

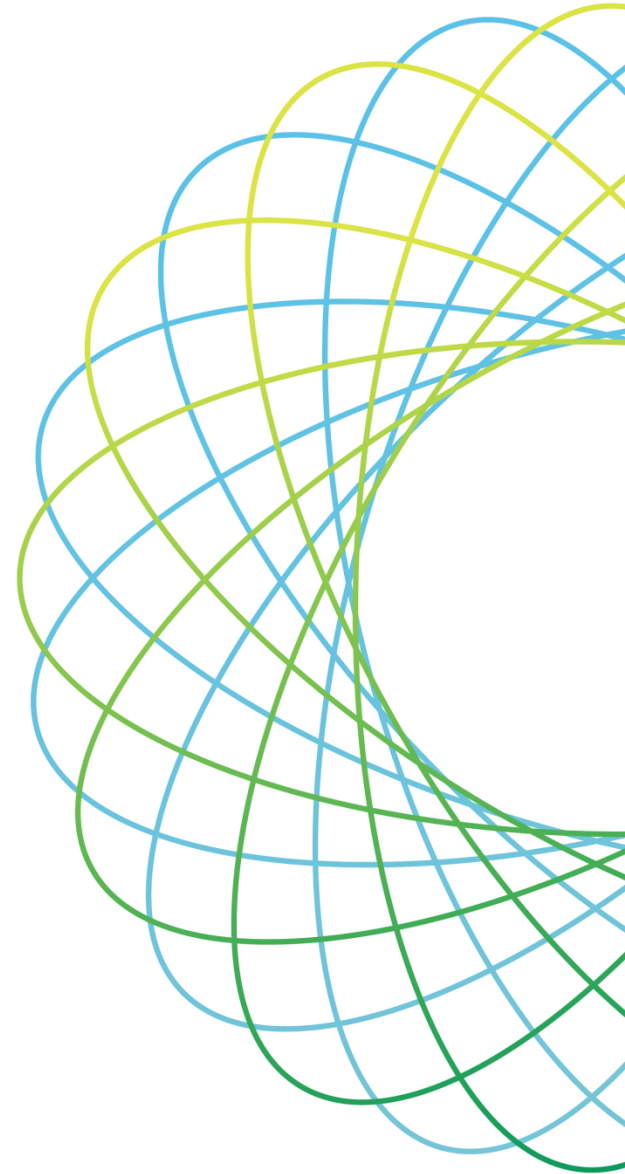


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WRES and WDES Data 2025

July 2025



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Introduction – WRES and WDES



•WRES (*Workforce Race Equality Standard*):

- Measures disparities between White and BME staff across **9 indicators**.
- Aims to improve equity in recruitment, development, disciplinary processes, career progression, and Board representation.
- Required for all NHS providers via the NHS Standard Contract.

•WDES (*Workforce Disability Equality Standard*):

- Compares the workplace experiences of Disabled and Non-Disabled staff across **10 indicators**.
- Focuses on representation, capability procedures, harassment, opportunity, adjustments, engagement, and Board inclusion.
- Promotes actions aligned with the *social model of disability* and the principle of “*Nothing About Us Without Us*.”

Both are mandated under NHS England policy and support Public Sector Equality Duty (PSED) and Equality Act 2010 compliance.



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WRES – What’s Going Well vs Challenges

✓ Where We’re Doing Well

- **Representation (Indicator 1):** We continue to hold one of the strongest BME representation rates in the NHS, improving year on year. BME representation increased from 54% in 2022 to 58% in 2024, showing sustained progress outperforming national averages.
- **Training & Development (Indicator 4):** BME staff are now more likely to access non-mandatory CPD – a positive shift.
- **Career Progression (Indicator 7):** Perceptions of equal opportunity have significantly improved for BME colleagues.

