

# Workforce Disability Equality Standard 2023

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# Key Findings

WDES indicators for UHL and NHS trusts: 2019- 2023

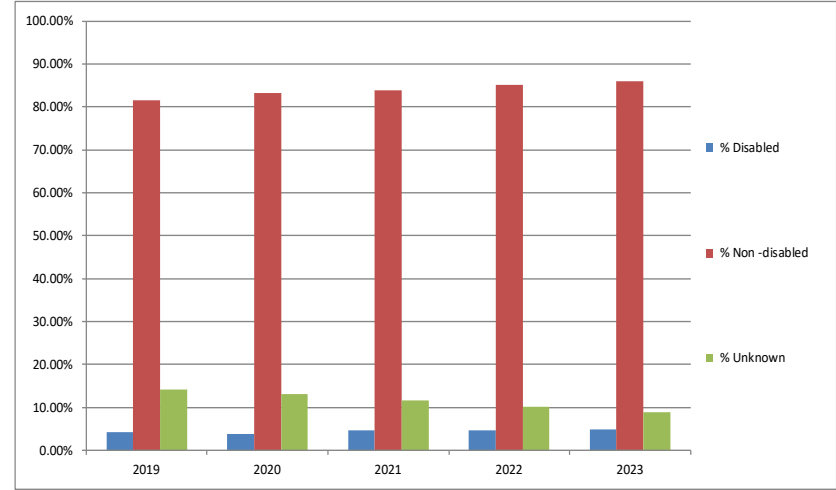
Table 1

			University Hospitals of Leicester									
WDES Indicator			2019		2020		2021		2022		2023	
1	Workforce representation of Disabled Staff (exc Medical)	Overall	672	4.2%	610	3.8%	746	4.6%	773	4.6%	860	4.95%
		8c and above (inc other)	18	5.1%	3	2.3%	3	2.3%	3	2.2%	4	2.4%
2	Relative likelihood of non-disabled staff applicants being appointed from shortlisting across all posts compared to Disabled staff		1.37		1.32		1.37		1.27		1.07	
3	Relative likelihood of Disabled staff entering the performance management capability process compared to non-disabled staff		2.96		5.79		3.66		0.00		0.00	
10	Board representation of Disabled members		1	6%	1	6%	1	5%	0	0%	0	0%

# WDES Indicator 1

All staff In UHL by Disability: 2019 - 2023

YEAR	HEADCOUNT			PERCENTAGE		
	Disabled	Non-disabled	Unknown	% Disabled	% Non-disabled	% Unknown
2019	672	12945	2256	4.23%	81.55%	14.21%
2020	610	13245	2072	3.83%	83.16%	13.01%
2021	746	13651	1875	4.58%	83.89%	11.52%
2022	773	14199	1692	4.64%	85.21%	10.15%
2023	860	14972	1558	4.95%	86.10%	8.96%

