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# 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

## Action plan

WDES Indicator	Actions
<p><b>WDES 1</b> - Workforce Representation: overall</p> <p>and</p> <p><b>WDES 10</b> - Percentage of GSTT's board voting membership</p>	<p><b>Increase Declaration Rates:</b> Increase staff diversity declaration rates by raising awareness and encouraging participation, aiming to improve the accuracy of our workforce data. Accurate data is essential to identify inequalities, monitor progress against inclusion goals, and ensure that reported information in ESR aligns with staff survey responses, enabling targeted diversity and inclusion initiatives</p>
	<p><b>End to End Recruitment Review (including Employee Value Proposition): Embed Inclusive Recruitment Practices:</b> Build on the recruitment review and insights by embedding changes across the recruitment process-from attraction and branding to policies and hiring-aimed at eliminating bias, enhancing inclusion, and improving candidate experience. Review of the recruitment journey through an EDI lens is currently being undertaken by Green Park. <b>The project involves:</b></p> <ul style="list-style-type: none"> <li>• Creation of post-offer candidate pack – <a href="#">GSTT Recruitment Handbook - 1</a></li> <li>• Streamline &amp; integrate widening participation process/programmes (engage and increase the percentage of local candidates).</li> <li>• Increase local advertising scope to support local recruitment.</li> <li>• Creation of suite of best practice guides for hiring managers</li> <li>• Review and rewrite the recruitment pages on the internal and external website to increase candidate engagement and experience.</li> </ul>
	<p><b>Track and Monitor Progress:</b> Continue using the EDI data dashboard to monitor workforce diversity and executive recruitment outcomes. Use our <b>EDI data dashboard</b> to track progress in diversity weighting in executive recruiting.</p>
<p><b>WDES 2</b> - Relative likelihood of non-disabled candidates being appointed from shortlisting.</p>	<p>We are developing guides <b>for hiring managers</b> on reasonable adjustments at interview stage to ensure our process is inclusive and considerate of individual needs and remove any barriers.</p>
	<p>We will provide <b>guidance to applicants</b> on our external webpages, encouraging them to request appropriate adjustments and giving examples of available adjustments.</p>
	<p><b>End to End Recruitment Review (including Employee Value Proposition): Embed Inclusive Recruitment Practices:</b></p> <p>(as above)</p>

	<p>We will work to maintain our Disability Confident Employer level 2 status and set out plan outlining key actions and milestones to achieve <b>Level 3 – Disability Confident Leader status</b>, demonstrating our commitment to disability inclusion and leadership in accessible employment practice.</p> <ul style="list-style-type: none"> <li>• Gap Analysis</li> <li>• Stakeholder Co-creation</li> <li>• Project Plan development</li> </ul>
<p><b>WDES 3</b> - Relative likelihood of disabled staff entering a formal capability process.</p>	<p>Embed <b>Trust values</b> throughout the employee lifecycle, developing and sharing additional resources for managers and staff.</p> <p>Offer bi-monthly values workshops reaching at least another 400 managers by March 2026, supporting them to work with their teams to embed Trust values ensuring all colleagues are treated with care, dignity and respect.</p> <p><b>Assess Policy impact:</b> Assess the impact of updated people policies (Disciplinary, Maintaining Attendance, Resolution, Capability) to measure effectiveness. This can be implemented by regularly reviewing staff feedback, staff survey relevant comments, and tracking changes via the Staff Survey that can be analysed by staff characteristics.</p>
<p><b>WDES 4a.</b> Experience of bullying, harassment or abuse from patients, service users, relatives or public</p> <p><b>WDES 4b</b> - Experience of bullying, harassment or abuse from manager</p> <p><b>WDES 4c</b> - Experience of bullying, harassment or abuse from other colleagues</p> <p><b>WDES 4d</b> - Whether last incident of workplace bullying or harassment was reported</p>	<p>The Trust works to mitigate the likelihood through the work carried out via the <b>Supporting Positive Behaviour Committee</b>. The Trust committed to revise the Trust’s communication strategy on violence and aggression following a period of engagement with colleagues, and mitigate the likelihood of negative experiences through the work of the Supporting Positive Behaviour Committee.</p> <p><b>Raise Awareness of Support Services and Monitor Trends:</b> Increase staff awareness of available support channels for discrimination, harassment, and bullying-including Employee Assistance Programme (EAP), Occupational Psychology, and Freedom to Speak Up service -to encourage reporting and timely access to support. Where appropriate, capture and analyse data on cases and trends to determine focused interventions and drive continuous improvement.</p> <p><b>Inclusion Agents:</b> Clarify and embed the role of Inclusion Agents across all areas ensuring consistency in expectations and responsibilities, providing <i>structured training</i> covering EDI principles, encourage a <i>network of peer support</i>, to champion EDI best practices, share challenges and successes and reinforce a robust feedback mechanism to gather structured feedback to monitor trends and impact.</p> <p>Work collaboratively with the Clinical groups, Delivery groups and the corporate services to identify and appoint new inclusion agents, mobilise existing inclusion agents, increase visibility and engagement through local championing, and encourage integration of inclusion agents into governance structures such as engagement with local EDI meetings</p>

