

KMPT Workforce Disability Equality Standard – 2023/2024

The Workforce Disability Equality Standard (WDES) was launched in March 2019 and required NHS Trusts to measure disabled staff outcomes against a set of ten specific measures (metrics) in comparison to the experiences of non-disabled staff. This data¹ recorded has been analysed by KMPT to develop a local action plan and enable KMPT to demonstrate progress against the indicators of disability equality. As part of the NHS Standard Contract, KMPT is required to provide data for the metrics 1, 2, 3, 9b and 10 using data from ESR and for metrics 4, 5, 6, 7, 8 and from the Staff Survey.

Overall the data shows a representation of disabled staff across KMPT has increased to 7.69% a slight increase on the 2022/2023 figure of 7.3%. In accordance with NHS England’s WDES data, the national average of disability representation in the NHS is 4.9%².

Below is a breakdown of KMPT’s WDES and action plan:

Metric 1: Percentage of staff in each of the AfC Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce.

Workforce Group (Clinical & non-clinical)	2022/2023 Total Number	%	2023/2024 Total Number	
Disabled	273	7.33%	299	7.69%
Non-Disabled	2712	72.9%	2743	70.53%
Not stated	741	19.89%	847	21.78%
Total	3726		3889	

¹ The data analysed from KMPT’s Electronic Records System (ESR) and the 2023 Staff Survey.

² [NHS England » Workforce Disability Equality Standard: 2023 data analysis report for NHS trusts](#)

The proportion of staff who have recorded a disability is currently 7.69% and increase from 7.33% the previous year, however staff survey indicates 30.6% staff have a disability. KMPT has 21.78% of staff declaring an unknown status for disability which needs to be addressed to reduce the percentage of unknown declarations to either disabled or not disabled.

Discussion with Workforce Information and Comms are underway to launch a campaign for staff to update their diversity details on the self-service portal in ESR. A how to guide will be developed for staff to help them navigate ESR together with why we ask for the data and what we do with it. An exercise to understand the number of missing data will be done so that a more targeted approach can be taken directly with staff who have left their information blank or not stated. This will be measured on a weekly basis to monitor the increase in staff demographic data.

Metric 2: Relative likelihood of staff being appointed from shortlisting across all posts.

Workforce Group (Clinical & non-clinical)	2022/2023 Total Number of Shortlisted Applicants	2022/2023 Total Number Appointed from shortlisting	2023/2024 Total Number of Shortlisted Applicants	2023/2024 Total Number Appointed from shortlisting
Disabled	339	47	385	43
Non-Disabled	2958	478	3204	414
Not stated	64	17	85	23
Total	3361	542	3674	480
Likelihood	1.15			

Non-disabled staff are 1.15 times more likely to be appointed from shortlisting than those staff with disabilities, however there has been a decrease from last year which was 1.16, therefore disabled staff are less likely to be recruited into KMPT than non-disabled staff. A figure below 1.00 would indicate that disabled staff are more likely than non-disabled staff to be appointed from shortlisting.

The recruitment team are developing guidance for recruiting managers which will include, inclusive language in adverts including information on reasonable adjustments, setting up diverse interview panels, how to have conversations with applicants who have indicated they have a

disability prior to interview to arrange reasonable adjustments (if needed), it is anticipated with these efforts that the recruitment of disabled staff and neurodivergent staff will increase and equalise the likelihood to 1.00 as managers will have increased their awareness and understood how reasonable adjustments supports individuals to fulfil their roles.

Metric 3: Relative likelihood of staff entering the formal capability process

Workforce Group (Clinical & non-clinical)	2022/2023 Average number of staff entering formal capability process	2022/2023 Total Number of these were on the grounds of ill health	2023/2024 Average number of staff entering formal capability process	2023/2024 Total Number of these were on the grounds of ill health
Disabled	30.5	30	4	4
Non-Disabled	212	202.5	17	11
Not stated	52.5	51	5	3
Total	295	283.5	26	18
Likelihood	0.00			

Disabled staff are 0.00 times more likely than non-disabled staff to enter a formal capability process compared to 0.52 the previous year.

A figure above 1.00 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process.

2022/23 data showing disabled staff were 0.52 times more likely to enter a formal disciplinary/capability process. a new Central Investigations Team are now in place, and the ER Team are launching the Restorative Just a Learning Culture question to support decision making when investigating concerns raised.

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Q4a-4d):

Metric 4a: patients, relatives, managers or colleagues in the last 12 months

Workforce Group (Clinical & non-clinical)	2022/2023 Number of staff	%	2023/2024 Total Number	%
Disabled	613	31.6%	581	30.6%
Non-Disabled	1582	28.8%	1296	26.2%
Total	2195		1877	

30.6% of staff with disabilities report experiencing harassment, bullying or abuse from patients. This has decreased from 31.6% last year. KMPT are above the national average of 28.9%.

Work is currently underway to improve staff experience and to reduce violence and aggression, as well as being a strategic objective, V&A is also priority are 1 in the new EDI plan which has a named executive sponsor and three subject matter experts (SME). Work on in-patient wards have started with the roll out of Safety Culture Bundles which includes safety cross data collection, training in allyship and trauma informed support is currently being developed, with a scope of the number of sessions to be delivered over the next 12 months and the potential of a train the trainer session so the rollout is consistent and all inpatient staff have the opportunity to attend. Patient welcome packs are being reviewed to include a statement on violence, aggression and abuse towards our staff, consequences are being discussed and victim impact statements will also be designed and implemented.

