



Workforce Disability Equality Standard (WDES) 2024

Key Findings from the 2024 WDES:

4.5% of UHNM colleagues have shared a disability or LTC on ESR compared to **27%** in our last Staff Survey



51% of colleagues with a disability/LTC compared to **58%** of colleagues without a disability/LTC believe our trust provides equal opportunities for career progression or promotion

Colleagues with a disability/LTC are **8%** more likely to feel pressure from their manager to come to work, despite not feeling well enough to perform their duties, compared to colleagues without a disability/LTC



30% of colleagues with a disability/LTC don't feel they have had the adjustments they need to do their job



Non disabled applicants are **1.09 times** more likely to be appointed from shortlisting than applicants without a disability

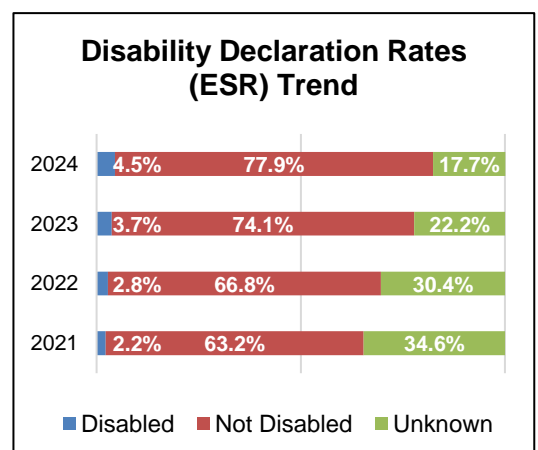
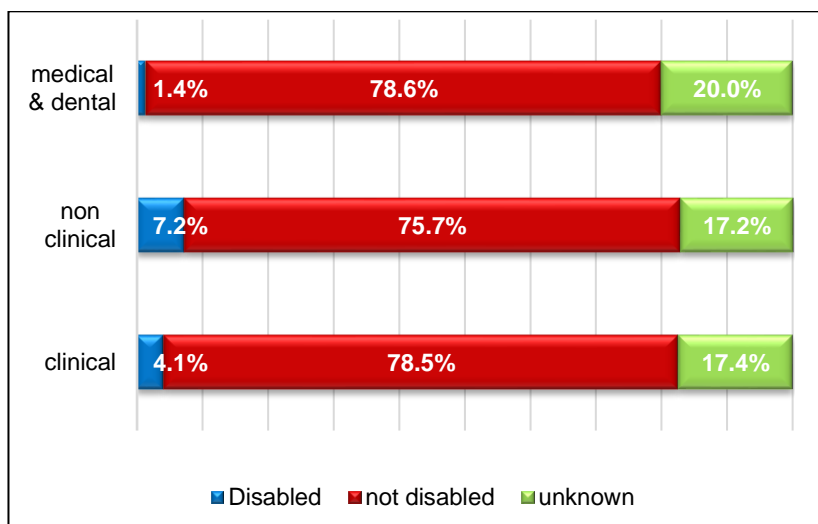


29% of colleagues with a disability/LTC reported experiencing harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public in the last 12 months

The WDES comprises of 10 indicators. Six of the WDES indicators are drawn from the NHS Annual National Staff Survey. The UHNM response rate for the 2023 staff survey was 45% with 26.9% of respondents (1,411) stating that they had a physical or mental health condition or illness lasting or expected to last 12 months or more. This compares to the peer average of 24.3% and is our highest ever response rate.

WDES Indicator 1

Percentage Representation of Workforce Disability



Last year we set ourselves an organisation-wide target of disability declaration of 4.0%. At 31st March 2024 the declaration rate on ESR was 4.5%. This is a notable increase from 1.54% in 2019. In the long term we would wish to see a similar declaration rate on ESR to that shared by colleagues in the National Staff Survey. The trend analysis shows the progress made with increasing disability declaration rates, and the number of unknown status has improved significantly.

UHNM uses recruitment monitoring and the ESR system to capture and record employee disability status. We regularly encourages our workforce to update their ESR record and the number of records where colleagues have not disclosed their disability status has improved from 41% in 2020 to 17.7% at 31st March 2024. Nationally it is recognised that there is a significant under reporting across the country of the numbers of staff who disclose a disability on ESR, compared to those sharing this information when completing the anonymous NHS Staff Survey.

