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NHS Foundation Trust

Workforce Disability Equality Standard Data Summary Report 2024/2025 for Guy's and St Thomas'

Introduction

This report presents a summary of the 2024/2025 Workforce Disability Equality Standard (WDES) data for Guys and St Thomas' NHS Foundation Trust. It evaluates the Trust's performance against the 10 WDES indicators, providing insight into whether progress is being made and identifying areas requiring further attention. By analysing data across the four reporting periods – 2021/2022 to 2024/2025 – we aim to offer a comprehensive view of disability equality trends within the Trust.

The report is structured in three sections:

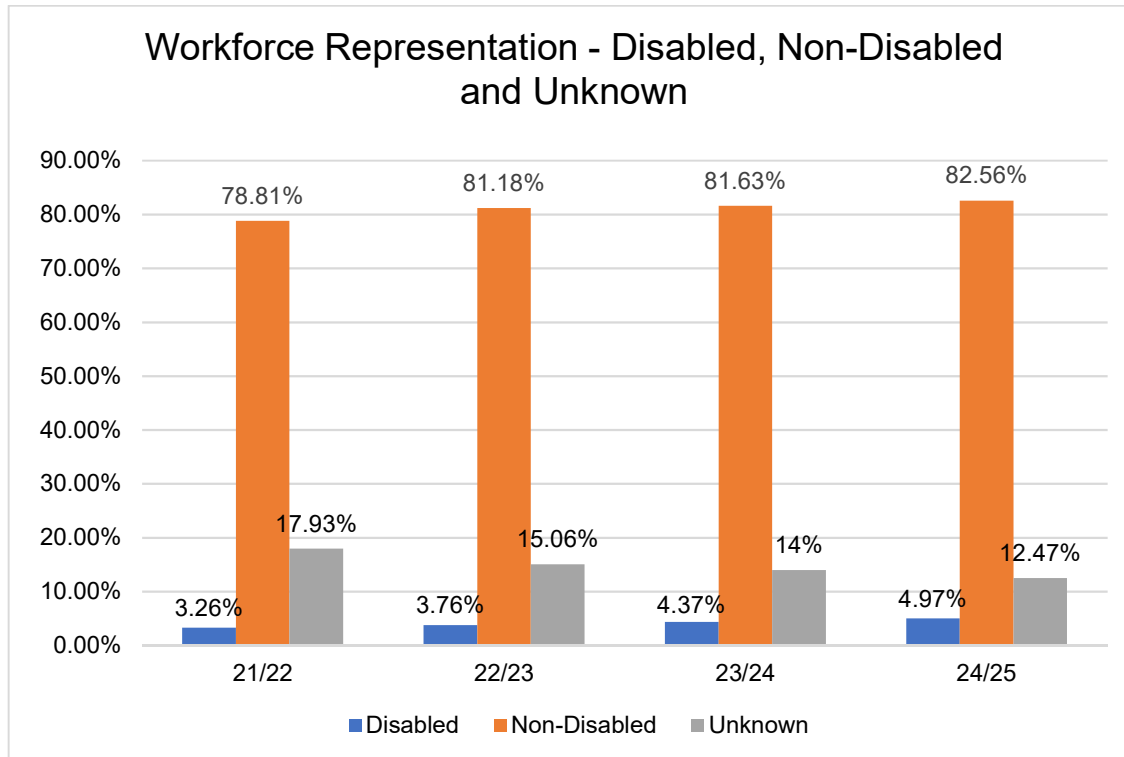
1. **Performance Overview:** a summary of each indicator's performance across the four years, highlighting trends and variance.
2. **Detailed analysis:** a breakdown of each metric, including commentary, key insights, and planned actions in response to the findings.
3. **Conclusion:** a synthesis of key takeaways, identifying areas of improvement and concern, and outlining what the data reviews about our progress toward disability inclusion.

This analysis supports our commitment to the NHS people promise and informs data-driven actions to foster a safe and equitable working environment for all staff.

WDES Performance Summary

WDES Indicator		21-22	22-23	23-24	24-25	Progress 21-22 to 24-25
1. Percentage of Disabled staff (Workforce Representation)		3.26%	3.76%	4.37%	4.97%	Improving
2. Relative likelihood of non-disabled candidates being appointed from shortlisting.		1.17	1.23	0.9	0.9	Improving
3. Relative likelihood of disabled staff entering a formal capability process.		3.29	1.8	3.3	2.6	Improving
4a. Experience of bullying, harassment or abuse from patients, service users, relatives or public	Disabled	34.35%	34.30%	30.22%	30.98%	Improving
	Non-Disabled	26.57%	26.62%	24.30%	23.67%	Improving
4b. Experience of bullying, harassment or abuse from manager	Disabled	19.37%	21.51%	20.06%	18.69%	Improving
	Non-Disabled	11.01%	11.31%	11.07%	8.82%	Improving
4c. Experience of bullying, harassment or abuse from other colleagues	Disabled	30.74%	31.48%	29.56%	26.44%	Improving
	Non-Disabled	20.08%	20.99%	19.85%	18.17%	Improving
4d. Whether last incident of workplace bullying or harassment was reported	Disabled	51.72%	49.80%	49.40%	51.84%	Improving
	Non-Disabled	50.12%	50.68%	52.26%	54.55%	Improving
5. Belief that organisation provides equal opportunities for career progression	Disabled	48.47%	44.13%	42.48%	45.73%	Declining
	Non-Disabled	55.16%	55.61%	53.15%	54.22%	Declining
6. Felt pressure from manager to come to work, despite not feeling well enough	Disabled	30.36%	32.43%	30.98%	29.75%	Improving
	Non-Disabled	20.85%	21.40%	20.34%	18.57%	Improving
7. Satisfied with the extent to which organisation values their work	Disabled	40.38%	38.08%	36.45%	38.29%	Declining
	Non-Disabled	51.21%	49.05%	47.93%	50.90%	Declining
8. Employer made reasonable adjustment(s) to enable employee to carry out work	Disabled	-	64.44%	65.56%	69.47%	Improving
	Non-Disabled	-	71.76%	73.38%	73.98%	Improving
9. Staff engagement	Disabled	6.89	6.65	6.57	6.71	Declining
	Non-Disabled	7.35	7.23	7.17	7.27	Declining
10. Percentage of GSTT's board voting membership		0%	0%	0%	5%	Improving

