

WDES Data Collection 2025 Template

Data for 2025 needs to be entered into the Data Collection Framework (DCF) system.
This spreadsheet is designed to capture data so it can be used as a template to enter the information into the DCF, and to use subtotals and totals to ensure the data has been entered correctly. (This has been requested by some trusts.)

Data should be recorded in the yellow cells which turn white when filled. Green cells are automatically calculated. Blue cells are for notes.			Snapshot of data as at 31st MARCH 2025									
Metric	Indicator	Measure	Disabled staff		Non-disabled staff		Disability Unknown or Null		Total	Notes		
			# Disabled	% Disabled	# Non-disabled	% Non-disabled	# Unknown/Null	% Unknown/Null				
1	1a) Non Clinical Staff											
	Under Band 1	Headcount	0	0.0%	1	50.0%	1	50.0%	2			
	Bands 1	Headcount	0	0.0%	0	0.0%	0	0.0%	0			
	Bands 2	Headcount	4	10.5%	28	73.7%	6	15.8%	38			
	Bands 3	Headcount	35	16.5%	157	74.1%	20	9.4%	212			
	Bands 4	Headcount	19	19.0%	76	76.0%	5	5.0%	100			
	Bands 5	Headcount	6	10.9%	43	78.2%	6	10.9%	55			
	Bands 6	Headcount	3	6.0%	44	88.0%	3	6.0%	50			
	Bands 7	Headcount	2	4.9%	37	90.2%	2	4.9%	41			
	Bands 8a	Headcount	1	4.8%	16	76.2%	4	19.0%	21			
	Bands 8b	Headcount	3	14.3%	16	76.2%	2	9.5%	21			
	Bands 8c	Headcount	0	0.0%	8	100.0%	0	0.0%	8			
	Bands 8d	Headcount	0	0.0%	9	100.0%	0	0.0%	9			
	Bands 9	Headcount	0	0.0%	2	100.0%	0	0.0%	2			
	VSM	Headcount	0	0.0%	0	0.0%	1	100.0%	1			
	Other. Please specify in notes.	Headcount	0	0.0%	0	0.0%	0	0.0%	0			
	Cluster 1: AIC Bands <1 to 4	Auto-Calculated	58	16.5%	262	74.4%	32	9.1%	352			
	Cluster 2: AIC bands 5 to 7	Auto-Calculated	11	7.5%	124	84.9%	11	7.5%	146			
	Cluster 3: AIC bands 8a and 8b	Auto-Calculated	4	9.5%	32	76.2%	6	14.3%	42			
	Cluster 4: AIC bands 8c to VSM	Auto-Calculated	0	0.0%	19	95.0%	1	5.0%	20			
	Total Non-Clinical	Auto-Calculated	73	13.0%	437	78.0%	50	8.9%	560			
	1b) Clinical Staff											
	Under Band 1	Headcount	1	16.67%	4	66.67%	1	16.67%	6			
	Bands 1	Headcount	0	0.00%	0	0.00%	0	0.00%	0			
	Bands 2	Headcount	3	6.67%	32	71.11%	10	22.22%	45			
	Bands 3	Headcount	49	11.37%	323	74.94%	59	13.69%	431			
	Bands 4	Headcount	35	11.78%	221	74.41%	41	13.80%	297			
	Bands 5	Headcount	50	12.14%	290	70.39%	72	17.48%	412			
	Bands 6	Headcount	60	10.43%	439	76.35%	76	13.22%	575			
	Bands 7	Headcount	24	7.97%	243	80.73%	34	11.30%	301			
	Bands 8a	Headcount	7	8.33%	66	78.57%	11	13.10%	84			
	Bands 8b	Headcount	1	6.25%	14	87.50%	1	6.25%	16			
	Bands 8c	Headcount	3	33.33%	6	66.67%	0	0.00%	9			
	Bands 8d	Headcount	0	0.00%	1	100.00%	0	0.00%	1			
	Bands 9	Headcount	0	0.00%	1	100.00%	0	0.00%	1			
	VSM	Headcount	0	0.00%	0	0.00%	0	0.00%	0			
	Other. Please specify in notes.	Headcount	0	0.0%	0	0.0%	0	0.0%	0			
	Cluster 1: AIC Bands <1 to 4	Auto-Calculated	88	11.3%	580	74.5%	111	14.2%	779			
	Cluster 2: AIC bands 5 to 7	Auto-Calculated	134	10.4%	972	75.5%	182	14.1%	1288			
	Cluster 3: AIC bands 8a and 8b	Auto-Calculated	8	8.0%	80	80.0%	12	12.0%	100			
	Cluster 4: AIC bands 8c to VSM	Auto-Calculated	3	27.3%	8	72.7%	0	0.0%	11			
	Total Clinical	Auto-Calculated	233	10.7%	1640	75.3%	305	14.0%	2178			
	Medical & Dental Staff, Consultants	Headcount	0	0.00%	13	86.67%	2	13.33%	15			
	Medical & Dental Staff, Non-Consultants career grade	Headcount	0	0.00%	2	66.67%	1	33.33%	3			
	Medical & Dental Staff, Medical and dental trainee grades	Headcount	1	100.00%	0	0.00%	0	0.00%	1			
Total Medical and Dental	Auto-Calculated	1	5.26%	15	78.95%	3	15.79%	19				
Number of staff in workforce	Auto-Calculated	307	11.14%	2092	75.88%	358	12.99%	2757				
2	Relative likelihood of non-Disabled candidates compared to Disabled candidates being appointed from shortlisting across all posts.											
	Number of shortlisted applicants	Headcount	90		782		18					
	Number appointed from shortlisting	Headcount	16		91		3					
	Likelihood of shortlisting/appointed	Auto-Calculated	0.177778		0.116368		0.166667					
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.											
	Average number of staff entering the formal capability process over the last 2 years for any reason. (i.e. Total divided by 2.)	Headcount	1		3		2					
3	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff											
	Of these, how many were on the grounds of ill-health?	Headcount	0		0		0					
	Likelihood of staff entering the formal capability process	Auto-Calculated	0.003257		0.001434		0.005587					
		Auto-Calculated	2.271444							A figure above 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.		

Data Errors
This column will highlight potential problems with the data

4 to 9a										
Please note, metrics 4 to 9a are sourced from the NHS Staff Survey. The Mandated Standards Team can access this information directly, so are not asking trusts to submit this data separately in 2025.										
9b	b) Has your organisation taken action to facilitate the voices of your Disabled staff to be heard? (yes) or (no) Note: For your response to b):									
	If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples can be found in the national WDES Annual Report.	Has your organisation taken action to facilitate the voices of your Disabled staff to be heard? (yes) or (no)	(yes) or (no)	Yes						
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: • By Voting membership of the Board • By Executive membership of the Board This is a snapshot as of at 31st March 2025.	Total Board members	Headcount	0	0.00%	9	81.82%	2	18.18%	11
		of which: Voting Board members	Headcount	0	0.00%	8	88.89%	1	11.11%	9
		: Non Voting Board members	Auto-Calculated	0	0.00%	1	50.00%	1	50.00%	2
		of which: Exec Board members	Headcount	0	0.00%	3	75.00%	1	25.00%	4
		: Non Executive Board members	Auto-Calculated	0	0.00%	6	85.71%	1	14.29%	7
		Difference (Total Board - Overall workforce)	Auto-Calculated		-11%		6%		5%	
		Difference (Voting membership - Overall Workforce)	Auto-Calculated		-11%		13%		-2%	
		Difference (Executive membership - Overall Workforce)	Auto-Calculated		-11%		-1%		12%	