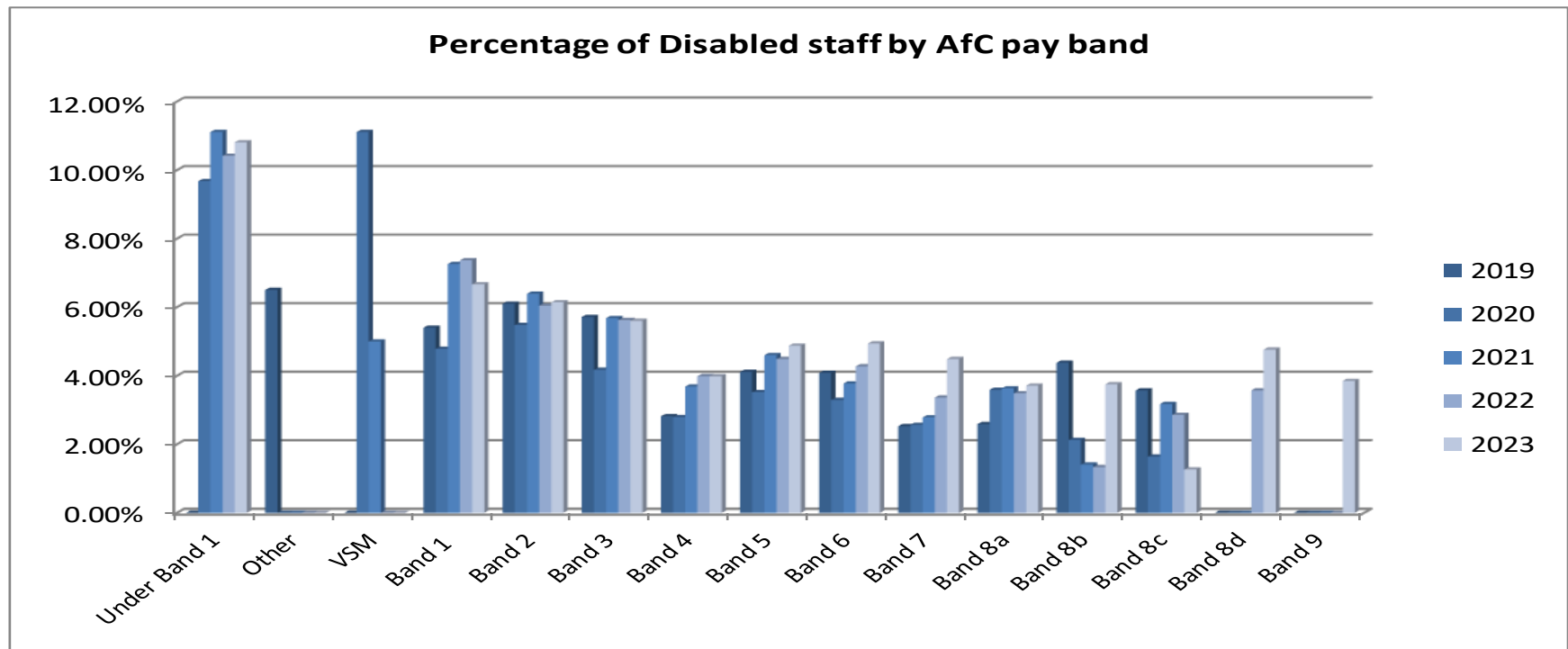


% of Workforce			
	WDES Category	2022	2023
Non Clinical	Yes	1.61%	1.52%
	No	24.53%	23.24%
	Other	2.06%	1.72%
Clinical	Yes	3.03%	3.42%
	No	60.68%	62.86%
	Other	8.09%	7.24%
Total	Yes	4.64%	4.95%
	No	85.21%	86.10%
	Other	10.15%	8.96%

# WDES Indicator 1

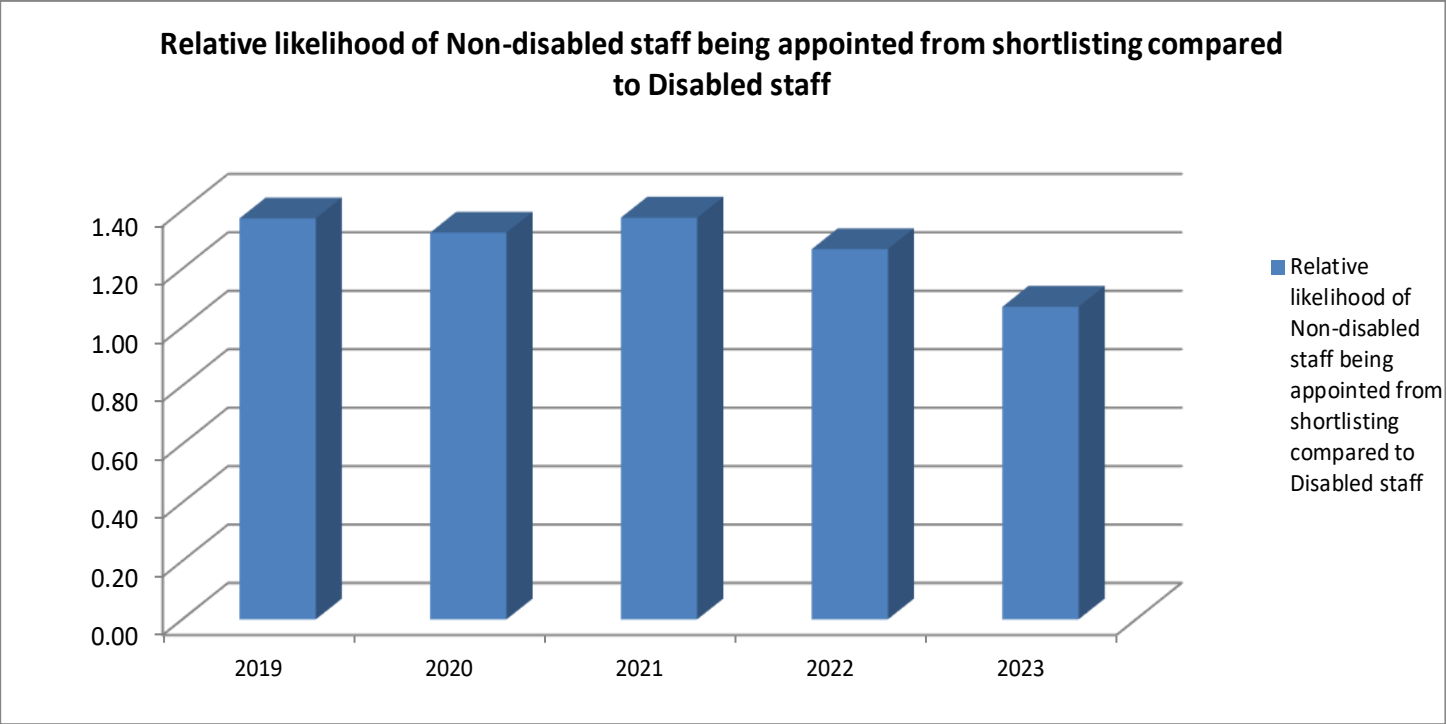
Staff In UHL by Disability (AFC Staff. Inc VSM): 2019 - 2023

