

Workforce Disability Equality Standards Report - 2024 -2025 Appendix 1 – United Lincolnshire Teaching Hospitals NHS Trust Workforce Data Indicators 1 - 10



Contents

Contents.....	2
Indicator 1	3
Indicator 1A Clinical Workforce.....	3
Indicator 1B Non-clinical workforce	Error! Bookmark not defined.
Indicator 2	8
Indicator 3	9
Indicator 4	10
Indicator 4a.....	10
Indicator 4b.....	13
Indicator 5	14
Indicator 6	15
Indicator 7	16
Indicator 8	17
Indicator 9	18
Indicator 9a.....	18
Indicator 9b.....	19
Indicator 10	20

Indicator 1

Indicator 1A Clinical Workforce

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

VSM = (Very Senior Manager including Chief Executive, Executive Directors)

*% is the rounded number of the overall ULTH workforce with disability, data taken from the NHS England Data Collection Framework portal.

Clinical	Disability No	Disability No	Disability Yes	Disability Yes	Not declared	Not declared	Total	Total
WDES Metric 1	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Clinical	5301	89.3%	370	6.2%	263	4.4%	5934	100%
Under Band 1	3	60.00%	2	40.00%	0	0.00%	5	100.0%
Band 1	0	0.00%	0	0.00%	0	0.00%	0	100.0%
Band 2	197	86.40%	13	5.70%	18	7.89%	228	100.0%
Band 3	1171	89.25%	82	6.25%	59	4.50%	1312	100.0%
Band 4	220	89.07%	23	9.31%	4	1.62%	247	100.0%
Band 5	1859	89.98%	123	5.95%	84	4.07%	2066	100.0%
Band 6	998	88.87%	70	6.23%	55	4.90%	1123	100.0%
Band 7	530	89.68%	40	6.77%	21	3.55%	591	100.0%
Band 8a	234	88.30%	15	5.66%	16	6.04%	265	100.0%
Band 8b	51	92.73%	0	0.00%	4	7.27%	55	100.0%
Band 8c	20	90.91%	1	4.55%	1	4.55%	22	100.0%
Band 8d	8	80.00%	1	10.00%	1	10.00%	10	100.0%

Clinical	Disability No	Disability No	Disability Yes	Disability Yes	Not declared	Not declared	Total	Total
WDES Metric 1	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Band 9	8	100.00%	0	0.00%	0	0.00%	8	100.0%
VSM- Very Senior Manager	2	100.00%	0	0.00%	0	0.00%	2	100.0%
Med & Dental Consultants	367	89.29%	7	1.70%	37	9.00%	411	100.0%
Med & Dental Non-Consultants	248	92.54%	3	1.12%	17	6.34%	268	100.0%
Trainee Grade	498	94.68%	17	3.23%	11	2.09%	526	100.0%

Indicator 1B Non-clinical workforce

Non-clinical	Disability Yes	Disability Yes	Disability No	Disability No	Not declared	Not declared	Total	Total
WDES Metric 1	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Non-Clinical	2717	84.0%	270	8.4%	246	7.6%	3233	100%
Band 1	16	42.1%	4	10.5%	18	47.4%	38	100.0%
Band 2	1193	83.0%	115	8.0%	129	9.0%	1437	100.0%
Band 3	566	83.5%	73	10.8%	39	5.8%	678	100.0%
Band 4	321	87.0%	19	5.1%	29	7.9%	369	100.0%
Band 5	191	86.8%	21	9.5%	8	3.6%	220	100.0%
Band 6	148	86.5%	16	9.4%	7	4.1%	171	100.0%
Band 7	128	90.8%	9	6.4%	4	2.8%	141	100.0%
Band 8a	65	85.5%	8	10.5%	3	3.9%	76	100.0%
Band 8b	44	89.8%	2	4.1%	3	6.1%	49	100.0%
Band 8c	14	93.3%	0	0.0%	1	6.7%	15	100.0%
Band 8d	7	77.8%	1	11.1%	1	11.1%	9	100.0%

Band 9	18	85.7%	2	9.5%	1	4.8%	21	100.0%
Senior Medical Manager	6	66.7%	0	0.0%	3	33.3%	9	100.0%
Grand Total	9131	88.04%	667	6.43%	574	5.53%	10372	100%

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 the 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.

Applicant Status	Disabled	Non-Disabled	Not Stated/ Undisclosed
Shortlisted	597	6209	604
Appointed	145	1753	452
Likelihood	0.24	0.28	0.74

Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts is 1.16.

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.

	Disabled	Non-Disabled	Unknown
Average number of staff entering the formal capability process over the last 2 years. (i.e. Total divided by 2.)	2	21.5	4
Of these, how many are on the grounds of ill health only?	1	13.5	3

The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff is 1.71.

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

Staff	Percentage
Staff with Long term conditions and illness (LTC&I)	28.4%
Staff without Long term conditions and illness	18.8%
National benchmark for staff with LTC&I	30.0%
National benchmark for staff without LTC&I	23.3%
Responses with LTC&I	926
Responses without LTC&I	2554

For staff with LTC&I a negative increase, of 0.2% from 28.2%.

