

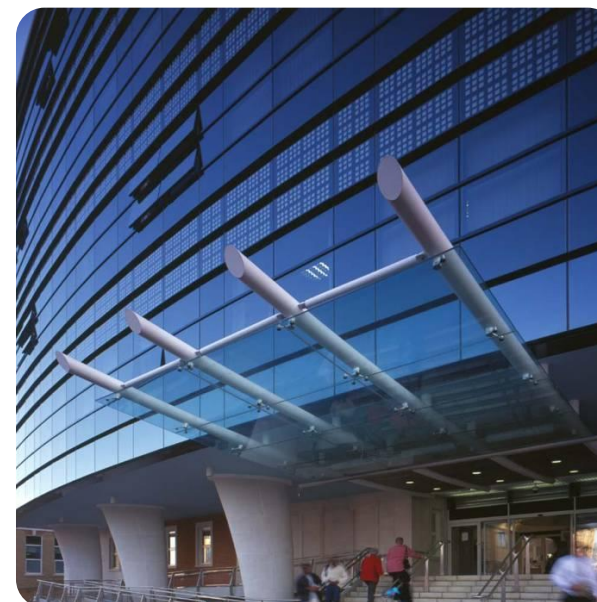
Workforce Disability Equality Standard Report (WDES)

2024 / 2025

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King's



KING'S HEALTH PARTNERS

Introduction, Aim and Background:

Introduction and aim: This report outlines the King's College Hospital Foundation Trust (KCH) Workforce Disability Equality Standard (WDES) Report for 2024 – 2025. The data in this report applies to the period 31 March 2024 - 31 March 2025.

This report provides an insight into the Trust's progress against the 10 WDES metrics set by NHS England, and details whether progress has been made since the 2023-2024 report was published.

Background: The NHS Workforce Disability Equality Standard (WDES) was introduced in 2019 as a national framework designed to advance disability, equality and inclusion across all National Health Service (NHS) organisations.

All NHS Trusts are required to collect, analyse, and publish their data against 10 key metrics (see page 4) that examine key areas which can perpetuate inequalities, such as recruitment, career progression, training and development, workplace experience, and representation at senior levels, annually.

These metrics provide a consistent and evidence-based approach for identifying disparities between disabled and non-disabled staff, ensuring that issues such as discrimination, lack of access to reasonable adjustments, and under-representation in leadership roles are recognised and actively addressed.

Through increasing transparency and accountability, the WDES framework enables Trusts to monitor progress year-on-year, benchmark their performance against national data, and develop targeted action plans to drive change, thus supporting the creation of a fairer, compassionate and inclusive working culture and environment.

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WDES Indicators Data Summary

	Indicator	2023/2024	2024/2025	Status
1	Workforce representation.	3.27%	3.47%	+0.20% Marginally Better
2	Relative likelihood of disabled applicants being appointed from shortlisting compared to non-disabled applicants.	1.23	1.11	-0.12 Marginally Better
3	Relative likelihood of people with disabilities entering the formal capability process compared to people without disabilities.	2.48	3.82	+1.34 Decline
4a	Disabled staff experiencing harassment, bullying or abuse from patients.	39.4%	37.2%	+2.2% Better
4b	Disabled staff experiencing harassment, bullying or abuse from managers.	20.5%	20.5%	Unchanged
4c	Disabled staff experiencing harassment, bullying or abuse from other colleagues.	29.8%	31.9%	+2.1% Decline
4d	Disabled staff reporting bullying & harassment incidents.	46.2%	48.4%	+2.2% Better
5	Disabled staff believing King's provides equal opportunities for career progression or promotion.	42.9%	40.4%	-2.5% Decline
6	Disabled staff feeling pressure from their manager to come to work, despite not feeling well enough to perform their duties.	34.8%	33.5%	-1.3% Better
7	Disabled staff satisfied with the extent to which their organisation values their work.	28.1%	28.6%	+0.5% Marginally Better
8	Disabled staff saying their employer has made adequate adjustments to enable them to carry out their work.	62.1%	64.1%	+2.0% Better
9	Staff engagement score for disabled staff.	6.1	6.1	Unchanged
10	Percentage difference between King's voting board membership and it's overall workforce.	-3.3%	-3.5%	+0.2% Marginal Decline

