NHS
United Lincolnshire Teaching Hospitals
NHS Trust

United Lincolnshire Teaching Hospitals NHS Trust Appendix 1- WDES Workforce Data Indicators 1 – 10 (2025-2026)

Caring and building a healthier future for all

Contents

Contents 2
Indicator 1 3
Indicator 1A Clinical workforce 4
Indicator 1B Non-clinical workforce 5
Indicator 2-Relative likelihood of non-disabled candidates being appointed from shortlisting across all posts, compared to disabled candidates (Note: this refers to both external and internal posts). 7
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. Please note that the data is required to be based on a two-year rolling average (current year and previous year), but there have been 7
Indicator 4a- Percentage of disabled staff who experienced at least one incident of bullying, harassment, or abuse from: 9
Patients/Relatives/Public 9
- 29.3% of disabled staff experienced bullying, harassment or abuse. 9
- Increase of 0.9% from the previous reporting period. 9
- National benchmark: 29.6%. 9

Managers 9
- 15.8% of disabled staff experienced bullying, harassment or abuse. 9
- Increase of 0.1% from the previous reporting period. 9
- National benchmark: 13.9%. 9

Other Colleagues 9
- 27.5% of disabled staff experienced bullying, harassment or abuse. 9
- Decrease of 1.8% from the previous reporting period. 9
- National benchmark: 23.4%. 9

Indicator 4b- Percentage of disabled staff saying they, or a colleague, reported their last incident of bullying, harassment, or abuse: 9
Indicator 6- Percentage of disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. 10
Indicator 7- Percentage of disabled staff are satisfied with the extent to which their organisation values their work. 10
Indicator 8 – Percentage of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work. 10
Indicator 9- Staff engagement score 11

9a National Staff Survey engagement score for disabled staff (out of 10).. 11

9b Has your organisation taken action to facilitate the voices of your disabled staff to be heard? (yes) or (no)..... 11

Indicator 10-Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: 12

• By voting membership of the Board. • By Executive membership of the Board. 12

Indicator 1

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

VSM = (Very Senior Manager including Chief Executive, Executive Directors and other Director posts).

Percentages are the rounded number of the overall ULTH workforce with disability or without disability, or unknown/undeclared, data taken from the Electronic Staff Record (ESR).

Indicator 1A Clinical workforce

Clinical	Disability No	Disability No	Disability Yes	Disability Yes	Not stated	Not stated	Total
Indicator 1	**Headcount**	**Percentage**	**Headcount**	**Percentage**	**Headcount**	**Percentage**	**Headcount**
Clinical AfC Total	5343	89.3%	413	6.9%	227	3.8%	5983
Under Band 1	2	100%	0	0.0%	0	0.0%	2
Band 1	0	0.0%	0	0.0%	0	0.0%	0
Band 2	168	84.4%	18	9.0%	13	6.5%	199
Band 3	1204	90%	85	6.3%	49	3.6%	1338
Band 4	207	85.5%	32	13.2%	3	1.2%	242
Band 5	1828	89.6%	135	6.6%	76	3.6%	2039
Band 6	1046	89.3%	80	6.8%	45	3.8%	1171
Band 7	551	90%	40	6.5%	21	3.4%	612
Band 8a	250	87.1%	20	6.9%	17	5.9%	287
Band 8b	51	94.4%	1	1.8%	2	3.7%	54
Band 8c	18	85.7%	2	9.5%	1	4.8%	21
Band 8d	11	100%	0	0.0%	0	0.0%	11
Band 9	6	100%	0	0.0%	0	0.0%	6
Very Senior Manager	1	100%	0	0.0%	0	0.0%	1

Medical & Dental Total	1109	92.8%	26	2.2%	60	5.0%	1195
Med & Dental Consultants	380	91.1%	5	1.2%	32	7.7%	417
Med & Dental Non-Consultants	249	94.3%	3	1.1%	12	4.5%	264
Trainee Grade	480	93.4%	18	3.5%	16	3.1%	514

Indicator 1B Non-clinical workforce

Non-Clinical	**Disability No**	**Disability No**	**Disability Yes**	**Disability Yes**	**Not stated**	**Not stated**	**Total**
Indicator 1	**Headcount**	**Percentage**	**Headcount**	**Percentage**	**Headcount**	**Percentage**	**Headcount**
Non-Clinical	2673	84.5%	284	9.0%	208	6.6%	3165
Under Band 1	0	0.0%	0	0.0%	0	0.0%	0
Band 1	15	42.9%	5	14.3%	15	42.9%	35
Band 2	1149	83.9%	106	7.7%	115	8.4%	1370
Band 3	523	82.9%	77	12.2%	31	4.9%	631
Band 4	320	87.0%	28	7.6%	20	5.4%	368
Band 5	203	87.5%	21	9.1%	8	3.4%	232
Band 6	149	85.1%	20	11.4%	6	3.4%	175
Band 7	138	89.6%	13	8.4%	3	1.9%	154
Band 8a	74	89.2%	8	9.6%	1	1.2%	83

Band 8b	42	89.4%%	1	2.1%	4	4.3%	47
Band 8c	22	95.7%	1	4.3%	0	0.0%	23
Band 8d	12	80.0%	2	13.3%	1	6.7%	15
Band 9	21	87.5%	2	8.3%	1	4.2%	24
VSM	5	62.5%	0	0.0%	3	37.5%	8
Grand Total All	**9125**	**88.2%**	**723**	**7.0%**	**495**	**4.8%**	**10343**

Indicator 2-Relative likelihood of non-disabled candidates being appointed from shortlisting across all posts, compared to disabled candidates (Note: this refers to both external and internal posts).

