NHS
United Lincolnshire Teaching Hospitals
NHS Trust

United Lincolnshire Teaching Hospitals NHS Trust
Appendix 2 – WDES data trends 2019 - 2026

Caring and building a healthier future for all

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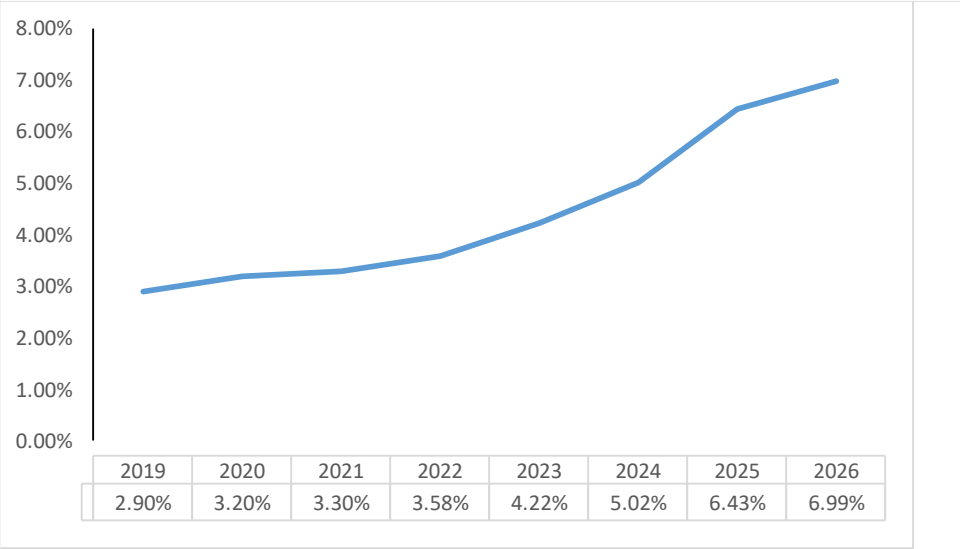
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Indicator 1

Percentage of the overall ULTH workforce with a disability, data taken from the Electronic Staff Record (ESR).

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

Graph 1 ULTH WDES Indicator 1



- A positive trend is observed over the eight years from 2019 to 2026, with an increase from 2.90% to 7.00% in Disability representation across the workforce.

Indicator 2

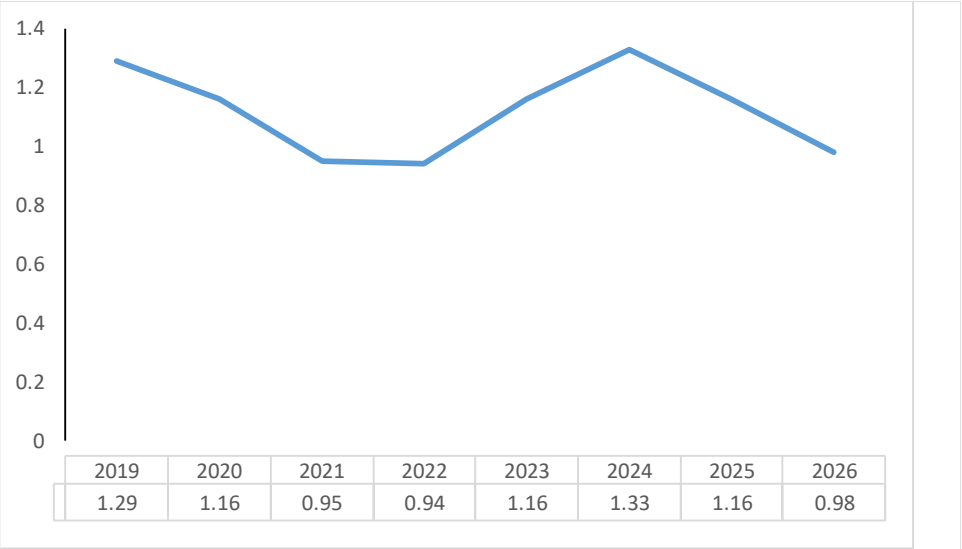
Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts.