⚠ Ongoing Challenges

- **Recruitment Bias (Indicator 2):** The Relative likelihood of White staff being appointed from shortlisting worsened.
- **Board Representation (Indicator 9):** Dropped from 5.6% to 0% — though partly due to declaration and ESR record issues.
- **Discrimination (Indicator 8):** Still slightly higher reports of manager-led discrimination among BME staff.

WDES – What’s Going Well vs Challenges

✓ Where We’re Doing Well

- **Representation (Indicator 1):** Declaration has slightly improved compared to last year.
- **Recruitment (Indicator 2):** Gap between Disabled and Non-Disabled applicant appointment has reduced from 3.3 to 1.64.
- **Capability (Indicator 3):** No Disabled staff entered formal capability processes in 2025 (previously 17.1), suggesting support improvements.
- **Reasonable Adjustments (Indicator 8):** Uptake rose to 67.3% – upward trend shows system improvement.
- **Employee Voice (Indicator 9b):** “Nothing about us without us” - As part of this indicator, we continue to ensure Disabled staff voices are heard via the MoorAbility Network, EDI team lead initiatives, including the Share Not Declare campaign and EDI Steering Group.

⚠ Ongoing Challenges

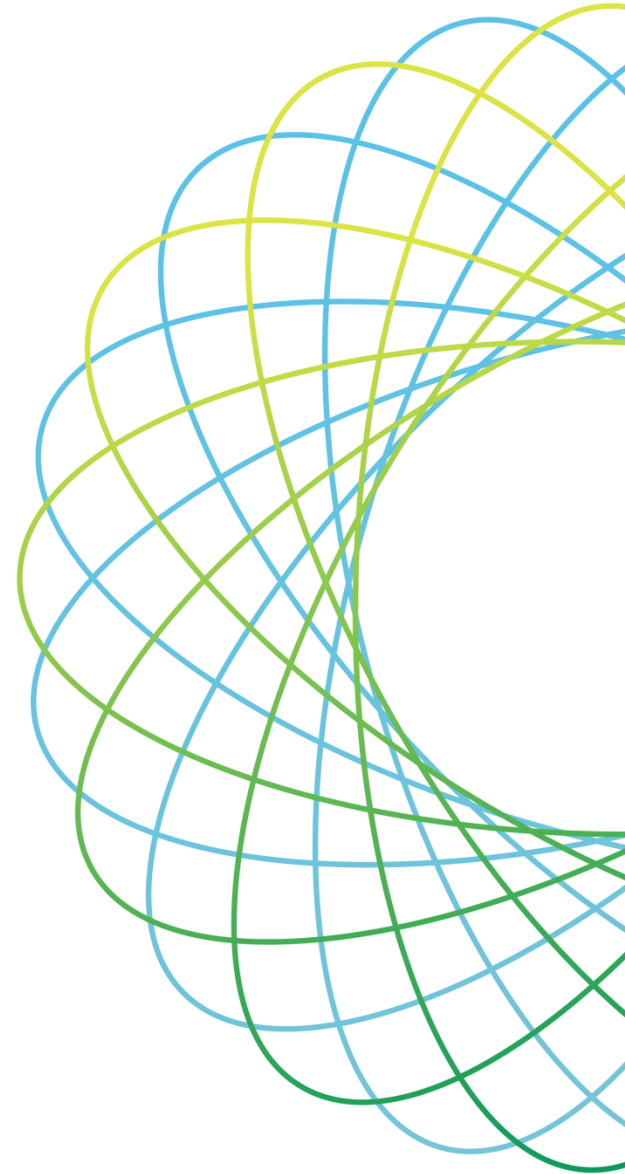
- **Feeling Valued (Indicator 7):** Only 26.0% of Disabled staff feel valued, a decline from 31.9% and below the national average.
- **Engagement Gap (Indicator 9a):** Disabled staff have lower engagement scores than non-disabled colleagues.
- **Board Representation (Indicator 10):** 0% Disabled representation at Board level — no visible role models.