WDES Indicators: Data Analysis Summary

Representation:	Disability representation has increased by 0.2% from 3.27% to 3.47%. This is still below the national and regional average.
Recruitment:	The likelihood of non-disabled applicants being appointed over disabled applicants has reduced by 0.12 to 1.1. However, the likelihood of disabled employees being appointed from shortlisting has worsened by 2.8%. The number of applicants not declaring their disability has increased by 23%, which may be causing uncertainty in the figures.
Capability:	King's figures have worsened in regards to the number of employees undergoing the formal capability process; disabled employees are 3.82 times more likely to enter to be subjected to this process than non-disabled staff. Staff entering this process without a declared disability status remain two times higher than disabled staff.
Bullying and Harassment:	The overall reporting by disabled staff when it comes to incidents of bullying and harassment has increased by 2.2% to 48.4%. Disabled staff experiencing bullying and harassment from patients has decreased by 2.2%. However, it has increased by 2.1% from colleagues, and remained the same from line managers.
Career progression:	Career progression has worsened by 2.5% for disabled staff and 1.9% for non-disabled staff; 40.4% of disabled staff believe there are equal opportunities for career progression and promotion.
Presenteeism:	In comparison to the previous year, disabled staff experienced 1.3% less pressure from their managers to come to work despite not feeling well enough. The presenteeism experience gap between disabled and non-disabled staff has also decreased further by 0.9%.
Staff satisfaction:	Disabled staff feeling satisfied that their work is valued by the organisation has improved by 0.5%, whereas it has worsened by 1.4% for non-disabled staff. The disparity in the staff satisfaction experience between the two groups has further improved by 1.9%.
Reasonable adjustments:	The percentage of disabled staff reporting adequate reasonable adjustments has improved by 2% and now stands at 64%. But there is still a 6% deficiency when compared to the London Average.
Engagement:	The disabled engagement score remains unchanged at 6.1. However, there were 53 (number) more respondents to the 2024 Staff Survey than 2023.
Board representation:	Disabled representation remains at 0% for the voting board membership. There has been an increase of 6% in unknown disability status from last year, now standing at 19%.

Next steps: moving from intent to impact

Our ambition: This WDES reporting cycle moving forward, King's will introduce a three-year Workforce Disability Equity and Inclusion Strategic Plan, which represents a decisive shift from the traditional annual planning model used by most NHS Trusts towards a transformation approach.

Why this new approach?

This plan will provide the strategic clarity, continuity, and momentum required to deliver sustainable impact and measurable progress by establishing a clear and long-term plan, with three annual delivery plans. This will enable the WDES report to act as an annual tool to measure progress against the three-year plan and assess the quality of actions being prioritised to allow for annual iteration. By moving beyond short-term cycles, we will focus our energy where it matters most, working with key stakeholders to embed actions, rather than reporting and planning alone. This will ensure that actions are not only implemented but are sequentially and logically implemented over a period.

Development: The Three-Year Disability Equity and Inclusion Strategic Plan will launch and be published on the Trust website in December 2025. The first draft is currently being developed using the findings of this report, in collaboration with the staff disability networks, to ensure lived experiences and staff voices are key contributors in its design. The plan will align directly with the EDI objectives which will form a core pillar of the Trust's new People Strategy expected to launch mid-2026.

Plan priorities:

- 1. Increase disability representation:** deliver aspirational representation targets by creating a psychologically safe, disability-inclusive culture (social model) where colleagues feel confident to share their status and access support.
- 2. Improve experiences of disabled colleagues:** advance equity through positive action and structural enhancements (Trust policies, policies and systems) throughout the employee lifecycle - to enable career progression, inclusive recruitment, safety from bullying and harassment, and belonging.
- 3. Build disability confidence and awareness:** strengthen leadership capability and Trust-wide understanding of disability inclusion practice, reasonable adjustments and holistic accessibility.

Next steps: moving from intent to impact

The Workforce Disability Equity and Inclusion plan, accountability and oversight will be held by the following:

Measuring impact annually:

- Trust's disability 'representation' and 'inclusion of experience gap' aspirational targets
- WDES data reporting – annual metrics progress assessment
- Disability pay gap reporting (King's has committed to start data reporting from 2026)
- Each item will have individual success indicators.

Accountability:

- **The senior responsible officer:** The Chief People Officer
- **Strategic oversight:** The Director of Equity, Diversity and Inclusion (EDI), Learning and Organisational Development.
- **Operational management:** Disability Equity Lead and EDI Partner.
- **Operational owners:** Cross-functional people directorate
- **Specialist advisors:** The King's ABLE Network

Governance:

- **Accountability:** The EDI Committee
- **Operational Assurance:** The Culture Transformation Steering Committee (CTSC)
- **Strategic Assurance:** The People, Inclusion, Education and Research Committee (PIERC)