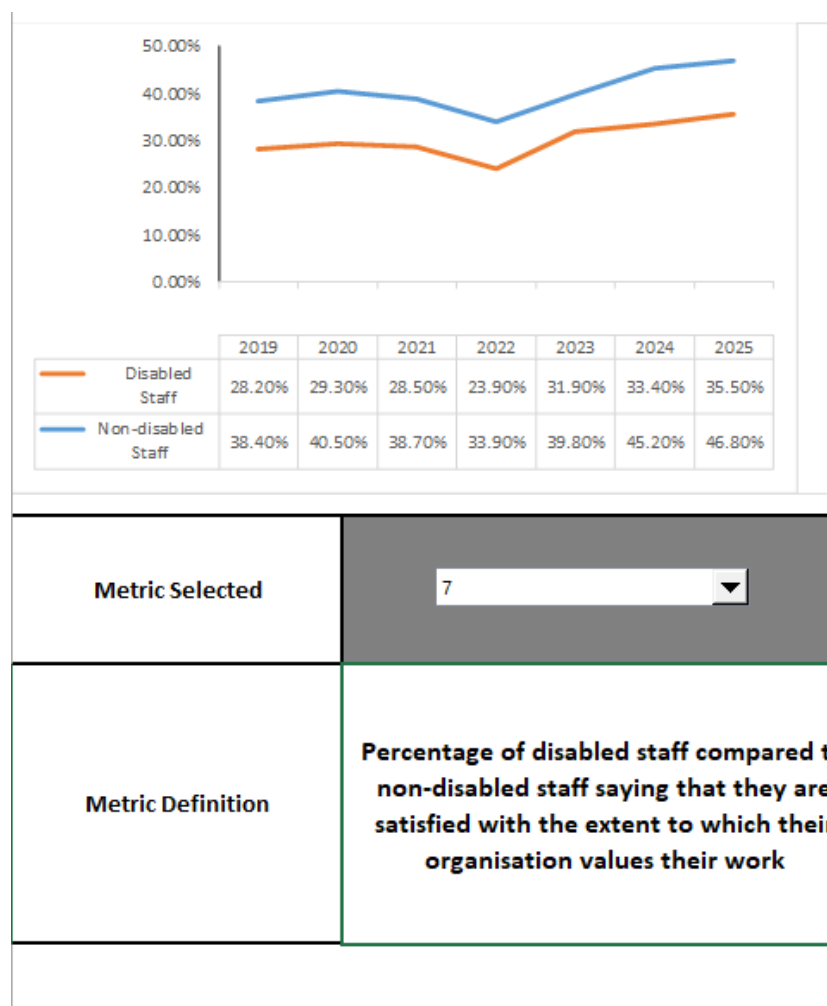


Metric Selected	6
Metric Definition	Percentage of disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

- There has been a stable positive decrease among staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties, between 2019 – 2025, with 37.10% in 2019 and 27.20% in 2025.

Indicator 7

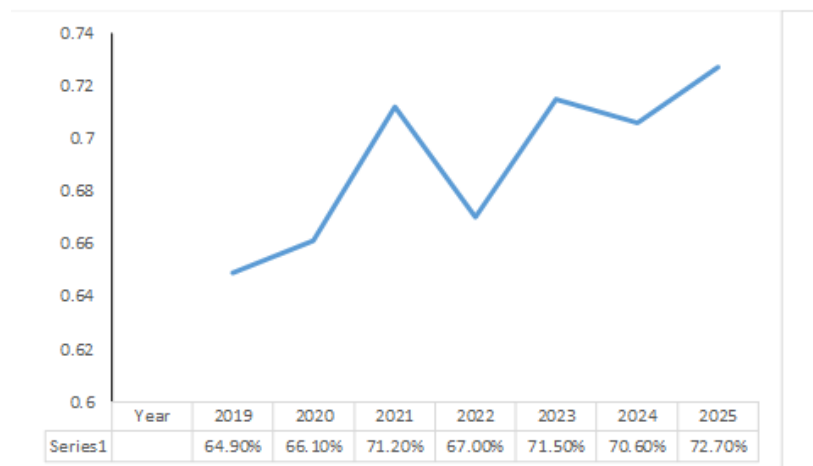
% of staff satisfied with the extent to which their organisation values their work.



- There has been a positive increase among staff who are satisfied with the extent to which their organisation values their work when comparing 2019 and 2025, with 28.20% and 35.50%, respectively.
- The chart shows the highest decrease in 2022, with a negative decrease of 23.9%, which is the lowest for the seven years. Despite the fact, the most positive increase was after 2022, with a 4.6% increase in 2023.

Indicator 8

% of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work.

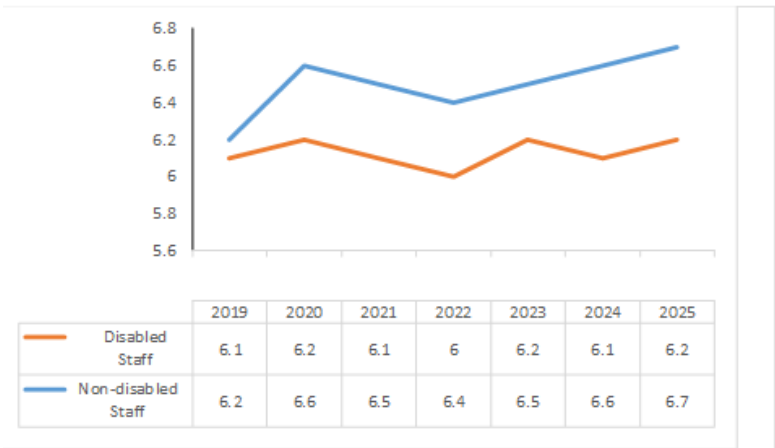


Metric Selected	8
Metric Definition	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work

- Despite a high negative decrease in 2022, the number decreased to 67.0%, and then a steady approximate 70% of staff reported that their employer has made adequate adjustments since then.
- Overall there has been a positive increase among staff saying their employer has made adequate adjustment(s) to enable them to carry out their work, over the seven years period, 64.80% in 2019 compared with 72.70% in 2025.

Indicator 9

The national staff survey staff engagement score for disabled staff, compared to non-disabled staff.



Metric Selected	9a
Metric Definition	Staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

- Over the course of seven years, disabled staff have maintained the staff engagement score around 6.1 to 6.2.

Indicator 10

- Disability representation across the Trust Board.

2019	2020	2021	2022	2023	2024	2025
No representation	No representation	No representation	No representation	No representation	2 Board members identified as having a disability / LTC	2 Board members identified as having a disability / LTC
Metric Selected		10				
Metric Definition		Percentage difference between the organisation's Board voting membership and its overall workforce representation.				

- In the past seven years, there has been a rise in the number of Trust Board representatives who declared their disability or long-term condition, from 0% in 2019 to 11.11% in 2025.