

# Workforce Disability Equality Standard 2024

Data taken from the last two years via ESR, Allocate and TRAC

WDES Metric No.	Metrics
1	Percentage of staff from AfC paybands or medical and dental subgroups and very senior managers (including Executive Board Members) compared with the percentage of staff in the overall workforce.
	Percentage of disabled staff in the whole organisation
	Percentage of disabled staff in bands 8a and above
	% difference between an organisation's board voting membership and its overall workforce
2	Relative likelihood of non-disabled applicants compared to disabled applicants being appointed from shortlisting across all posts.
3	Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. NOTE: 2 year rolling average of the current and previous year.

## Data Findings

### Metric 1 - Percentage of staff from AfC paybands or medical and dental subgroups compared with the percentage of staff in the overall workforce.

The number of staff sharing their disability status on ESR has increased significantly from 2022 to 2023. The number of disabled staff who are in bands 8a and above is representative of the national average. The % difference between an organisation's board voting membership and its overall workforce is 10%.

### Metric 2 - Relative likelihood of non-disabled staff compared to disabled staff being shortlisted

The relative likelihood of a non-disabled applicant being shortlisted when compared with a disabled applicant is 1.0.

### Metric 3 - Relative likelihood of disabled staff compared to non-disabled staff entering formal capability procedure. NOTE: 2 year rolling average of the current and previous year.

The likelihood of disabled staff entering into capability processes has reduced from 1.0 in 2022 to 0.8 in 2023.

Metric 4 -

2024	2023
14%	8%
14%	9%
4%	-2%
0.47	0.66
0.39	1.07

### Jobs and very senior managers (including Executive Board Members)

From 2023 from 8% to 14%. This is 593 people.  
 Number of disabled staff who are in the whole organisation at 14%.  
 Workforce has improved from -2% to 4%.

### Being appointed from shortlisting across all posts.

With disabled candidates is 0.47 a move of 0.19.

### Entering the formal capability process, as measured by entry into the process in the previous year.

1.07 to 0.39 in 2024.