Shortlisted Applicants:

- Not Disabled: 711
- Disabled: 50
- Unknown: 46

Appointed Applicants:

- Not Disabled: 248
- Disabled: 20
- Unknown: 36

Likelihood of Appointment

- Not Disabled: 0.35 (35%)
- Disabled: 0.40 (40%)
- Unknown: 0.78 (78%)

Answer: Relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled candidates: 0.87. A figure below 1:00 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting.

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. Please note that the data is required to be based on a two-year rolling average (current year and previous year), but there have been no formal capability

cases at the Trust in the current year (1st April 2025-31st March 2026).

Number of Staff in Workforce

- Non-disabled: 9,125
- Disabled: 723
- Unknown: 495

Number of Staff Entering

- Non-disabled: 4
- Disabled: 0.5
- Unknown: 0.5

Likelihood of Entering

- Non-disabled: 0.0004 (0.04%)
- Disabled: 0.0006 (0.06%)
- Unknown: 0.0010 (0.10%)

Answer: Relative likelihood of disabled staff entering formal capability procedure compared to non-disabled staff: 1.58. A figure above 1:00 indicates that disabled staff are more likely than non-disabled to enter the formal capability procedure. The numbers are so small and as stated above, there have been no formal capability cases in the current WDES year, therefore this data is unreliable. Also, it is noted that the national WDES benchmark for this Indicator has not been published, due to unreliability of data due to very low numbers entering the formal capability procedure. However, this Trust has chosen to publish the data for transparency.

Indicator 4a- Percentage of disabled staff who experienced at least one incident of bullying, harassment, or abuse from:

Patients/Relatives/Public

- 29.3% of disabled staff experienced bullying, harassment or abuse.
- Increase of 0.9% from the previous reporting period.
- National benchmark: 29.6%.

Managers

- 15.8% of disabled staff experienced bullying, harassment or abuse.
- Increase of 0.1% from the previous reporting period.
- National benchmark: 13.9%.

Other Colleagues

- 27.5% of disabled staff experienced bullying, harassment or abuse.
- Decrease of 1.8% from the previous reporting period.
- National benchmark: 23.4%.

Indicator 4b- Percentage of disabled staff saying they, or a colleague, reported their last incident of bullying, harassment, or abuse:

- 46.5% of disabled staff said that they, or a colleague, reported their last incident of bullying, harassment or abuse.
- This is a negative decrease of 2.7% in reporting compared to last year.
- The national benchmark for this indicator is performing better than at this Trust, at 54.5%.

Indicator 5- Percentage of disabled staff who believe that their organisation provides equal opportunities for career progression or promotion:

- 48.2% of disabled staff believe that this Trust provides equal opportunities for career progression or promotion.
- This is a negative decrease of 4.4% compared to last year.
- The national benchmark is performing better, at 51.8%.

Indicator 6- Percentage of disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

- 22.5% of disabled staff have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
- This is a positive decrease of 4.7% compared to last year.
- The Trust is performing better than the national benchmark (25.3%) in this indicator.

Indicator 7- Percentage of disabled staff are satisfied with the extent to which their organisation values their work.

- 27% of disabled staff are satisfied with the extent to which the Trust values their work.
- This is a negative decrease of 8.5% compared to last year.
- The national benchmark is performing better, at 36.7%.

Indicator 8 – Percentage of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work.

- 71.5% of disabled staff say that the Trust has made adequate adjustment(s) to enable them to carry out their work.
- This is a negative decrease of 1.2% compared to last year.
- The national benchmark is performing better, at 75.3%.

** For national benchmark data, indicators 4-9a are based on the National Staff Survey results of 2024/25, using the most-recently published national benchmark report at NHS England » Workforce Disability Equality Standard: 2025 data analysis report for NHS trusts.

Indicator 9- Staff engagement score

9a National Staff Survey engagement score for disabled staff (out of 10).

- The engagement score is now 6.0.
- This is a negative decrease of 0.2 compared to last year.
- The national benchmark is performing better, at 6.45.

9b Has your organisation taken action to facilitate the voices of your disabled staff to be heard? (yes) or (no)

- Yes
- For numerous examples of this in action, please see the full WDES report, at the section titled “Action since last WDES report”, beginning at page 15.

Indicator 10-Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:

- By voting membership of the Board.
- By Executive membership of the Board.

Then, percentage difference between the Board's voting membership and the organisation's workforce.

	Not disabled	**Percentage**	**Disabled**	**Percentage**	**Unknown**	**Percentage**	**Total Headcount**
Total Board members	8	40%	4	20%	8	40%	20
of which: Voting Board members	3	27.7%	3	27.7%	5	45.5%	11
Non-Voting Board members	5	55.6%	1	11.1%	3	33.3%	9
of which: Exec Board members	6	60%	1	10%	3	30%	10
Non-Executive Board	2	20%	3	30%	5	50%	10
Overall Workforce - by Disability	9125	88.2%	723	7.0%	495	4.8%	10343

Difference (Total Board – Overall workforce)		-48%		13%		35%	
Difference (Voting membership - Overall Workforce)		-61%		20%		41%	
Difference (Executive membership - Overall Workforce)		-28%		3%		25%	

7% of the Trust Workforce is disabled, 20% of the overall Board is also, therefore this is a positive difference of 13%.

Of voting Board membership compared to the workforce, there is a positive difference of 20%.