WDES Metric 1: Representation



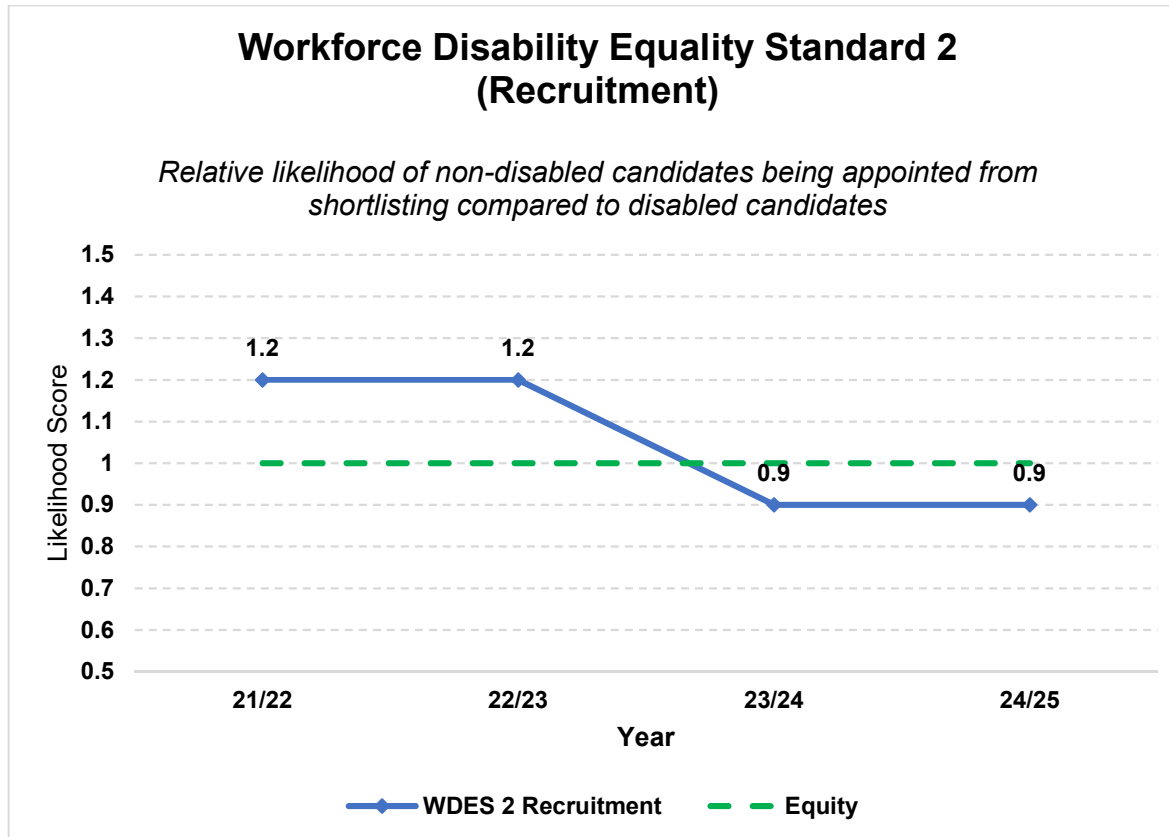
Data Insights

There is consistently low representation of staff who declare having a disability in the workforce however representation is increasing marginally each year.

Between 21-22 and 24-25, the representation of disabled staff increased from 3.26% to 4.97%. More recently, between 23-24 and 24-25 the representation of disabled staff increased from 4.37% to 4.97%.

The representation of non-disabled staff has also increased. In 24-25, the percentage increased to 82.56% from 78.71% in 21-22. Between 23-24 and 24-25, it increased by 0.93% from 81.63% to 82.56%.