Note:

i) This refers to both external and internal posts.

ii) As 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.

Graph 2 ULTH WDES Indicator 2



- Over the past eight years, the relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff has remained broadly stable, ranging from 0.94 to 1.33 (where 1 represents equal likelihood), with a value of 0.98 recorded in 2026.

Indicator 3

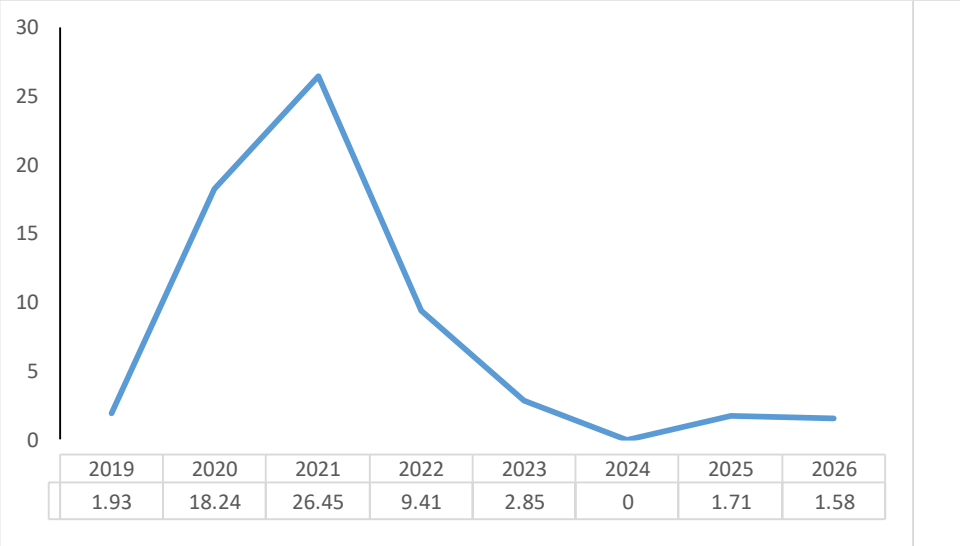
Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

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.

Graph 3 ULTH WDES Indicator 3



- The relative likelihood of disabled staff entering the formal capability process peaked in 2021. Since then, a positive downward trend has been observed and has remained broadly stable, although a negative fluctuation occurred in 2024 due to incomplete recording of protected characteristics.

- In 2025, the likelihood of disabled staff entering the formal capability process was 1.71, decreasing to 1.58 in 2026. As a value of 1 represents equal probability, this reduction indicates a positive narrowing of the disparity.

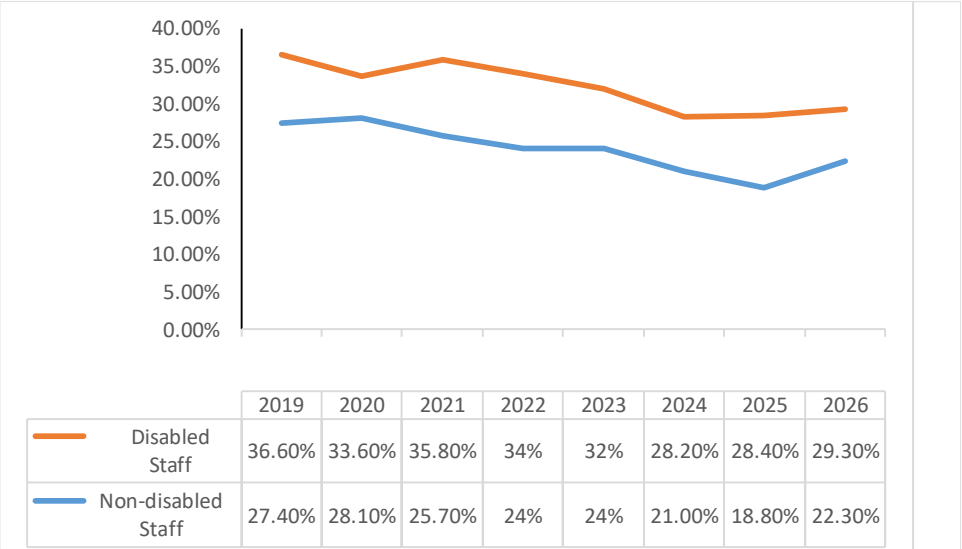
Indicator 4

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.