<p><b>WDES 5</b> - Belief that organisation provides equal opportunities for career progression</p>	<p>All colleagues are offered a <b>career conversation</b> as part of the My Performance and Development (MPD) cycle, supported by enhanced promotion and communication of developmental support through the Trust's Careers Hub, integrated into key points of the MPD cycle and featured in at least three all-staff campaigns in Quarters 2-3.</p> <p>Embed inclusive leadership by ensuring managers complete the <b>People Manager Programme</b>, which builds skills in compassionate conversations, inclusive decision-making, and supportive team management.</p> <p>Encourage positive <b>conversations</b> between managers and staff in an inclusive, compassionate and psychologically safe working environment through the PMP.</p> <p>Promote and encourage line managers to use the <b>Workplace adjustment passport</b> and the Trust flexible working guidance to maximise the support they provide to their staff.</p> <p><b>Refresh and relaunch the GTi EDI intranet pages</b> in line with the new GSTT intranet launch to ensure information is current, accessible, and aligned with the Trust Strategy 2030. The updated pages will include information, learning resources, and support options. Raise awareness of the <b>available support</b> to staff including the Employee Assistance Programme and the Occupational health offer.</p>
<p><b>WDES 7</b> - Satisfied with the extent to which organisation values their work</p>	<p><b>Empower managers</b> to hold meaningful and inclusive career conversations that actively identify and remove barriers to progression for disabled staff. This will be supported through a refreshed PDR process, ensuring value-based objectives are embedded and progress monitored via PDR data and pulse surveys.</p>
<p><b>WDES 8</b>- Employer made reasonable adjustment(s) to enable employee to carry out work</p>	<p><b>Workplace adjustments process:</b> Review and develop a robust process to optimise and enhance accessibility, visibility, and clarity for staff and managers as well as all relevant stakeholders involved in the process. Publish revised process, workflows and user-friendly guidance as well as develop and publish an accompanying workplace adjustment policy.</p> <p>Develop an Action Plan following the report from the Audit team with a timeline for implementation and accountability.</p> <p>Continue to provide Line Manager support by delivering workplace adjustment drop-in sessions and training (approximately 10 over the year) focusing on legal responsibilities, practical support, case studies and lived experiences, monitor uptake and satisfaction using feedback mechanisms such as survey and assessing EDI and HR data.</p>

	<p>Strengthen awareness of <b>Equality Impact Assessments (EQIAs)</b> through a targeted <i>Trust-wide campaign</i> to promote the purpose and value of EQIAs using case studies and leadership endorsement, provide targeted <i>training/support sessions</i> on completing high quality EQIAs, implement an evaluation process to assess impact, and maintain a <i>central repository for audit</i>, and compliance purposes and shared learning.</p> <p>Work collaboratively with the clinical Groups, delivery groups and the corporate services to embed EQIA completion into service development and transformation processes, encourage monitoring EQIA usage and quality and identifying areas for improvement and support.</p>
<p><b>WDES 9 - Staff engagement</b></p>	<p>Continue to engage and work closely with our stakeholders to ensure that we listen, receive feedback and shape our programmes of work.</p>
	<p>Enhance and improve our communication channels to ensure the information and updates on the Disability Inclusion work, are visible and effective.</p>