WDES Metric 2: Recruitment



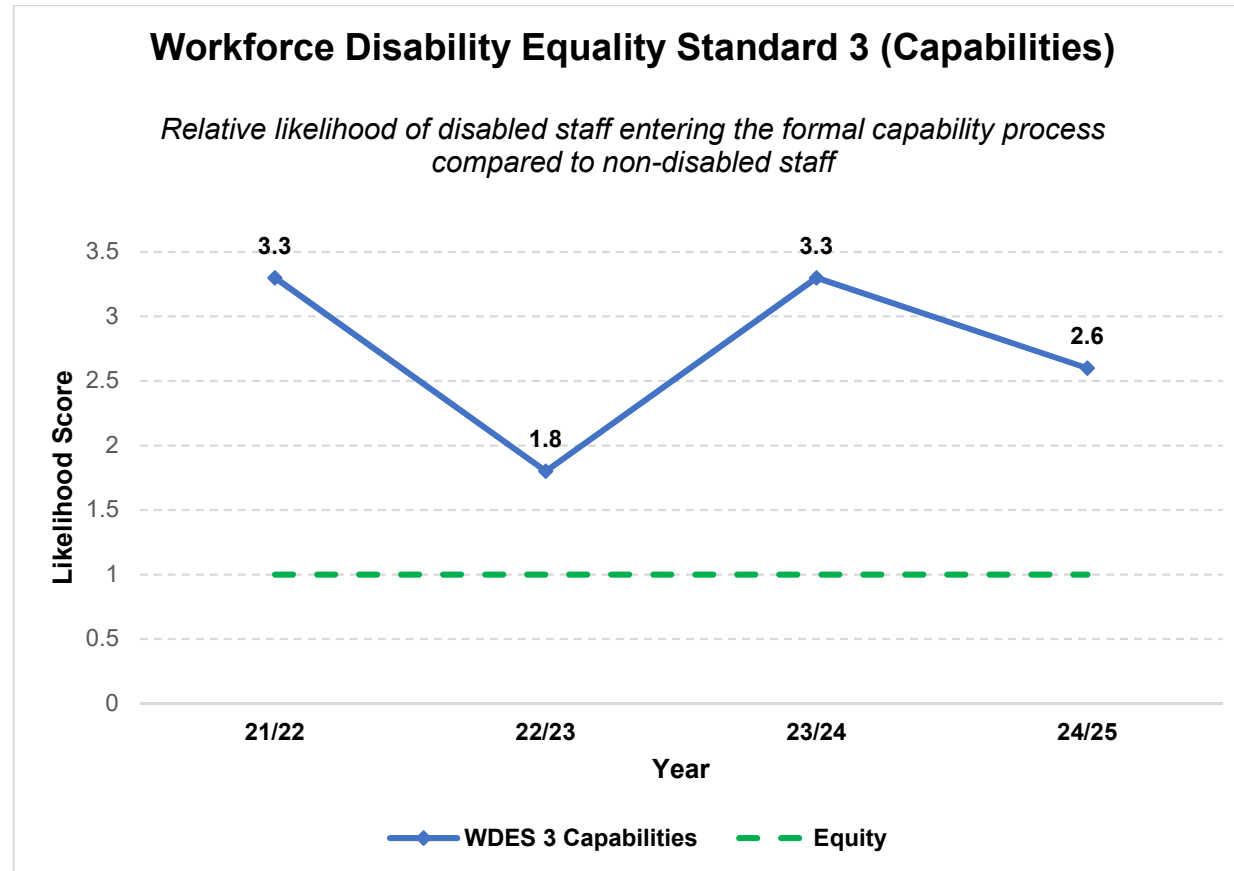
Data Insights

The data shows a positive trend in regard to this metric.

Currently disabled staff are slightly more likely to be appointed from shortlisting than non-disabled staff. A big shift from 1.2 in 21-22 to now 0.9 in 24-25 is seen in the dataset indicating there has been a significant improvement in the likelihood of disabled candidates being appointed from shortlisting.

Currently, the data has stayed stagnant from the 23-24 period to the 24-25 period there has been no change and the likelihood has stayed at 0.9. A situation where disabled applicants are slightly favoured over non-disabled applicants on average.

WDES Metric 3: Capability



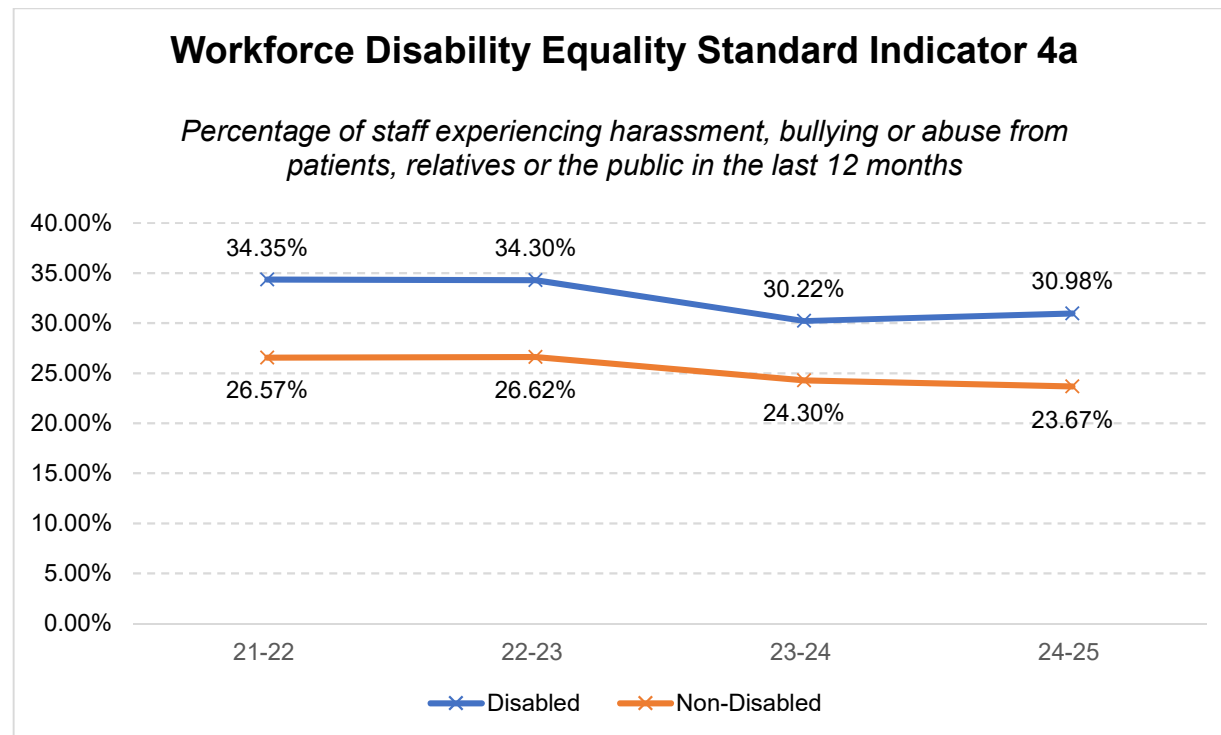
Data Insights

The likelihood of disabled staff member entering the formal capability process compared to non-disabled staff has improved.

Most recently between 23-24 and 24-25, the likelihood has decreased from 3.3 to 2.6.

The likelihood of disabled staff entering the formal capability process compared to non-disabled staff is decreasing however there is still a significant gap between disabled and non-disabled staff entering the formal capability process.