Graph 4 ULTH WDES Indicator 4



	2019	2020	2021	2022	2023	2024	2025	2026
Disabled Staff	36.60%	33.60%	35.80%	34%	32%	28.20%	28.40%	29.30%
Non-disabled Staff	27.40%	28.10%	25.70%	24%	24%	21.00%	18.80%	22.30%

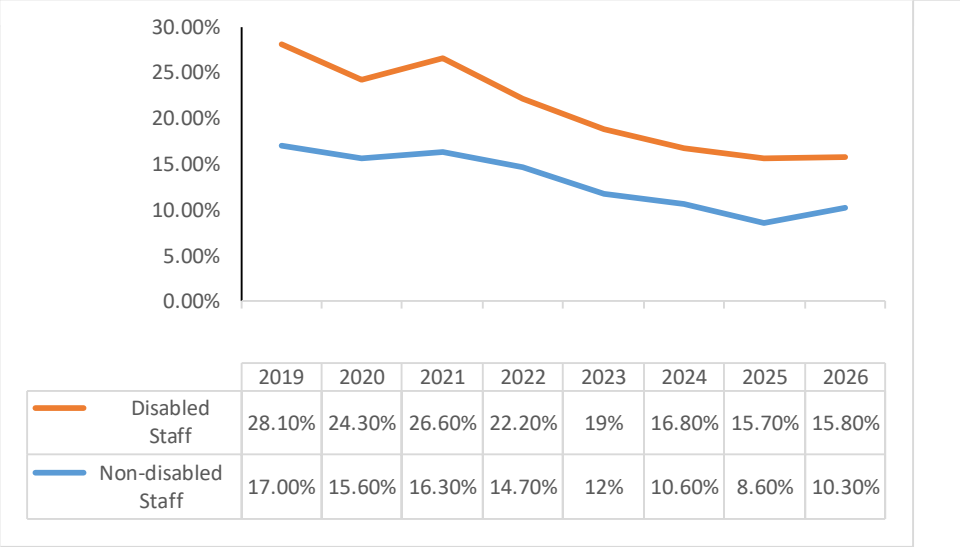
- The proportion of staff reporting bullying, harassment, or abuse from patients, service users, their relatives, or members of the public showed an overall decline between 2019 and 2026, decreasing from 36.60% to 29.3%. This downward trend was broadly steady, with minor increases observed in 2021 and 2025.

Metric 4a (continued)

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

- Managers

Graph 5 ULTH WDES Indicator 4 (ii)



	2019	2020	2021	2022	2023	2024	2025	2026
Disabled Staff	28.10%	24.30%	26.60%	22.20%	19%	16.80%	15.70%	15.80%
Non-disabled Staff	17.00%	15.60%	16.30%	14.70%	12%	10.60%	8.60%	10.30%