Positively, the percentage of UHNM colleagues that have declared their disability status on ESR has continued to improve year on year, with 82.4% of employees sharing their status compared to 59% in 2020. The percentage of staff working with a disability is currently 4.5%. Nationally, 4.9% of the NHS workforce is recorded as having a disability, 78.4% not disabled and 16.6% unknown status. (source: 2023 WDES Data Report)

UHNM Workforce Disability Status	Headcount (31.03.24)	%
Disabled	565 (+132)	4.5%
Not Disabled	9,835	77.9%
Unknown	2,230	17.7%
Total	12,630	100%

Disability Category (ESR)	%
Learning disability/difficulty	20.2%
Long-standing illness	33.1%
Mental Health Condition	9.8%
Yes (unspecified)	9.8%
Physical Impairment	7.2%
Sensory Impairment	7.4%
Other	12.4%

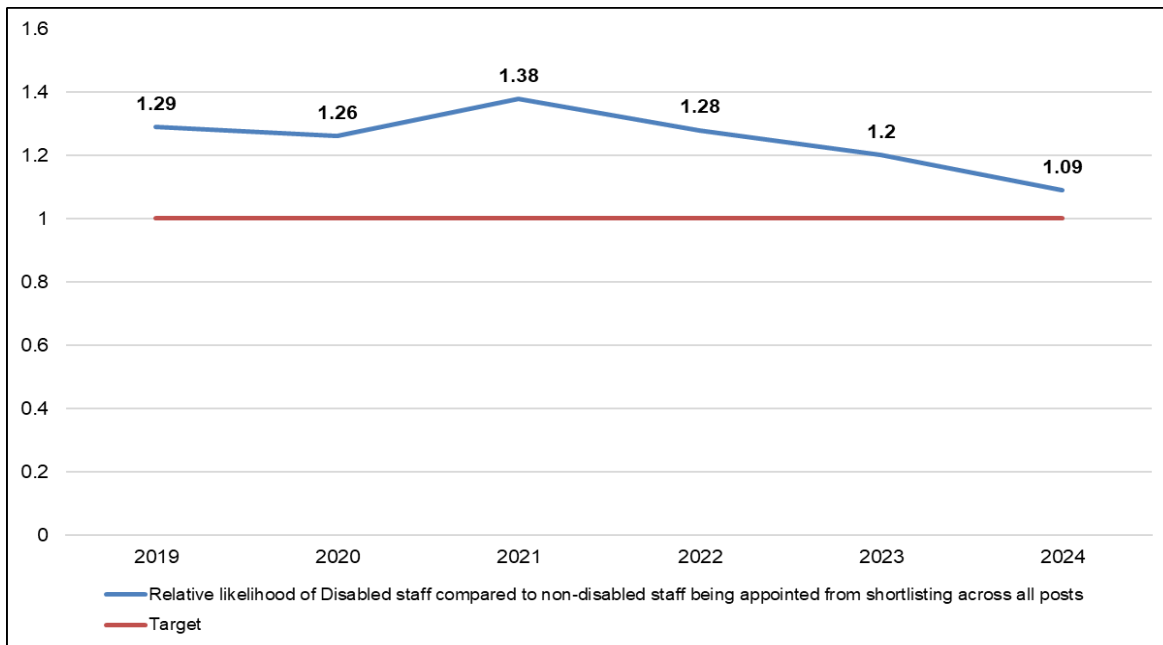
In the most recent national data available from the 2023 WDES Data report 4.9% of NHS colleagues have declared a disability on the ESR system.

The WDES presents workforce data in 4 Agenda for Change clusters and a Medical & Dental professional group. The percentage of employees with a disability has increased in all clinical and non-clinical pay clusters compared to the previous year (2023 data in brackets to show the change) with a reduction in the number of disability unknown status:

AFC Pay Cluster	Disabled Headcount	Disabled %	Non-disabled Headcount	Non-disabled %	Unknown Headcount	Unknown %	Total
Bands 1 (& under) 2,3 & 4	300 (235)	5.9% (4.8%)	3,913 (3,560)	76.4% (72.8%)	909 (1,096)	17.7% (22.4%)	5,122 (4,891)
Bands 5,6 & 7	219 (159)	4.1% (3.2%)	4,239 (3,645)	79.3% (74.2%)	890 (1,106)	16.6% (22.5%)	5,348 (4,910)
Bands 8a & 8b	20 (22)	3.7% (4.2%)	417 (375)	77.2% (70.8%)	103 (132)	19.1% (25.0%)	540 (529)
Bands 8c, 8d, 9 & VSM	5 (3)	6.0% (3.8%)	59 (58)	70.2% (72.5%)	20 (19)	23.8% (23.7%)	84 (80)
Medical & Dental	21 (14)	1.4% (1%)	1,207 (1,110)	78.6% (79.6%)	308 (271)	20.1% (19.4%)	1,536 (1,395)
Totals	565 (433)	4.5% (3.7%)	9,835 (8,748)	77.9% (74.1%)	2,230 (2,624)	17.7% (22.2%)	12,630 (11,805)

WDES Indicator 2

Relative likelihood of Disabled applicants being appointed from shortlisting across all posts compared to applicants without a disability.