WDES Metric 4a - Harassment, bullying or abuse from patients, relatives or the public

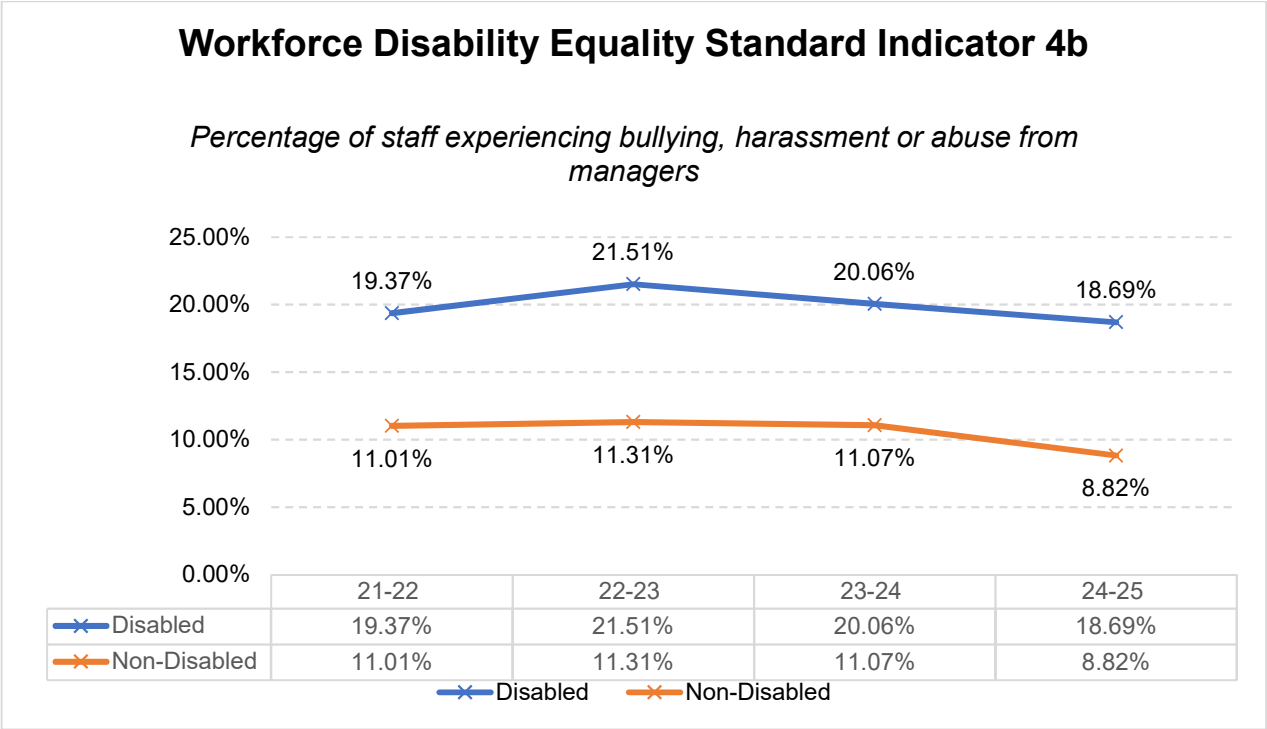


Data Insights

Disabled staff are more likely to receive harassment from patients and the public however across the period a reduction in the percentage of staff experiencing this for both disabled and non-disabled staff is shown.

In 21-22 34.35% of disabled staff reported experiencing harassment by 24-25 this has dropped by 3.37% to 30.98%. The same is seen for non-disabled staff where a reduction of 2.9% is seen from 26.57% in 21-22 to 23.67% in 24-25. Most recently, between 23-24 and 24-25, the percentage of disabled staff has increased marginally by 0.76% whereas the percentage of non-disabled staff has continued to decrease marginally by 0.63%.

WDES Metric 4b - Experience of bullying, harassment or abuse from managers



Data Insights

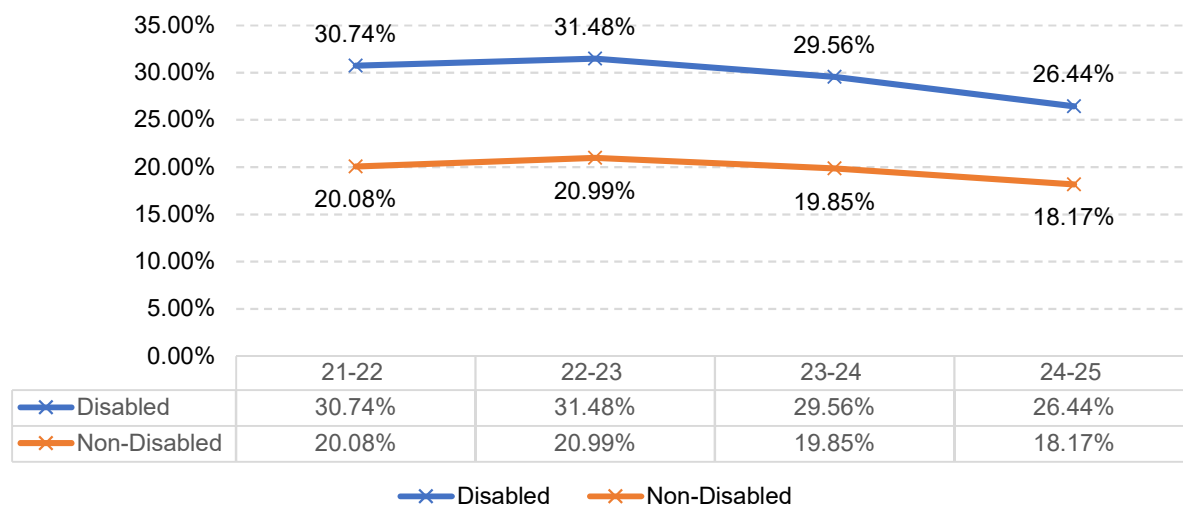
Rates of staff experiencing bullying, harassment or abuse from managers has improved however rates are still high.

Disabled staff are still much more likely to experience harassment from managers. Between 23-24 and 24-25 a reduction by 1.37% is displayed. This is a stark comparison to non-disabled staff between 23-24 and 24-25 a reduction of 2.25% is displayed.