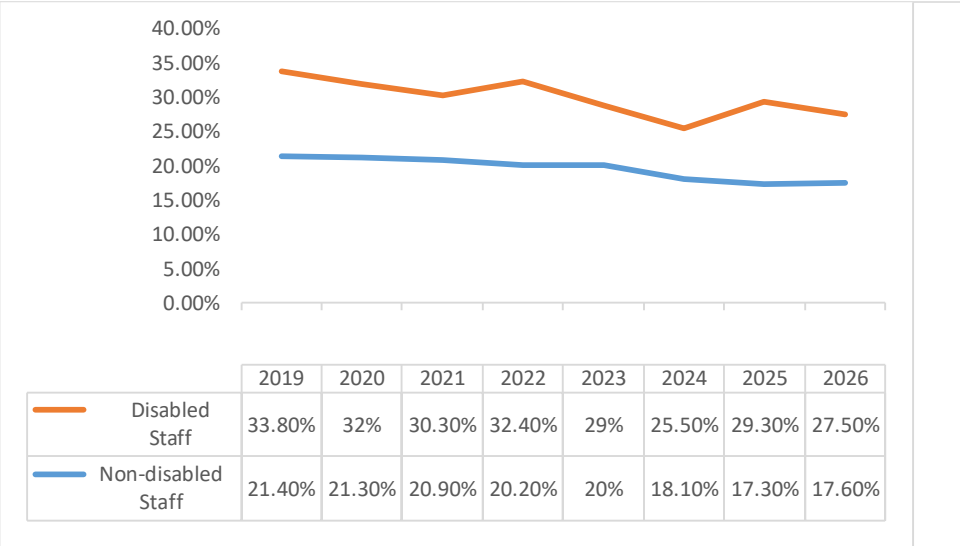
- Between 2019 and 2026, there has been a consistent decrease in staff who experienced bullying, harassment, or abuse from managers, falling from 28.10% in 2019 to 15.80% in 2026.

Metric 4a (continued)

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

- Other colleagues

Graph 6 ULTH WDES Indicator 4 (iii)



	2019	2020	2021	2022	2023	2024	2025	2026
Disabled Staff	33.80%	32%	30.30%	32.40%	29%	25.50%	29.30%	27.50%
Non-disabled Staff	21.40%	21.30%	20.90%	20.20%	20%	18.10%	17.30%	17.60%

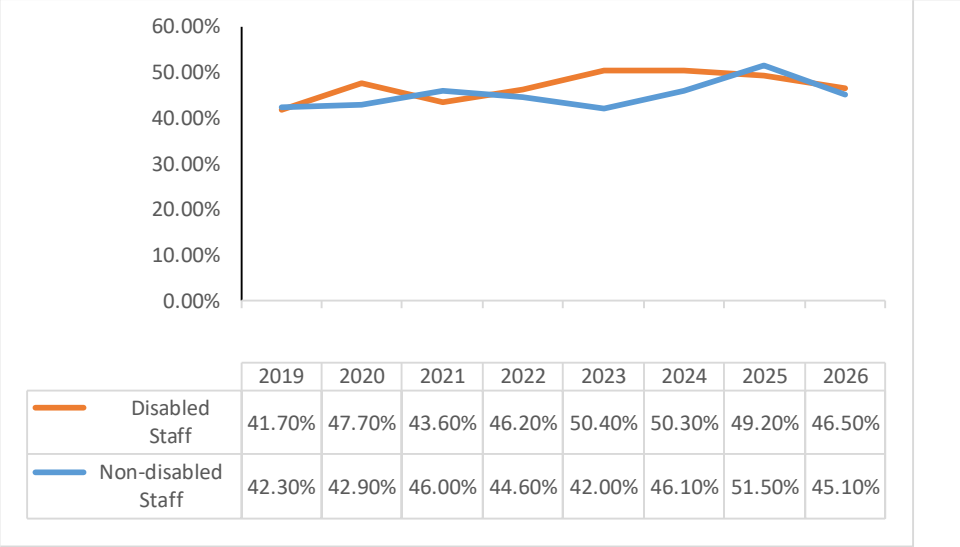
- The percentage of staff who experienced bullying, harassment, or abuse from other colleagues decreased steadily between 2019 and 2024, falling from 33.80% to 25.50%.

- In 2025, there was an increase in this rate to 29.30%, representing a negative shift. However, more recent data indicates a renewed improvement, with a reduction to 27.5%.

Indicator 4b

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

Graph 7 ULTH WDES Indicator 4b



	2019	2020	2021	2022	2023	2024	2025	2026
Disabled Staff	41.70%	47.70%	43.60%	46.20%	50.40%	50.30%	49.20%	46.50%
Non-disabled Staff	42.30%	42.90%	46.00%	44.60%	42.00%	46.10%	51.50%	45.10%

- Results have fluctuated over the past eight years, with the highest proportion recorded in 2023 at 50.40% and the lowest in 2019 at 41.40%.