Analysis of recruitment activity recorded on the TRAC recruitment system shows that non-disabled applicants are 1.09 times more likely to be appointed from shortlisting compared to Disabled applicants (a metric of 1.0 represents equal likelihood of disabled and non-disabled applicants being appointed from shortlisting). A continued downward (positive) trajectory in our recruitment data compares with the most recent national average metric from 2023, which was 0.99.

WDES Indicator 3

Relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff

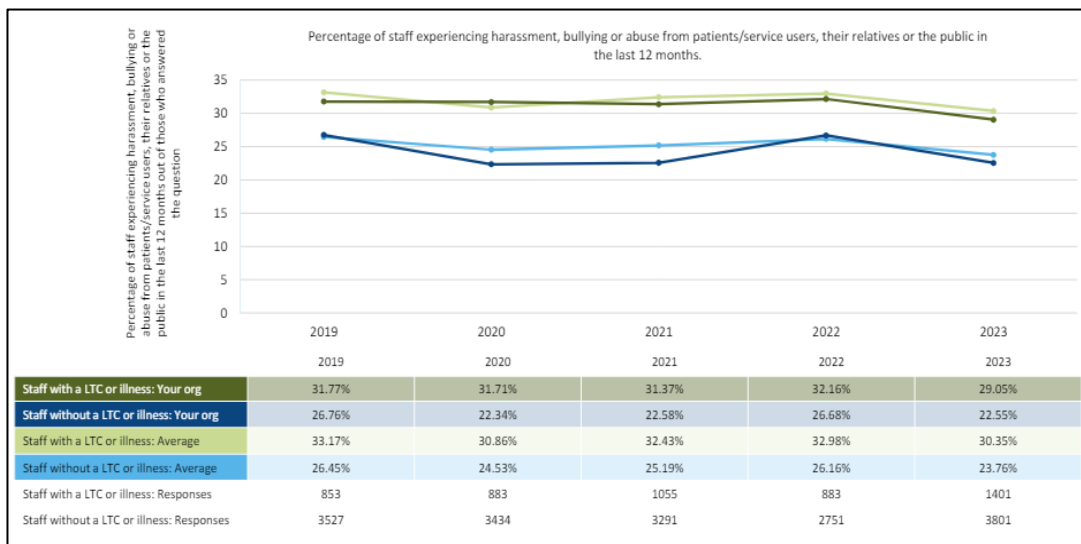


This indicator is based on data from a two-year rolling average of entry into a formal capability process as recorded on the Employee Relations Case Tracker. From 2022 this metric is related to entry into the formal capability process for all reasons (previously the metric measured entry into the capability process due to performance issues only).

Our Capability Policy is designed to be supportive and encouraging to enable colleagues to reach the desired performance level through informal processes and hence very small numbers of staff enter the formal stage of the Policy. The policy was also reviewed as an action from last year's WDES Action Plan and has been updated reflecting feedback from the Disability & LTC Staff Network in 2023/24. This result gives a relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff score of 0.0, compared to the most recent national result of 2.17.

