

Workforce Disability Equality Standard (WDES) Data 2023

Portsmouth Hospitals University NHS Trust

The WDES is a requirement for NHS organisations to publish data and action plans against measures of workforce disability equality. This enables NHS organisations to compare the work experience of disabled staff and non-disabled staff.

The data is gathered from our staff survey results and workforce data and is used to develop action plans that aim to improve the work experience of disabled staff. Each year comparisons are made to enable us to demonstrate progress against the indicators of disability equality. It also allows us to better understand the experiences of our disabled employees and supports positive change for all by creating a more inclusive environment.

Representation



8% of our workforce have declared a disability

The disability non declaration rate has reduced by 3.3% in 12 months to 14%



Shortlisting

Non-disabled staff are 1.18 times more likely to be appointed from shortlisting



Capability Proceedings



Disabled staff are 0.4 times less likely to enter the formal capability process



Bullying and Harassment

37% of disabled staff said they experienced harassment, bullying or abuse from patients, relatives or the public,

this is 11.7% higher than non-disabled staff



Bullying and Harassment



Disabled staff said they experienced harassment, bullying or abuse from:

Managers: 20.5%, this is 11% higher than non-disabled staff
Colleagues: 28.9%, this is 12.3% higher than non-disabled staff



Reporting



47.9% of disabled staff said the last time they experienced harassment, bullying or abuse at work, they or a colleague reported this, this is 5.3% higher than non-disabled colleagues



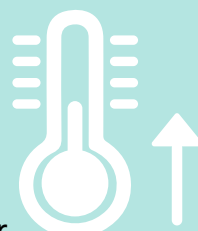
Career Progression



53.7% of disabled staff believe the Trust provides equal opportunities for career progression or promotion, this is 4.9% lower than non-disabled staff



Feeling Unwell at Work



31.9% of disabled staff said they felt pressure from their manager to come to work despite not feeling well enough, this is 13% higher than non-disabled staff



Feeling Valued



33.1% of disabled staff said they are satisfied with the extent to which their organisation values their work, this is 7.8% lower than non-disabled staff



Adjustments



70.8% of disabled staff said that adequate adjustments were made to enable them to carry out their work



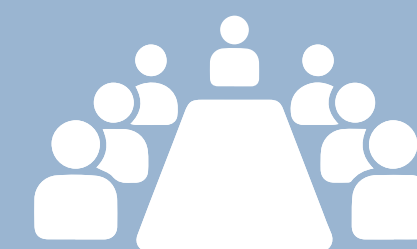
Engagement



Staff engagement score for disabled staff is 6.3, compared to 6.8 for non-disabled staff



Board Membership



There is no representation of disabled staff on the Board



We are committed to Working towards Intentional Inclusion which requires deliberate action in addressing individual needs so that inclusion is evident in all we do. In April 2022, we launched the Equality, Diversity and Inclusion (EDI) Strategy which was developed in partnership with staff, patients and the community. The strategy includes a robust action plan that places inclusion at the centre of all we do and ensures we are explicit in our actions for improvement and can be viewed at <https://www.porthosp.nhs.uk/about-us/EDI-strategy.htm>.

To view our full WDES Annual Report 2023 and specific actions on workforce disability equality please scan the QR code.

Key indicating change since 2022: Worsened No change Improvement