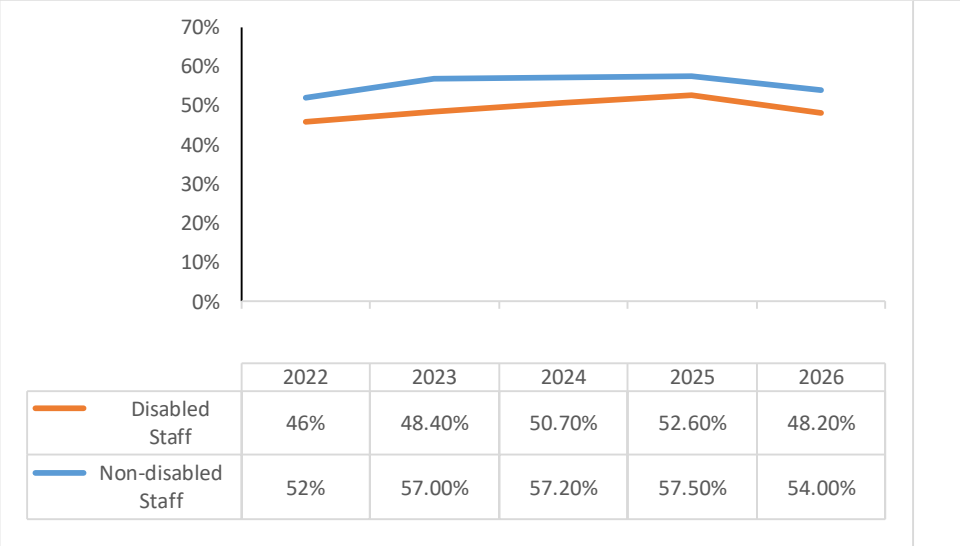
- A positive upward trend is evident in the reporting of incidents of bullying, harassment, or abuse between 2021 and 2024, increasing from 43.60% to 50.30%.

- However, the data indicates a subsequent decline from 2025 onwards, with the proportion decreasing to 49.2% in 2025 and 46.5% in 2026.

Indicator 5

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

Graph 8 ULTH WDES Indicator 5



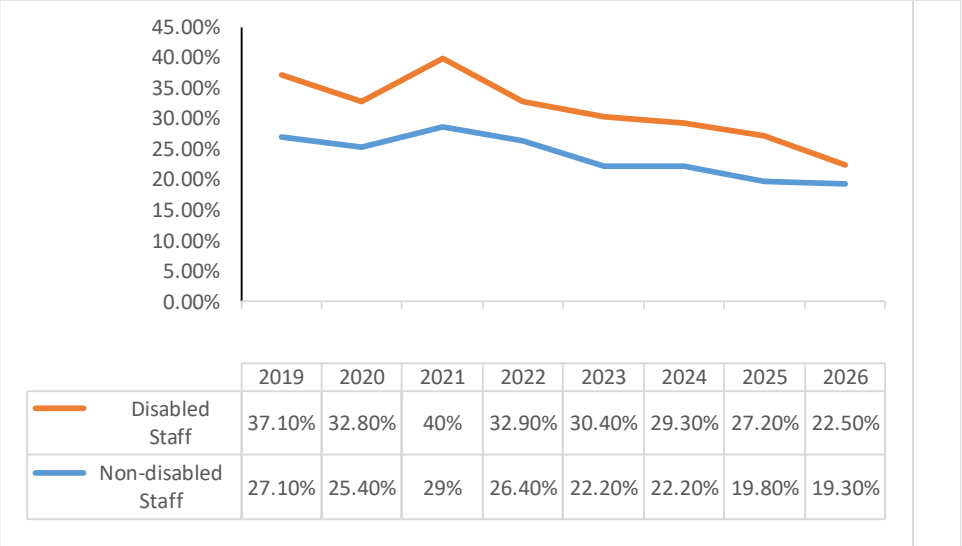
	2022	2023	2024	2025	2026
Disabled Staff	46%	48.40%	50.70%	52.60%	48.20%
Non-disabled Staff	52%	57.00%	57.20%	57.50%	54.00%

- Overall, there has been a positive increase in the proportion of staff who believe their organisation provides equal opportunities for career progression or promotion, rising from 46.0% in 2020 to 52.60% in 2025.
- However, in 2026, this figure declined by 4.4 percentage points to 48.2%.