WDES Metric 4c - Experience of bullying, harassment or abuse from other colleagues

Workforce Disability Equality Standard Indicator 4c

Percentage of staff experiencing bullying, harassment or abuse from other colleagues



Data Insights

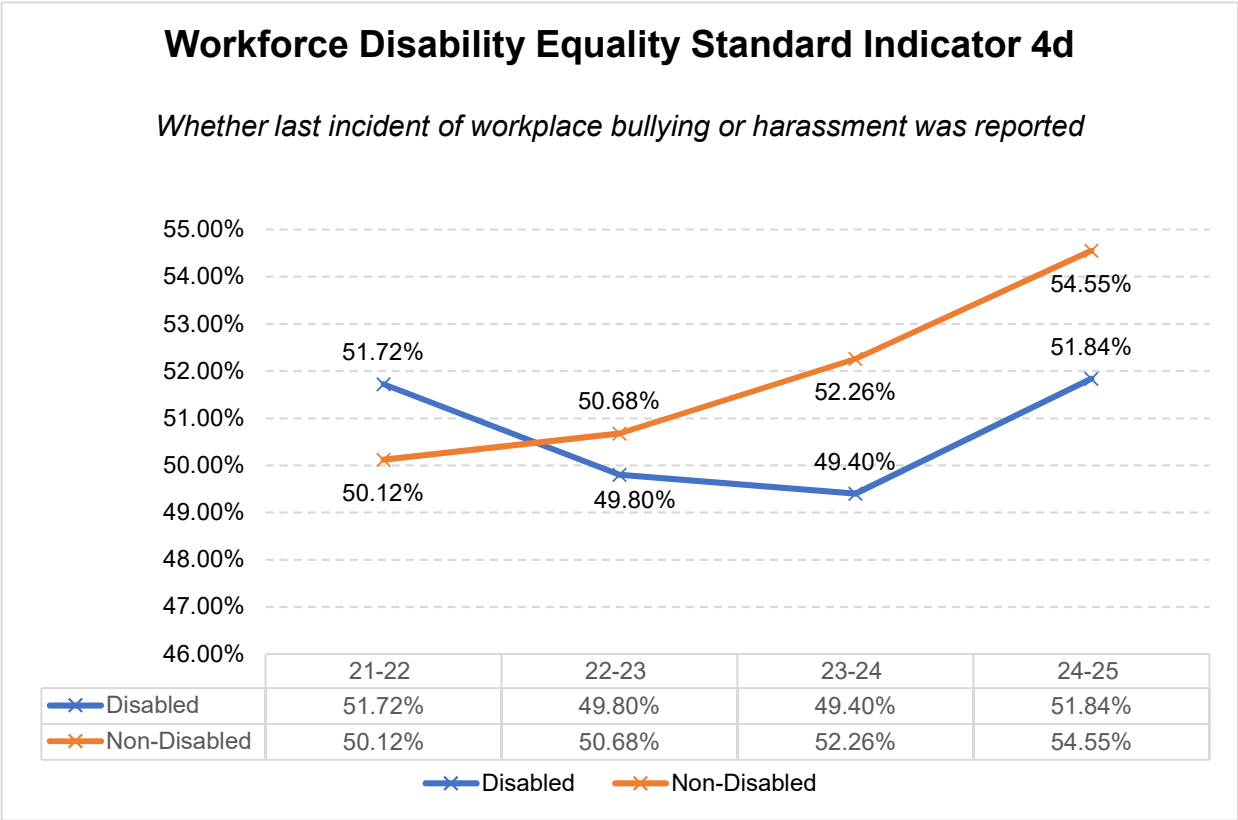
The percentage of both disabled and non-disabled staff experience harassment from other colleagues has consistently reduced.

From 21-22 to 24-25 a 4.3% reduction is displayed for disabled staff. More recently between 23-24 and 24-25 a reduction of 3.12% is recorded.

Rates have also dropped for non-disabled staff. From 21-22 to 24-25, a 1.91% reduction is displayed. Between 23-24 and 24-25, a reduction of 1.68% is displayed.

The Trust has improved in regard to this metric, there are fewer disabled staff experiencing abuse from other colleagues and the same can be said for non-disabled staff. However, there is still significant disparity between disabled staff and non-disabled staff.

WDES Metric 4D - Whether last incident of workplace bullying or harassment was reported



Data Insights

The data demonstrates that incidents of bullying and harassment being reported has increased for both disabled and non-disabled staff. Both staff groups are reporting over 50% of staff have experienced bullying or harassment in the workplace.

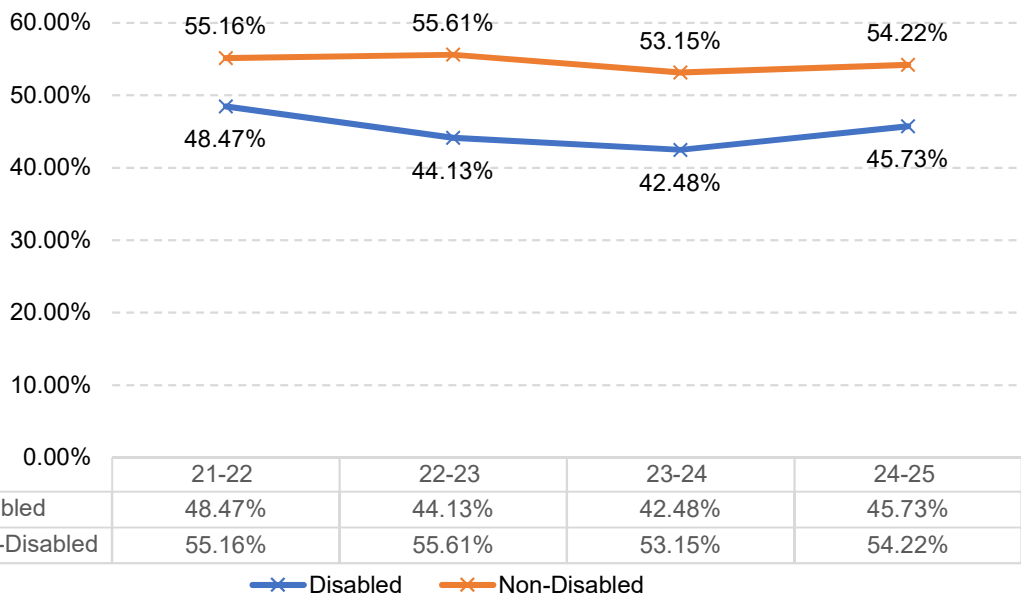
Between 23-24 and 24-25, the percentage of disabled staff reporting harassment or bullying at work increased from 49.40% to 51.84%. The percentage of non-disabled staff reporting between 24-24 and 24-25, increased from 52.26% to 54.55%.