Metric 4a (continued)

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

- Managers

Staff	Percentage
Staff with Long term conditions and illness (LTC&I)	15.7%
Staff without Long term conditions and illness	8.6%
National benchmark for staff with LTC&I	14.6%
National benchmark for staff without LTC&I	8.2%
Responses with LTC&I	909
Responses without LTC&I	2520

For staff with LTC&I a positive decrease of, 1.1% from 16.8% to 15.7% in 2024.

Metric 4a (continued)

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

- Other colleagues

Staff	Percentage
Staff with Long term conditions and illness (LTC&I)	29.3%
Staff without Long term conditions and illness	17.3%
National benchmark for staff with LTC&I	23.8%
National benchmark for staff without LTC&I	15.4%
Responses with LTC&I	910
Responses without LTC&I	2525

For staff with LTC&I a negative increase of 3.8% from 25.5% to 29.3% in 2024.

Indicator 4b

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

Staff	Percentage
Staff with Long term conditions and illness (LTC&I)	49.2%
Staff without Long term conditions and illness	51.5%
National benchmark for staff with LTC&I	52.5%
National benchmark for staff without LTC&I	51.4%
Responses with LTC&I	394
Responses without LTC&I	682

For staff with LTC&I a negative decrease of 1.1% in 2024.

Indicator 5

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

Staff	Percentage
Staff with Long term conditions and illness (LTC&I)	52.6%
Staff without Long term conditions and illness	57.5%
National benchmark for staff with LTC&I	52.2%
National benchmark for staff without LTC&I	58.1%
Responses with LTC&I	922
Responses without LTC&I	2538

For staff with LTC&I a positive increase of 1.9% in 2024.

Indicator 6

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

Staff	Percentage
Staff with Long term conditions and illness (LTC&I)	27.2%
Staff without Long term conditions and illness	19.8%
National benchmark for staff with LTC&I	26.6%
National benchmark for staff without LTC&I	18.5%
Responses with LTC&I	618
Responses without LTC&I	1135

For staff with LTC&I a positive decrease of 2.1% in 2024.

Indicator 7

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

Staff	Percentage
Staff with Long term conditions and illness (LTC&I)	35.5%
Staff without Long term conditions and illness	46.8%
National benchmark for staff with LTC&I	36.9%
National benchmark for staff without LTC&I	47.8%
Responses with LTC&I	926
Responses without LTC&I	2561

For staff with LTC&I a positive increase of 2.1% in 2024.

Indicator 8

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

Staff	Percentage
Staff with Long term conditions and illness (LTC&I)	72.7%
National benchmark for staff with LTC&I	74.5%
Responses with LTC&I	565

For staff with LTC&I a positive increase of 2.1% in 2024.

Indicator 9

Indicator 9a

The national staff survey staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

Staff	Score
Organisational average	6.6
Staff with Long term conditions and illness (LTC&I)	6.2
Staff without Long term conditions and illness	6.7
National benchmark for staff with LTC&I	6.5
National benchmark for staff without LTC&I	7.0
Responses with LTC&I	930
Responses without LTC&I	2568

For staff with LTC&I a slight decrease of 0.1 in 2024.

Indicator 9b

b) Has your trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (yes) or (no) Yes
Please provide at least one practical example of current action being taken in the relevant section of your WDES annual report.
MAPLE (Mental and Physical Lived Experience) Staff Network and IMPACT (Long- term conditions support group

We also have done other activities:

- National Staff Survey (promoted by MAPLE/IMPACT)
 - Trust Board sponsor for MAPLE Network
 - Webinars with Question and Answers during Disability History Month 2024
 - MAPLE involvement in the WDES Action Plan
 - Reasonable Adjustment and Flexible Working webinars during Disability History Month 2024/Carers Week 2024/Carers Rights Day 2024
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Indicator 10

Indicator outcome:

Disability representation across the Trust Board: 11.11%

6.43% of the Trust Workforce is Disabled, 11.11% of the Board is Disabled

Therefore, $11.11\% - 6.43\% = 4.68\%$ (5 %*)

*% is the rounded number of the overall ULTH workforce with disability, data taken from the NHS England Data Collection Framework portal.

	Disabled	Percentage	Not Disabled	Percentage	Not Declared	Percentage	Total Headcount
Total Board members	2	11.11%	9	50.00%	7	38.89%	18
of which: Voting Board members	1	9.09%	5	45.45%	5	45.45%	11
Non-Voting Board members	1	14.29%	4	57.14%	2	28.57%	7
of which: Exec Board members	1	11.11%	5	55.56%	3	33.33%	9
Non-Executive Board	1	11.11%	3	44.44%	4	44.44%	9
Overall Workforce by Disability		6.43%		88.04%		5.53%	
Difference % (Total Board – Overall workforce)		5%		-38%		33%	
Difference % (Voting membership - Overall Workforce)		3%		-43%		40%	
Difference% (Executive membership - Overall workforce)		5%		-32%		28%	