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WRES Data and Insights



Our data – WRES



			National					MEH					
WRES Indicator			2020	2021	2022	2023	2024	2020	2021	2022	2023	2024	2025
1	Percentage of BME staff	Overall	21.0%	22.4%	24.2%	26.4%	28.6	52.6%	53.0%	54.4%	55.9%	57.6%	58.80%
		VSM	6.8%	9.2%	10.3%	11.2%	11.3%	0.0%	0.0%	0.0%	0.0%		0.00%
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants		1.61	1.61	1.54	1.59	1.62	1.26	1.24	1.38	1.21	1.47	1.586
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff		1.16	1.14	1.14	1.03	1.09	1.19	0.91	0.76	0.98	0.76	0.88
4	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff		1.14	1.14	1.12	1.12	1.09	1.22	0.73	1.11	0.85	1.4	0.83
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12months	BME	30.3%	28.9%	29.2%	30.5%	27.8%	28.3%	29.2%	29.4%	31.8%	25.5%	22.50%
		White	27.9%	25.9%	27.0%	26.9%	24.1%	22.6%	23.6%	26.5%	23.1%	23.0%	23.40%
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12months	BME	28.4%	28.8%	27.6%	27.5%	24.9%	28.5%	31.5%	31.8%	32.5%	30.4%	22.20%
		White	23.6%	23.2%	22.5%	21.7%	20.7%	22.5%	24.9%	25.4%	25.6%	26.1%	20.20%
7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	BME	45.6%	44.0%	44.4%	46.7%	48.8%	48.2%	45.3%	41.7%	41.7%	42.2%	52.60%
		White	59.7%	59.6%	58.7%	59.4%	59.4%	57.1%	56.4%	56.1%	54.4%	49.7%	47.30%
8	Percentage of staff personally experiencing discrimination at work from a manager/team leader or other colleagues	BME	14.5%	16.7%	17.0%	16.4%	15.5%	12.5%	15.6%	17.3%	17.6%	17.0%	14.00%
		White	6.0%	6.2%	6.8%	6.6%	6.7%	13.4%	7.8%	8.2%	8.9%	10.2%	13.40%
9	BME board membership		10.0%	12.6%	13.2%	15.6%	16.5%	15.0%	15.0%	10.0%	10.0%	5.6%	0.00%



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Our data – WRES insights

Indicator 1 – representation

- Our position remains stable YoY and we are outperforming the national average, as might be expected a London-based Trust. MEH's workforce is 58.8% BME in 2025 and more than double the national average of 28.6%. However, leadership diversity remains a key gap. As our trajectory for BME representation at senior levels remains flat YoY, we will be piloting a new inclusive recruitment programme targeted at band 8 and above and based on a similar successful scheme implemented by Imperial College.

Indicator 2 - relative likelihood of a white staff being appointed from Shortlisting compared to BME staff

- The position compared to last year has worsened. Our relative likelihood score is 1.58, slightly better the national average of 1.62. As highlighted by the national WRES team, the further the value shifts from 1.00, the more disproportionate the outcomes are for BME applicants. As part of our EDI programme, we have recently completed an audit of our recruitment process and systems. We have put in place an action plan with oversight from the EDI Steering Group.



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Our data - WRES insights



Indicator 3 - relative likelihood of BME staff entering formal disciplinary

- The relative likelihood of BME staff entering the formal disciplinary process compared to White staff has slightly worsened in 2025. However, we remain below the parity threshold of 1.00, which reflects a positive position compared to the national average.
- The ongoing review of our employee relations function and the planned implementation of the nationally recognised Restorative and Just Culture programme will further address the disparity under this indicator.

Indicator 4 - CPD and non-mandatory training

- The likelihood of White staff accessing non-mandatory training and CPD dropped, indicating a positive shift towards equitable access. BME staff are now more likely to access CPD, reflecting significant progress in inclusive development opportunities.