WDES Indicator 4a

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months



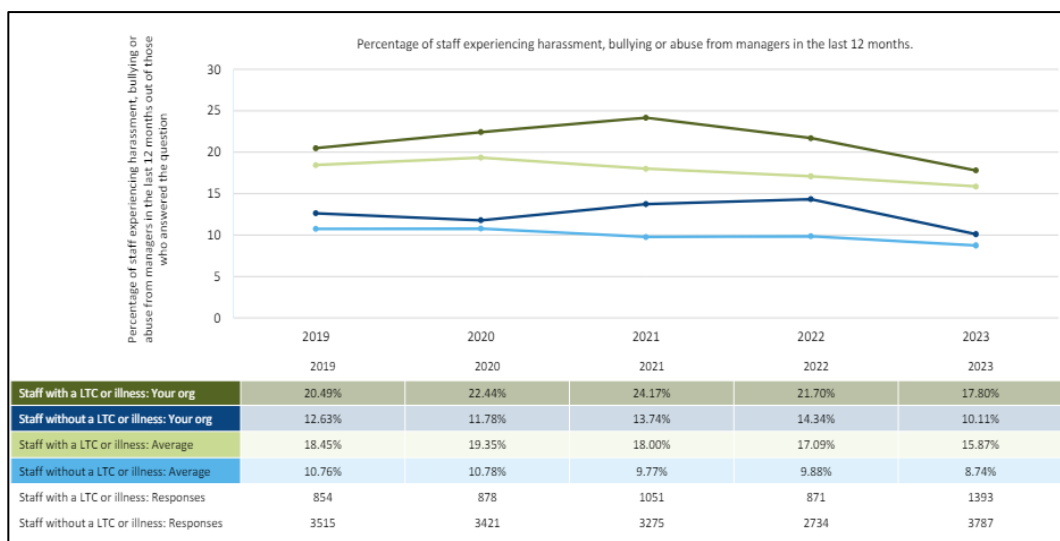
Whilst the levels of abuse experienced by colleagues is unacceptably high, this year's figure is our best performance for colleagues with a disability/LTC since we began reporting the WDES and is better than our peer comparator group. The difference with non-disabled colleagues has also reduced.

Nationally 33.2% of disabled colleagues and 26% of non-disabled colleagues (a difference of 7.2%) reported experience of harassment, bullying and abuse from patients/service users, their relatives or public in the previous 12 months.

A UHNM Zero Tolerance Task and Finish Group has been established to take forward the work commenced on addressing abuse levels from the public.

WDES Indicator 4a

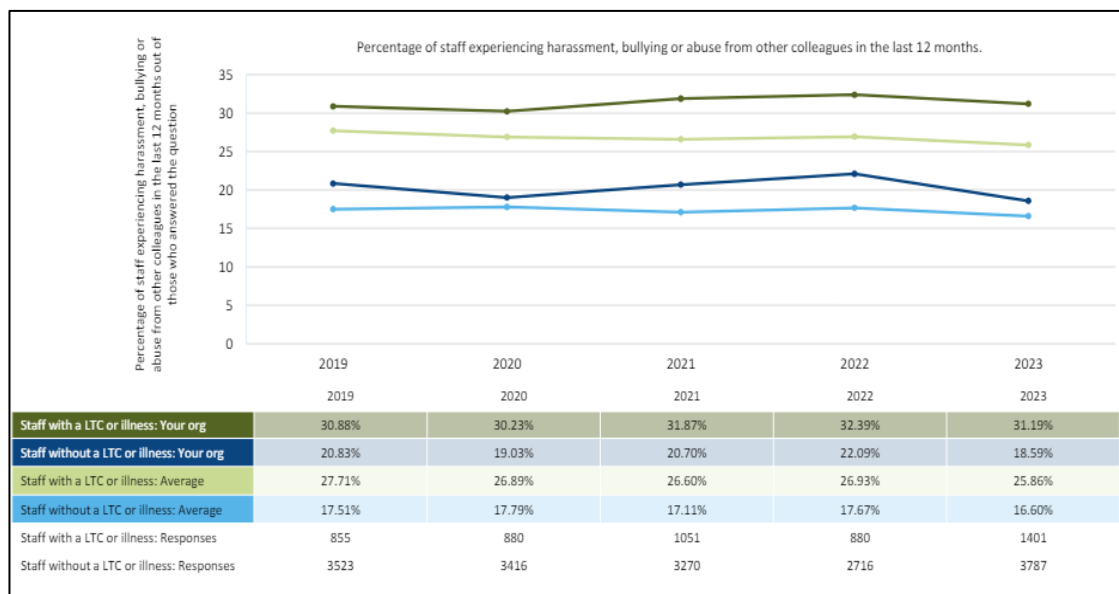
Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months



This year's performance is a notable improvement on previous years for both colleagues with a disability/LTC and those without and is our best percentage yet for disabled colleagues reporting experience of harassment, bullying or abuse from managers in the last 12 months, but it should be recognised that this is still worse than our national staff survey peer comparator group, and the 2023 WDES average of 16.1%