Between 21-22 and 24-25, disabled staff have increased from 51.72% to 51.84%. As for non-disabled staff, reporting has increased from 50.12% to 54.55%.

WDES Metric 5: Career Progression

Workforce Disability Equality Standard Indicator 5

Belief that organisation provides equal opportunities for career progression



Data Insights

The data shows that the percentage of disabled staff believing the Trust provides equal opportunities for career progression consistently dropped in the periods 22-23 and 23-24, with percentages starting to improve again more recently. A slight improvement is shown between 23-24 and 24-25 of 3.25%.

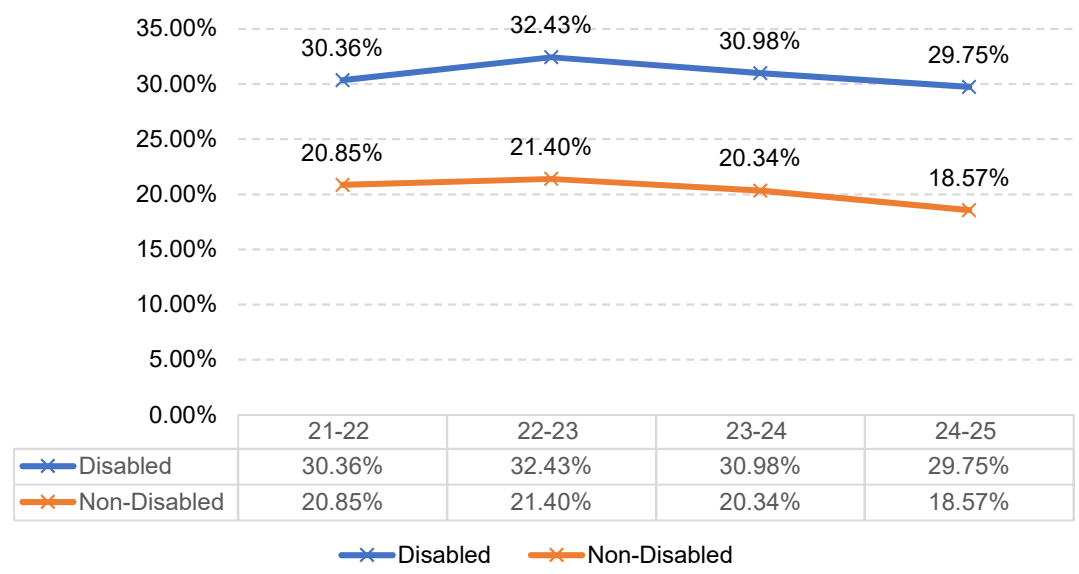
Non-disabled staff are more likely to believe the Trust provides equal opportunities for career progression. A slight improvement is shown between 23-24 and 24-25 of 1.07%.

The percentage of staff that believe the Trust provide equal opportunities has decreased however more recently the data shows that the gap between disabled and non-disabled staff is starting to close. Despite this, there is still disparities between the two that need to be addressed.

WDES 6: Presenteeism

Workforce Disability Equality Standard Indicator 6

Felt pressure from manager to come to work, despite not feeling well enough



Data Insights

Over the time period, the percentage of both disabled and non-disabled staff who felt pressured to come to work has reduced.

Between 21-22 and 24-25, there was a marginal reduction in the percentage of disabled staff of 0.61%. Between 23-24 and 24-25 there was a reduction of 1.23% of disabled staff.

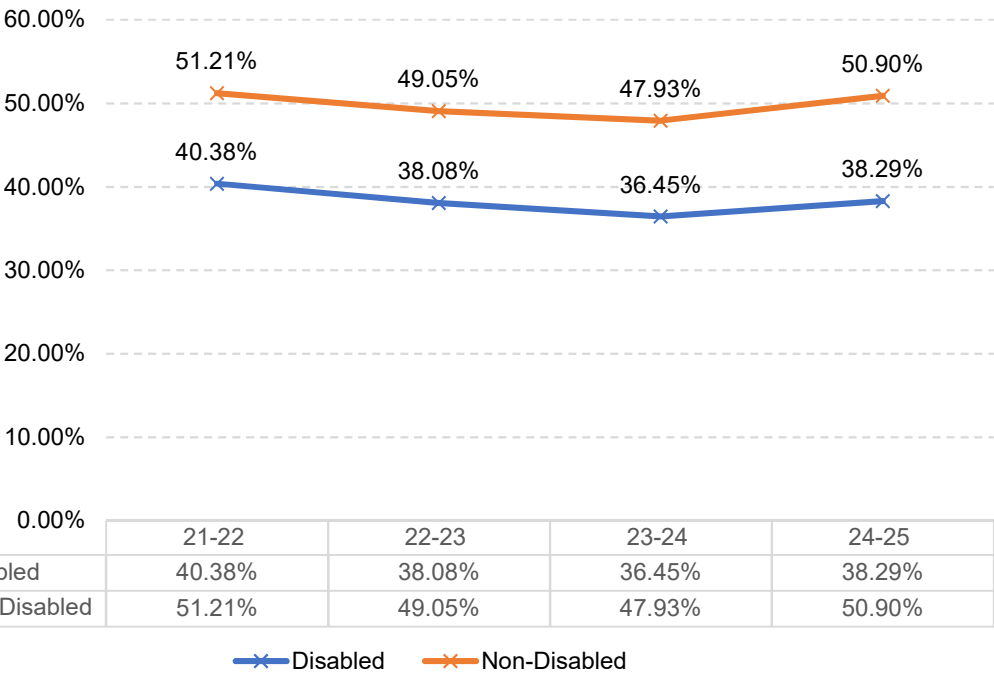
Disabled staff are significantly more likely to feel pressure to come to work than non-disabled staff. In 21-22, disabled staff were 9.51% more likely and in 24-25 an increase to 11.18% is seen. Between 23-24 and 24-25, an increase of 0.54% was seen.