Our data - WRES insights



Indicator 5-8 - staff survey

- Harassment and bullying (Indicators 5 & 6) have decreased for BME staff compared to previous years. BME staff still report slightly higher levels than White staff for harassment and bullying from other staff, indicating a continued disparity in workplace experience.
- Perceptions of equal opportunities (Indicator 7) have significantly improved for BME staff. 52.6% of BME staff at MEH believe the trust provides equal opportunities for career progression, slightly higher than the national benchmark of 48.1%. Discrimination from managers (Indicator 8) remains slightly higher among BME staff than White colleagues. 14.0% of BME staff at MEH reported discrimination from managers or team leaders, lower than the national average of 15.5%.

Indicator 9 - Board representation

- BME representation at Board level fell from 5.6% in 2024 to 0.0% in 2025 partly due to declaration and recording of Board members' demographic details on ESR. This is now being corrected. In addition, the Trust has enrolled on NHSE's NExT Director scheme to improve Board diversity and succession planning.



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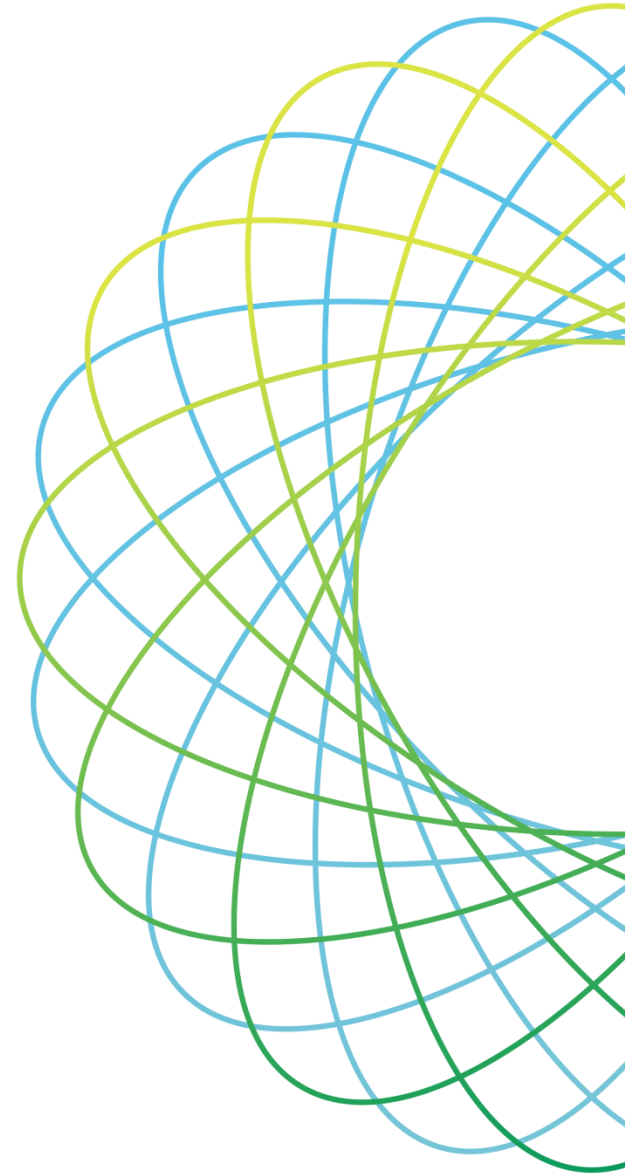