WDES Indicator 4a

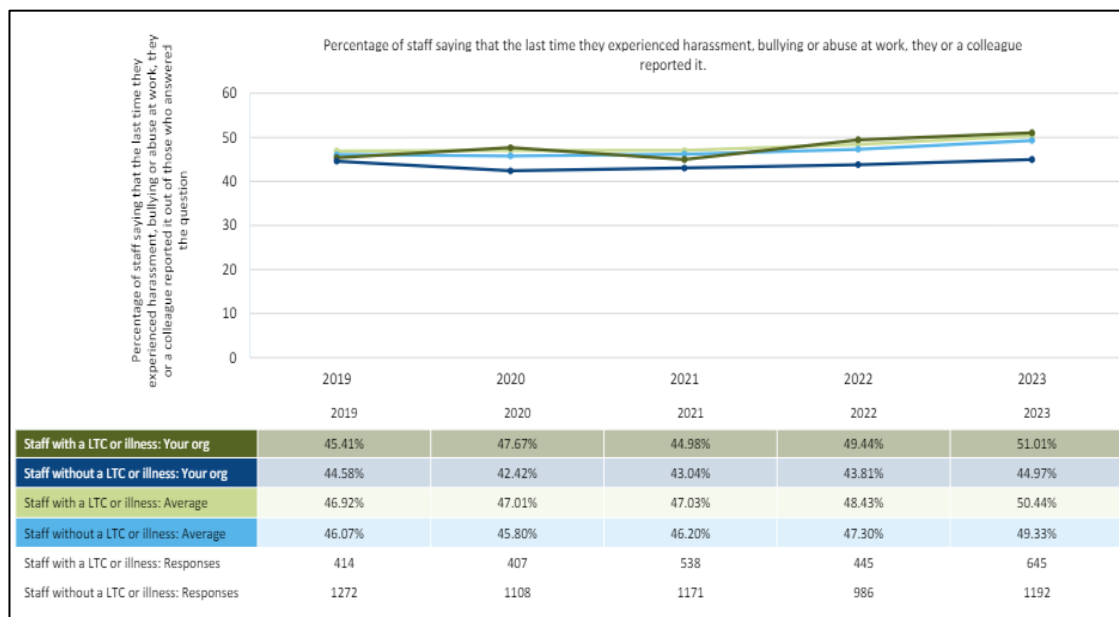
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months



There has been a small improvement in this indicator, but the gap between the experiences of colleagues with a disability/LTC and staff without has widened. Our performance is worse than our National Staff Survey peer comparator group.

WDES Indicator 4b

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it



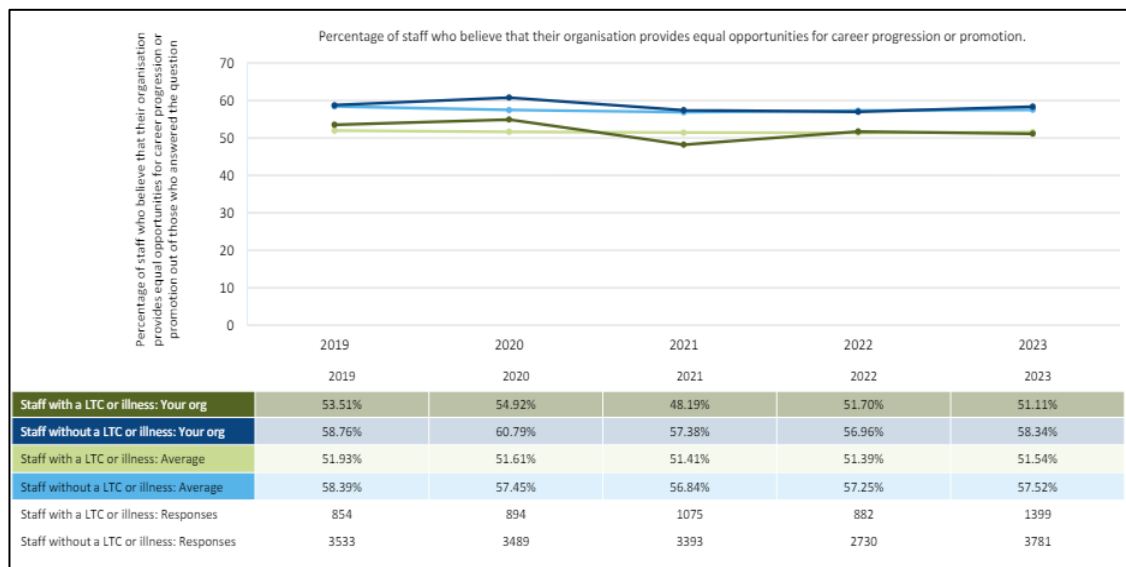
Positively this is our best performance since the WDES began in the percentage of colleagues with a long term condition (and those without) saying that they have reported experience of harassment,

bullying or abuse at work. 51.01% is higher than our National Staff Survey peer comparator group average for colleagues with a long term condition and can be a reflection of the investment in our Speaking Up service, the introduction of Disability Champions and the support from the Staff Networks.