Indicator 6

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

Graph 9 ULTH WDES Indicator 6



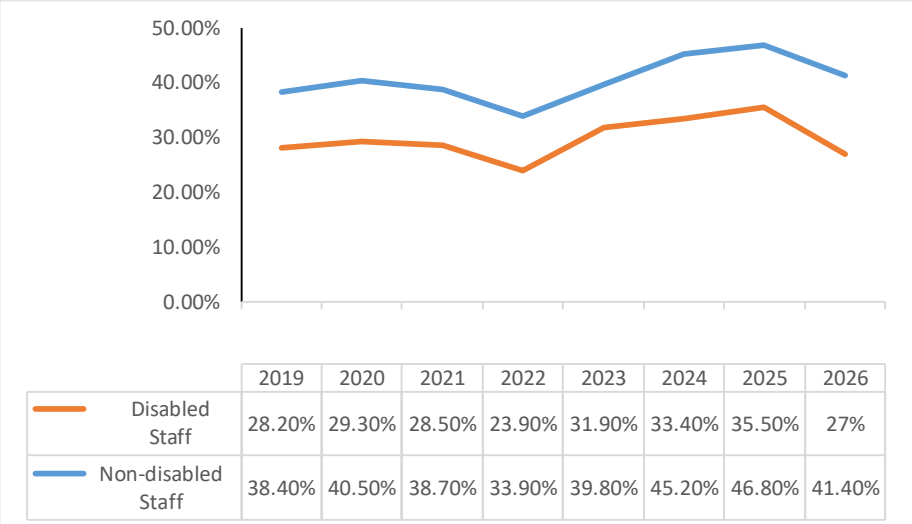
	2019	2020	2021	2022	2023	2024	2025	2026
Disabled Staff	37.10%	32.80%	40%	32.90%	30.40%	29.30%	27.20%	22.50%
Non-disabled Staff	27.10%	25.40%	29%	26.40%	22.20%	22.20%	19.80%	19.30%

- There has been a consistent and positive reduction in the proportion of staff who stated that they felt pressured by their manager to attend work despite not feeling well enough to perform their duties, decreasing from 37.10% in 2019 to 22.50% in 2026 (excluding 2021).
- A further positive decrease was observed between 2025 and 2026, with a reduction of 4.7 percentage points. This represents one of the largest improvements since 2022, when a reduction of 7.1 percentage points was recorded, falling from 40.0% in 2021 to 32.90% in 2022.

Indicator 7

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

Graph 10 ULTH WDES Indicator 7



	2019	2020	2021	2022	2023	2024	2025	2026
Disabled Staff	28.20%	29.30%	28.50%	23.90%	31.90%	33.40%	35.50%	27%
Non-disabled Staff	38.40%	40.50%	38.70%	33.90%	39.80%	45.20%	46.80%	41.40%