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WDES Data and Insights



Our data – WDES Indicator 1-5

			National				MEH					
WDES Indicator			2020	2021	2022	2023	2020	2021	2022	2023	2024	2025
1	Representation	Disabled	3.4%	3.7%	4.2%	4.90%	2.0%	2.2%	2.2%	2.7%	3.1%	3.41%
		Non-Disabled	73.5%	74.9%			90.4%	93.2%	93.7%	91.3%	89.2%	87.90%
2	Relative likelihood of non-disabled applicants being appointed from shortlisting across all posts compared to disabled applicants		1.2	1.1	1.1	0.99	1.31	1.5	1.7	1.3	3.3	1.64
3	Relative likelihood of disabled staff entering the formal capability process compared to non disabled staff		1.54	1.94	2.01	2.17%	Statistically not able to determine	43.34	42.9	17.1	Statistically not able to determine	0
4a	Percentage of disabled staff experiencing harassment, bullying or abuse from:											
4	Patients/Service users, their relatives or other members of the public	Disabled	33.8%	31.6%	33.0%	33.20%	35.2%	38.2%	37.8%	33.5%	32.4%	31.70%
		Non-Disabled	26.8%	25.2%	25.7%	26%	24.2%	24.9%	26.2%	27.3%	23.2%	20.80%
4	Managers	Disabled	19.8%	18.6%	17.0%	16.10%	26.1%	28.0%	28.3%	21.4%	28.1%	23.80%
		Non-Disabled	13.0%	10.7%	9.6%	9.20%	13.8%	15.0%	14.7%	13.9%	13.5%	11.70%
4	Other colleagues	Disabled	26.8%	25.7%	25.0%	24.80%	33.6%	33.6%	35.8%	30.9%	32.9%	30.30%
		Non-Disabled	18.1%	16.8%	16.4%	16.50%	21.6%	20.9%	22.6%	22.4%	20.8%	19.60%
4b	Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	Disabled	47.8%	49.6%	49.9%	51.30%	56.7%	55.3%	57.9%	53.6%	43.3%	53.10%
		Non-Disabled	46.6%	48.0%	48.6%	49.50%	48.4%	50.7%	54.6%	52.8%	52.8%	57.40%
5	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	Disabled	51.9%	51.5%	51.3%	52.10%	40.6%	42.8%	40.1%	49.7%	36.8%	39.00%
		Non-Disabled	58.0%	57.6%	57.2%	57.70%	53.4%	50.8%	48.8%	46.3%	47.1%	51.10%

Our data – WDES Indicators 6-10

			National				MEH					
WDES Indicator			2020	2021	2022	2023	2020	2021	2022	2023	2024	2025
6	Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	Disabled	32.0%	31.3%	29.9%	27.70%	36.4%	39.0%	42.7%	35.4%	37.5%	32.70%
		Non-Disabled	23.0%	23.0%	22.1%	19.90%	22.3%	27.4%	28.4%	26.7%	24.6%	21.20%
7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Disabled	37.2%	39.2%	35.1%	35.20%	45.5%	51.3%	36.6%	33.5%	31.9%	26.00%
		Non-Disabled	47.9%	50.5%	44.9%	45%	53.6%	56.5%	48.3%	46.7%	50.3%	41.20%
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.		72.4%	76.6%	72.2%	73.40%	66.3%	66.3%	62.5%	64.8%	61.4%	67.30%
9a	The staff engagement score for Disabled staff, compared to non-disabled staff.	Disabled	6.60	6.70	6.50	6.4	7.10	7.00	6.5	6.6	6.5	5.1
		Non-Disabled	7.10	7.20	7.00	6.9	7.40	7.40	7.2	7.2	7.2	6.5
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	Yes/No	92.80%	NK	99.50%	100%	Yes	Yes	Yes	Yes	Yes	Yes
10	Board representation	Disabled - Voting	2.80%	3.60%	4.60%	5.70%	0.0%	6%	6.3%	0.0%	0.0%	0.0%
		Disabled - Non	3.80%	3.90%			0.0%	0%	20.0%	20.0%	0.0%	0.0%
		Disabled - Exec	3.30%	3.80%			0.0%	0%	8.3%	9.1%	0.0%	0.0%
		Disabled - NED	2.70%	3.60%			0.0%	11%	11.1%	0.0%	0.0%	0.0%



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NB: Please note that National Data for 2023/2024 had not been published when this report was compiled

Our data – WDES insights

Indicator 1 – representation

- Our position has marginally improved Year on Year (YoY), but we remain below the national average.
- Staff Survey data indicates 17.5% of respondents (circa 312 colleagues) have a long term condition or disability, suggesting colleagues are under declaring on ESR (94 declared on ESR).