The 2023 national WDES figure was 31.3% (taken from the 2022 National Staff Survey)

WDES Indicator 5

Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion

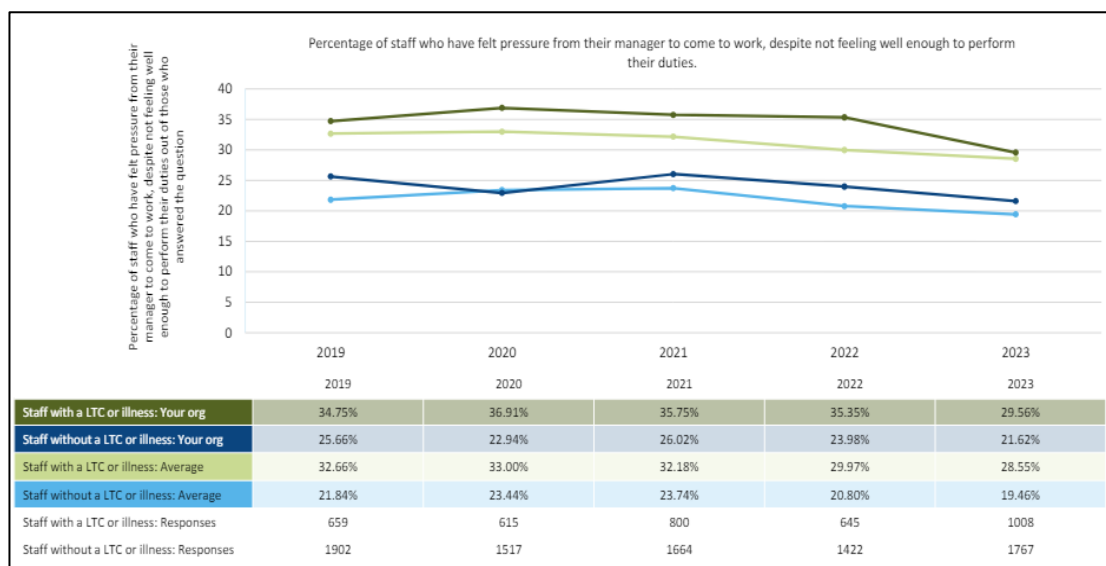


This indicator has slightly deteriorated but is similar to our National Staff Survey peer comparator group. However the gap between colleagues with a disability/LTC and those colleagues who do not has widened. The 2023 WDES Data report average (from the 2022 NSS) was 52.1% for colleagues with a disability/LTC and 57.7% for colleagues without a disability/LTC.

This deterioration is also apparent in our Workforce Race Equality performance on the same indicator. The Trust’s work on inclusive talent management during 2024-25 will be designed to address inequity in recruitment and talent processes for all marginalised groups.