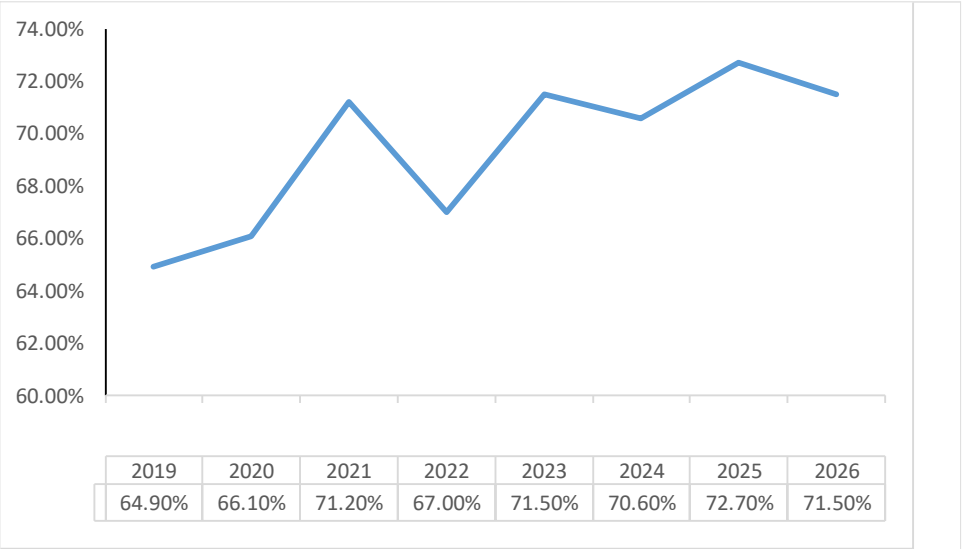
There has been a steady increase in the proportion of staff who are satisfied with the extent to which their organisation values their work, rising from 28.20% in 2019 to 35.50% in 2025.

- However, 2026 shows a notable decline, with satisfaction decreasing from 35.50% to 27.00%. This represents one of the most significant reductions observed in recent years. The lowest point across the eight years occurred in 2022, when satisfaction fell to 23.9%. In contrast, the most notable improvement followed in 2023, with an increase of 4.6 percentage points.

Indicator 8

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

Graph 11 ULTH WDES Indicator 8



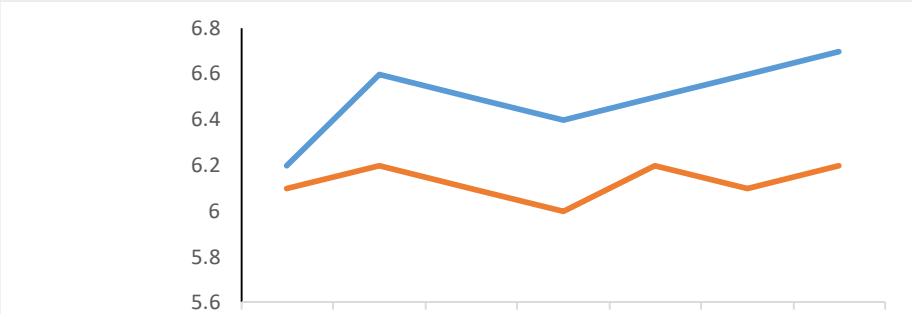
- Despite a notable decline in 2022, when the proportion fell to 67.0%, the figure subsequently stabilised, with approximately 70% of staff reporting that their employer has made adequate adjustments in the following years.

- Overall, there has been a positive increase in the proportion of staff who report that their employer has made adequate adjustments to support them in carrying out their work, rising from 64.80% in 2019 to 72.70% in 2025. This was followed by a slight decrease to 71.5% in 2026.

Indicator 9

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

Graph 12 ULTH WDES Indicator 9



	2019	2020	2021	2022	2023	2024	2025
Disabled Staff	6.1	6.2	6.1	6	6.2	6.1	6.2
Non-disabled Staff	6.2	6.6	6.5	6.4	6.5	6.6	6.7

- Over the course of eight years, disabled staff have maintained the staff engagement score within the narrow range of 6.0 to 6.2, indicating relative stability over time.

Indicator 10

Disability representation across the Trust Board.

Chart 1 ULTH WDES Indicator 10

	2019	2020	2021	2022	2023	2024	2025	2026
Number of Board members identified as having a disability or long term condition	0	0	0	0	0	2	2	3

- In the past eight years, there has been a notable increase in the percentage of Trust Board representatives declaring their disability or long-term condition, raising from 0% in 2019 to 16.67% in 2026.