Fewer disabled staff have felt pressured to come to work over this time period however the change is marginal. There is still a large disparity between disabled staff and non-disabled staff with disabled staff being significantly more likely to feel pressure to come to work.

WDES 7: Staff Satisfaction

Workforce Disability Equality Standard Indicator 7

Satisfied with the extent to which organisation values their work



Data Insights

Between 21-22 and 24-25, there has been a reduction by 2.09% in the percentage of disabled staff who felt the Trust valued their work. More recently between 23-24 and 24-25, there has been an improvement by 1.84%.

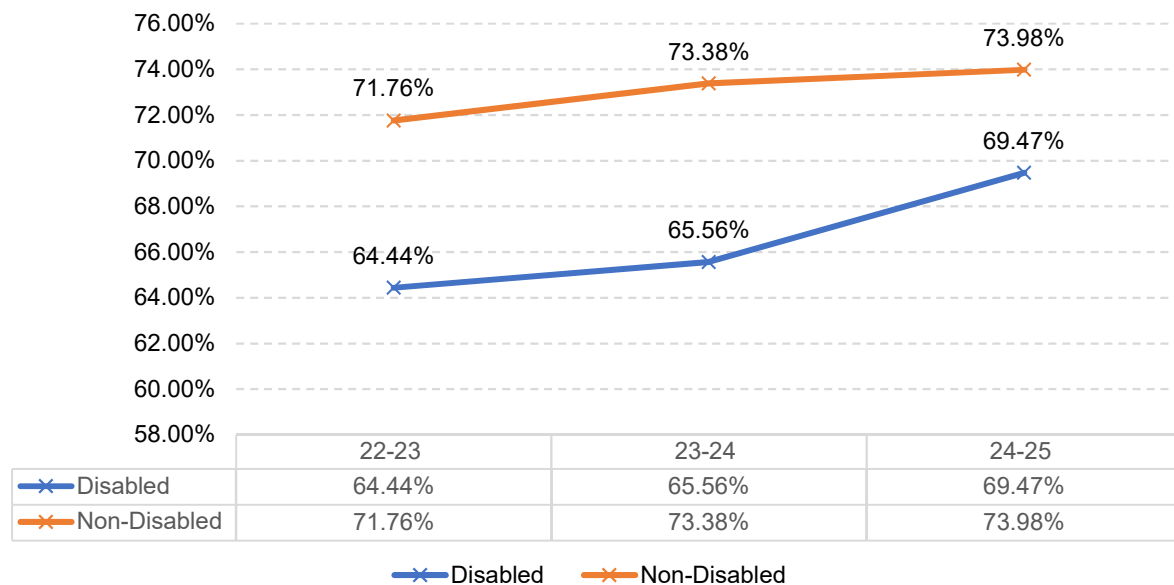
Non-disabled staff are more likely to be satisfied with the extent to which the Trust values their work. Between 21-22 and 24-25 there was a 1.78% increase. Between 23-24 and 24-25, there was an increase of 1.13%.

The data indicates that a large proportion of disabled staff at GSTT do not feel valued for their work compared to non-disabled staff.

WDES 8: Workplace Adjustments

Workforce Disability Equality Standard Indicator 8

Employer made Workplace Adjustment(s) to enable employee to carry out work



Data Insights

The Trust has seen improvement in regard to staff feeling that the trust made workplace adjustments to enable staff to carry out work as an increase can be seen for both disabled and non-disabled staff.

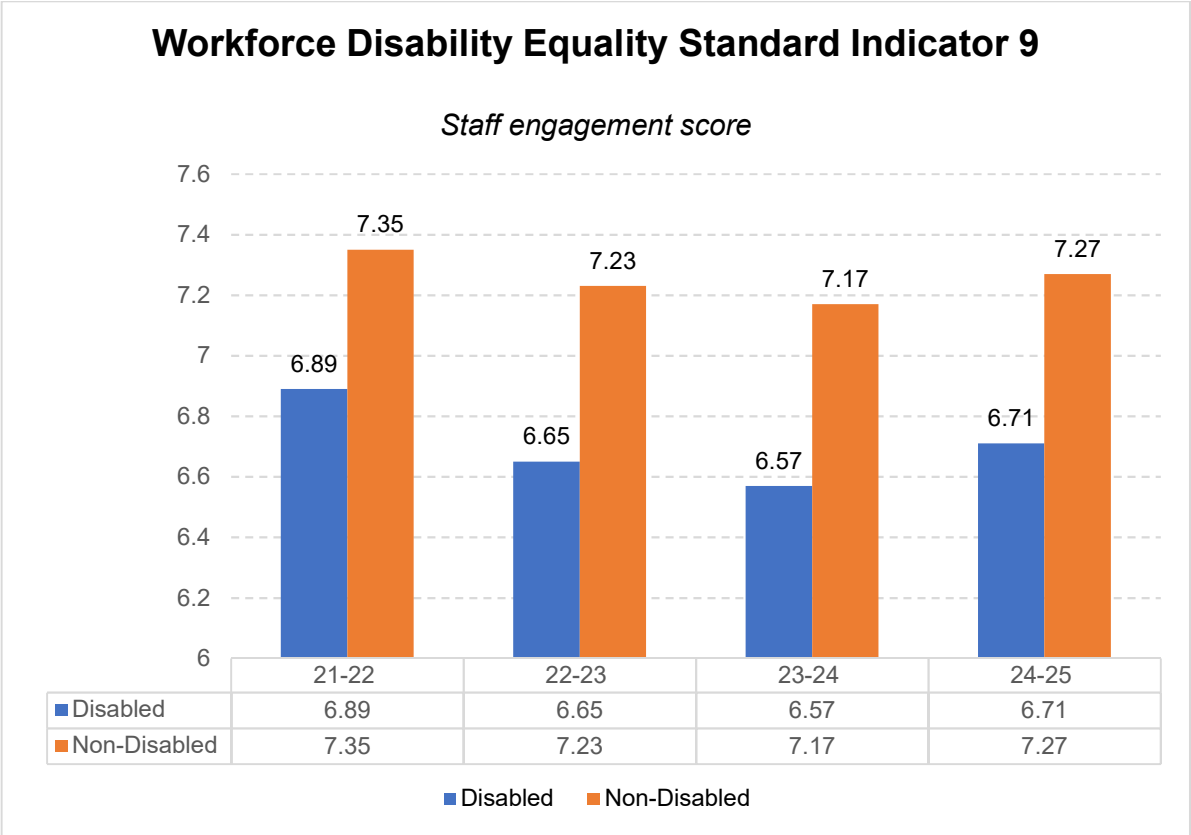
Between 22-23 and 24-25, the percentage of disabled staff who were satisfied with workplace adjustments improved by 5%. More recently, between 23-24 and 24-25, an improvement of 3.91% is displayed.