WDES Indicator 6

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

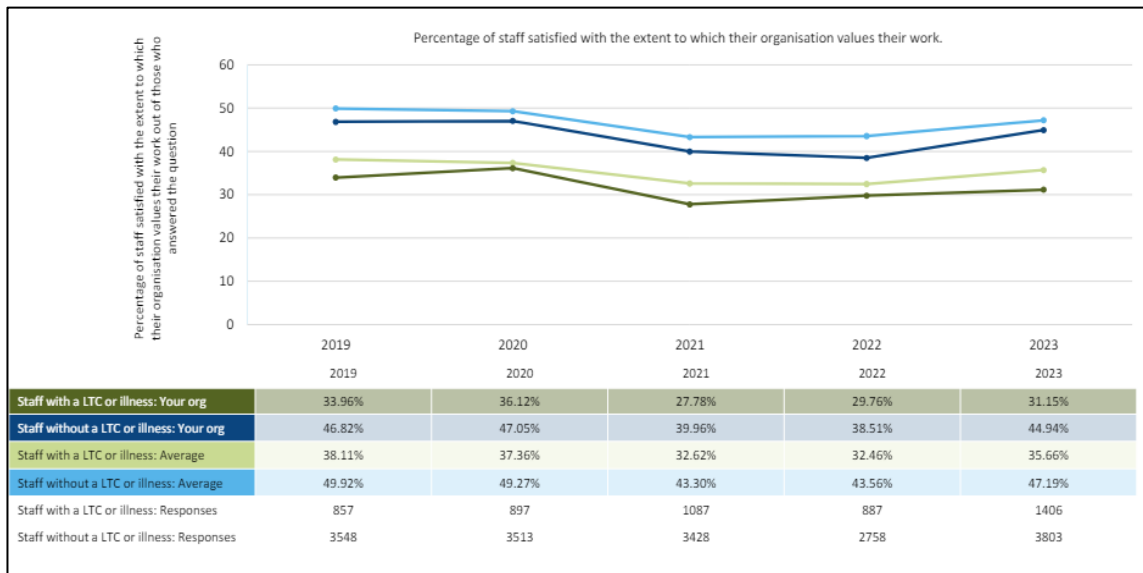


This year's data shows a significant improvement for disabled colleague experience of feeling pressure from their manager to come to work despite not feeling well enough to perform their duties (known as presenteeism), with an improvement of 5.8%. The difference between the experiences of colleagues with a long term condition compared to those who do not has also improved by 3.4%.

Our performance, which is our best ever for both colleagues with a disability/LTC and those without remains above the average for our NSS peer comparator group.

WDES Indicator 7

Percentage of staff satisfied with the extent to which the organisation values their work

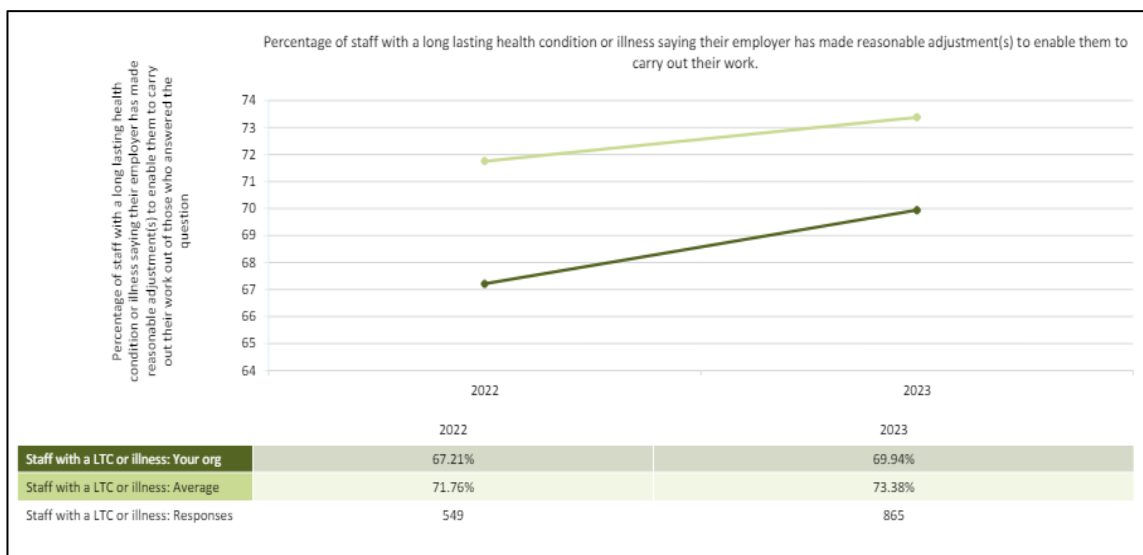


This indicator has improved on the previous year, and the third year of improvement for colleagues with a disability or long term condition. During 2023 we launched the revised Personal Development Review with a focus on recognising trust values and inclusion and supporting colleagues to achieve their potential. The process also encourages colleagues to discuss any wellbeing support required and to review the effectiveness of workplace adjustments..