Indicator 2 - relative likelihood of non-disabled candidates being appointed

- The relative likelihood of non-disabled applicants being appointed dropped from 3.30 in 2024 to 1.64 in 2025, showing progress towards fairer recruitment. However, disabled applicants still face a notable disadvantage, highlighting the need to strengthen inclusive recruitment practices.

Our data WDES insights

Indicator 3 - relative likelihood of disabled colleagues entering formal capability

- The likelihood of Disabled staff entering formal capability procedures has dropped from 17.1 in 2023 to 0.0 in 2025, suggesting no Disabled staff entered the process this year. While this marks a positive shift, it requires careful monitoring to ensure it reflects genuine support rather than data suppression or inconsistent reporting.

Indicator 4-9a - staff survey data

- Reports of bullying, harassment or abuse remain higher for Disabled colleagues than non-disabled colleagues across all sources (patients, managers, and colleagues), though overall figures have improved slightly year-on-year.

Our data - WDES insights

Indicator 4-9a - staff survey data

- Disabled colleagues report higher levels of trust regarding equal opportunity for career progression or promotion, compared to last year this has increased.
- Disabled colleagues are less likely to feel valued at work, with satisfaction dropping to 26.0% (down from 31.9% in 2024), placing the Trust below the national average.
- The percentage of staff reporting that reasonable adjustments are in place has risen from 61.4% to 67.3%.
- There remains a difference between Engagement scores for disabled versus non-disabled colleagues. Compared to last year it has dropped. The EDI team are working with the MoorAbility network to improve the engagement and experience of disabled colleagues.



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Our data - WDES insights

Indicator 9b –employee voice

- We've taken active steps to amplify the voices of Disabled staff. The MoorAbility Network is a core member of the EDI Steering Group, where they actively share updates, raise concerns, and contribute to wider EDI initiatives. Staff survey data has been shared with the network, with follow-up engagement to explore both quantitative findings and lived experiences. The EHIA process has been revamped to address disability-related issues affecting staff and patients. We continue to run the Leadership Academy Programme (Cohort 2) run by DRUK and championed by the Trust EDI team.

Indicator 10 –Board representation

- No change. We still lack visible Disabled representation at Board level. The Trust enrolment on the NHSE's NExT scheme offers a targeted intervention for addressing disabled representation at Board level.

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Appendices



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WRES Indicator Summary: MEH 2025 vs National 2024

#	Indicator	MEH 2025	National Average	Comparison	Comment	RAG
1	% BME Staff – Overall	58.8%	28.6%	+30.2%	MEH nearly doubles national average	●
	% BME Staff – VSM	0.0% (ESR data quality related)	11.3%	–11.3%	VSM diversity gap persists	●
2	RL: White shortlisted > appointed vs BME	1.586	1.62	Slightly better	MEH performs slightly better than national	●
3	RL: BME staff entering disciplinary	0.88	1.14	Better	Lower likelihood than national average	●
4	RL: White staff access CPD > BME	0.83	1.13	Better	BME staff access CPD more than white staff	●
5	Harassment from patients (BME)	22.5%	28.3%	–5.8%	Fewer reports than national	●
6	Harassment from staff (BME)	22.2%	24.2%	–2.0%	Improvement from previous year, below national	●
7	BME staff: Equal opportunity perception	52.6%	48.1%	+4.5%	Higher than national and 10% improvement from last year	●
8	BME staff: Discrimination from manager	14.0%	15.6%	–1.6%	Lower than national and improvement from last year	●
9	BME board membership	0.0%	13.2%	–13.2%	Major gap remains	●