AFC Staff (inc VSM)						
YEAR	HEADCOUNT			PERCENTAGE		
	Disabled	Non-disabled	Unknown	% Disabled	% Non-disabled	% Unknown
2019	628	11095	1986	4.58%	80.93%	14.49%
2020	569	11588	1845	4.06%	82.76%	13.18%
2021	695	11922	1653	4.87%	83.55%	11.58%
2022	707	12358	1471	4.86%	85.02%	10.12%
2023	786	13060	1341	5.18%	85.99%	8.83%



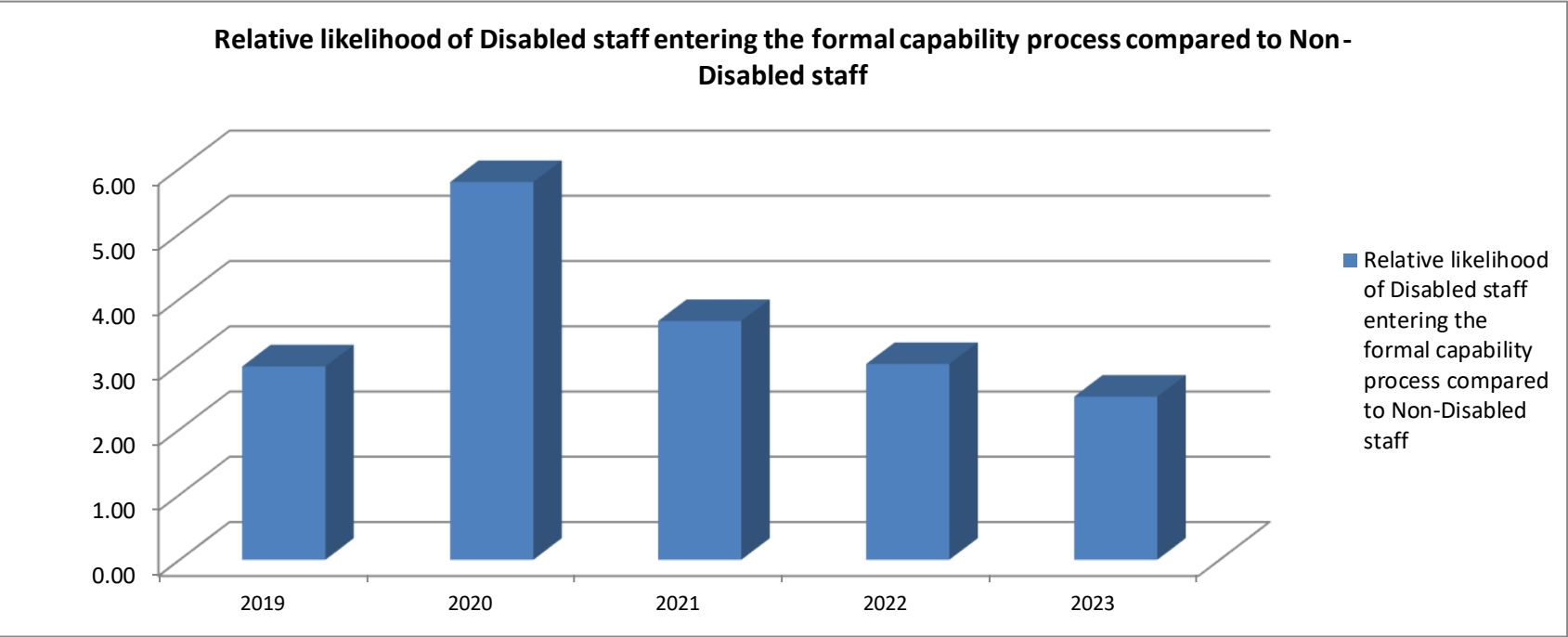
# WDES Indicator 2

	2019	2020	2021	2022	2023
Relative likelihood of Non-disabled staff being appointed from shortlisting compared to Disabled staff	1.37	1.32	1.37	1.27	1.07



# WDES Indicator 3

	2019	2020	2021	2022	2023
Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	2.96	5.79	3.66	3.00	2.50



# WDES Indicator 10

	2019		2020		2021		2022		2023	
	Disabled	% Disabled	Disabled	% Disabled	Disabled	% Disabled	Disabled	% Disabled	Disabled	% Disabled
Total Board members	1	5.56%	1	5.56%	1	5.00%	0	0.00%	0	0.00%
Voting Board members	1	7.69%	1	7.69%	0	0.00%	0	0.00%	0	0.00%
Non-voting Board members	0	0.00%	0	0.00%	1	14.29%	0	0.00%	0	0.00%
Executive Board members	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Non-Executive Board members	1	12.50%	1	12.50%	1	11.11%	0	0.00%	0	0.00%

Percentage of Disabled board members