Non-disabled staff saw an improvement of 2.22% between 22-23 and 24-25 and an improvement of 0.6% between 23-24 and 24-25.

Non-disabled staff are still more likely to be satisfied with workplace adjustments however the gap between the two groups is improving.

N.B: Data for reasonable adjustments is only available from 22-23 onwards as workplace adjustments was only introduced in the Staff Survey from 22-23.

WDES 9: Engagement



Data Insights

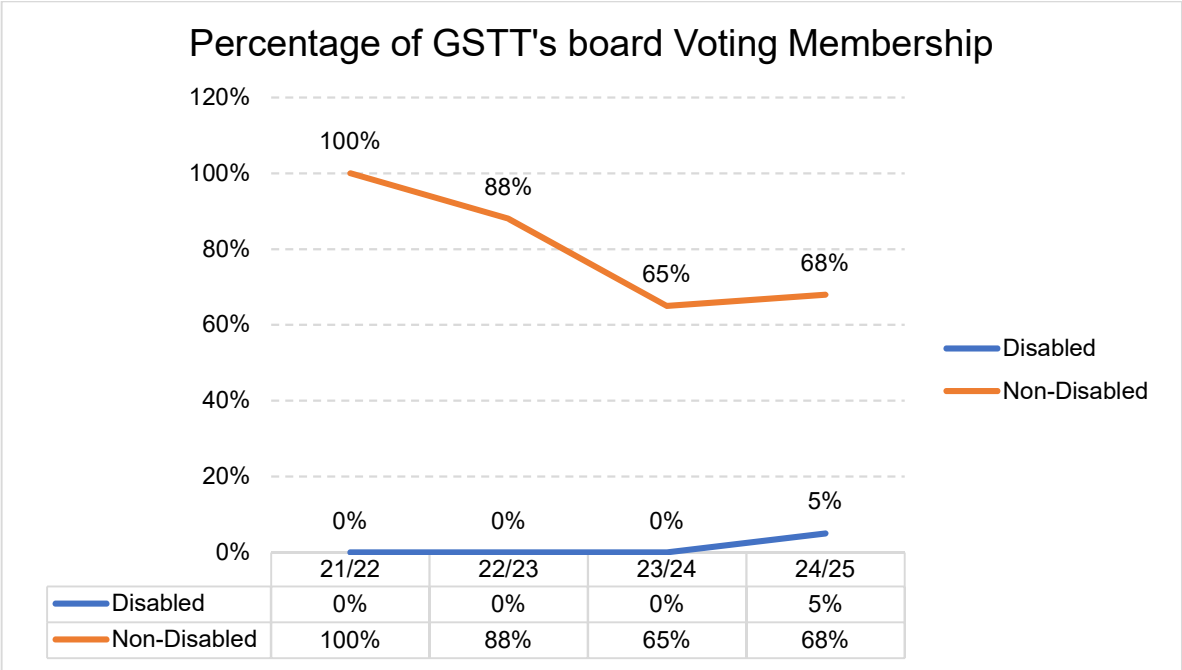
Staff engagement for both disabled and non-disabled staff has improved significantly between 23-24 and 24-25.

For disabled staff their staff engagement score increased from 6.57 to 6.71 and for non-disabled staff their score increased from 7.17 to 7.27. In terms of hard metrics, the number of disabled staff taking part in the staff survey increased from 1,640(23/24) to 2,369(24/25). For non-disabled staff, the number increased from 7,056(23/24) to 10,507(24/25).

There is a significant gap between staff engagement for disabled and non-disabled staff however it is worth noting that staff engagement scores for disabled staff has historically been low.

Non-disabled staff are still more likely to have more engagement than disabled staff however the Trust is seeing improvement with engagement for non-disabled staff.

WDES Metric 10: Board Voting representation



Data Insights

Representation of voting Board Members who declare to have a disability has improved. There was a small improvement from 0% to 5% from 23-24 to 24-25. Before this, historically the percentage stayed at 0%.

While 68% of voting board members declared they do not have a disability in 24/25.

Conclusion

The 2024/25 WDES data reflects encouraging progress across the majority of indicators. Notable gains were made in reporting of bullying and harassment, improving staff perceptions of career progression and increasing representation of disabled staff as voting members of the board. However, present disparities remain, particularly in the experience of disabled staff regarding discrimination, presenteeism and harassment from patients and the public.

- Discrimination from managers: ↓ 1.37% (disabled), ↓ 2.25% (non-disabled)
- Bullying from staff: ↓ 3.12% (disabled), ↓ 1.68% (non-disabled)
- Reporting bullying: ↑ 2.44% (disabled), ↑ 2.29% (non-disabled)
- Career progression: ↑ 3.25% (disabled), ↑ 1.07% (non-disabled)
- Feeling valued: ↑ 1.84% (disabled), ↑ 2.97% (non-disabled)
- Voting board representation (disabled): ↑ 5%

These findings underscore the importance of sustained, data-driven actions to address inequalities and ensure all staff, regardless of disability, feel safe, supported and valued. We recognise the large work that still lies ahead; therefore, to drive meaningful and measurable change, the trust must continue to embed data-led strategies that deliver tangible, long-term improvements in equality, diversity and inclusion.