Metric 4b: managers

Workforce Group (Clinical & non-clinical)	2022/2023 Number of staff	%	2023/2024 Total Number	%
Disabled	613	11.3%	577	13.3%
Non-Disabled	1561	6.0%	1277	6.5%
Total	2174		1854	

13.3% of staff with disabilities report experiencing harassment, bullying or abuse from managers. This has increased from 11.3% last year. KMPT are above the national average of 11.8%.

Metric 4c: other colleagues

Workforce Group (Clinical & non-clinical)	2022/2023 Number of staff	%	2023/2024 Total Number	%
Disabled	609	17.7%	562	19.5%
Non-Disabled	1561	11.5%	1263	12.8%
Total	2170		1825	

19.5% of staff with disabilities report experiencing harassment, bullying or abuse from colleagues. This has increased from 17.7% last year. KMPT are above the national average of 18.9%

Metric 4d: Percentage of staff saying that, the last time they experienced bullying or harassment at work, they or a colleague reported it

Workforce Group (Clinical & non-clinical)	2022/2023 Number of staff	%	2023/2024 Total Number	%
Disabled	238	64.7%	242	60.7%
Non-Disabled	491	68.0%	409	65.5%
Total	729		651	

The staff survey revealed that 60.7% of employees with disabilities reported their most recent experience of workplace bullying or harassment, either personally or through a colleague. This figure represents a decline from the previous year's 64.7%. Notably, the national average for reporting such incidents stands at 59.9%.

The Disability and Wellness Network (DAWN) and the Neurodiversity Network play an integral role in facilitating staff to speak up and report bullying and harassment at work and will challenge the organisation when it comes to staff experiencing negative behaviours. Allyship training will be taking place to educate staff on what it means to be an ally or a bystander. KMPT will need to help build staff confidence when incidents of bullying and harassment are reported.

Metric 5: Percentage believing that Trust provides equal opportunities for career progression or promotion.

Workforce Group (Clinical & non-clinical)	2022/2023 Number of staff	%	2023/2024 Total Number	%
Disabled	608	59.5%	584	53.6%
Non-Disabled	1571	60.3%	1290	59.3%

Total	2179		1874	
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53.6% of staff with disabilities believe the Trust provides equal opportunities for career progression, a decrease from last year at 59.5%, KMPT is below the national average of 56.6%. It is essential to address this issue to ensure all employees feel they have fair and equal opportunities for growth and success in their careers. There are ongoing efforts targeting barriers to progression for BAME staff, and KMPT will also focus on addressing challenges faced by disabled individuals and other minoritised groups concurrently.

Metric 6: 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.

Workforce Group (Clinical & non-clinical)	2022/2023 Number of staff	%	2023/2024 Total Number	%
Disabled	408	17.9%	366	19.6%
Non-Disabled	726	14.9%	560	11.4%
Total	1134		2060	

19.6% of staff with disabilities say they have experienced pressure from their manager to attend work, compared with 11.4% of staff without disabilities. The numbers for staff with disabilities has increased while for non-disabled staff the numbers have decreased since last year. The national average for disabled staff is 19.3%, therefore KMPT are above the national average for this metric. Work is currently underway via the Culture, Identity and Staff Experience and the EDI Plan – focus area 2, to address issues that staff are facing, in particular leadership behaviours.

Indicator 7: Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.

Workforce Group (Clinical & non-clinical)	2022/2023 Number of staff	%	2023/2024 Total Number	%
Disabled	615	45.2%	582	41.2%
Non-Disabled	1584	49.9%	1298	51.5%
Total	2199		1880	

The staff survey shows that only **41.2%** of staff with disabilities are satisfied with how much the organisation values their work, in contrast to 51.5% of staff without disabilities. The national average satisfaction rate for disabled staff is 45.3%, indicating that KMPT falls below the national average in terms of staff satisfaction for this group.

Recent lunch and learns on Neurodiversity and reasonable adjustments have been a success, particularly creating awareness and appreciation for staff who either have a disability or are neurodivergent, further lunch and learns will be talking place throughout the year. DAWN and Neurodiversity Networks are integral for showcasing staff at specific events such as Disability Month, this will help with staff being seen, feeling valued and appreciated in KMPT.

Metric 8: Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

Workforce Group (Clinical & non-clinical)	2022/2023 Number of staff	%	2023/2024 Total Number	%
Disabled	376	77.9%	365	78.3%

78.3% of staff with disabilities consider that the organisation has made adequate adjustments. This number has increased from 77.9% in 2022.

The reasonable adjustments process has now been centralised with a centralised budget. Since the launch of the centralised process in April 2024, The EDI team has seen over 30 requests for reasonable adjustment from staff across the organisations, it has taken on average 1.5-2 months for requests to be processed, however the more complex the longer the request can take. We are looking to see a higher improvement score in 2025 for this particular metric.

Metric 9: The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation (out of 10)

The staff engagement score for disabled staff is 6.8, compared with 7.0 for staff without disabilities. The national average for disabled staff is 6.8 and 7.2 for staff without disabilities.

Metric 10: Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated

Workforce Group (Clinical & non-clinical)	2022/2023 Number of staff	Score	2023/2024 Total Number	Score
Disabled	616	6.7	584	6.8
Non-Disabled	1589	7	1300	7.2
Total	2205		1884	

0% of the board have declared an unknown status for disability, 0% have declared disabled and 100% declared non-disabled.