Our data is below the comparator peer group average and the WDES national average (from the 2022 staff survey) of 35.2%

WDES Indicator 8

Percentage of staff with a long lasting health condition or illness saying the organisation has made reasonable adjustments to enable them to carry out their work

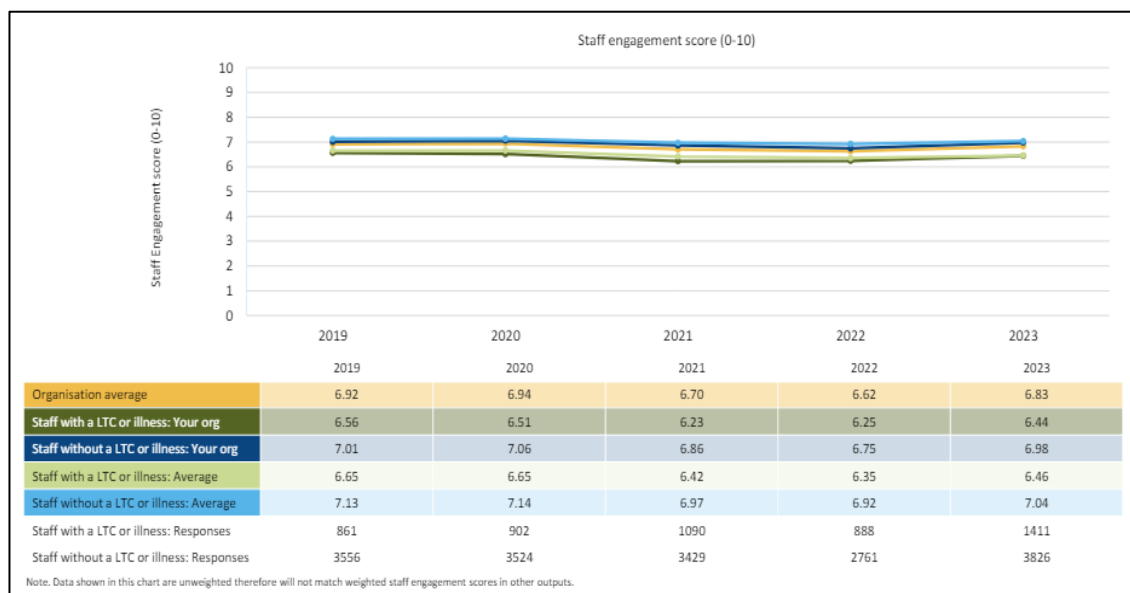


This metric has improved but is lower than our NSS peer comparator group and the national WDES average of 73.4%. It does demonstrate progress and the 2023 staff survey also had a larger number of respondents.

In November 2023 we introduced a new Reasonable Adjustments Policy, developed with our Disability and Long Term Conditions Staff Network. This was accompanied with two recorded webinars – one targeted at line managers and applying the policy and the second being a step by step guide to having a conversation to complete a Tailored Adjustments Plan.

This clear commitment from the organisation to the provision of reasonable adjustments will hopefully be reflected in an improved score for this indicator in the 2024 national staff survey.

WDES Indicator 9 Staff Engagement Score



Whilst this indicator has seen improvements for all colleagues compared to the previous two years, it is below our NSS peer comparator group, but in line with the WDES national average from the 2023 Data Report of 6.4 for colleagues with a long term condition and 6.9 for colleagues without a long term condition.

WDES Indicator 10 Percentage difference between the organisations Board voting membership and its organisations overall workforce, disaggregated by the voting membership of the Board and executive membership of the Board

Disability Representation	2024
Difference Total Board: Overall Organisation	11.32%
Difference Voting Membership: Overall Organisation	12.2%
Difference Executive Membership: Overall Organisation	15.53%

Boards are expected to be broadly representative of their workforce. The percentage difference between the organisation’s Board membership and its organisation’s overall workforce is a positive 15.8% and an improvement on last year and better than the national average of 5.7%.

Summary and Action Plan

The 2024 WDES data analysis demonstrates continued year on year improvement in the workforce experiences of colleagues with a disability or long term condition (9 of the 10 WDES indicators have improved) reflecting the sustained focus we have placed on workplace adjustments and formalising these within policy and process.

With more than 1 in 4 of UHNM colleagues sharing through the national staff survey that they are working with a long term condition or illness it is essential that we close the gaps that exist in experience between colleagues and build upon the progress made in the last 12 months. The actions we have identified below recognise the areas of continued concern from this year’s WDES. The work we are also doing regarding colleague experience of bullying, harassment and abuse and discrimination as part of the Race Equality Task & Finish Group is also designed to address the behaviours experienced by colleagues with disabilities or long-term conditions as well as other marginalised groups and intersectionality represented amongst our workforce.

During 2024-25 we will:

- 1) Embedding the Reasonable Adjustments Policy and processes
- 2) Supporting colleagues to have positive and confident conversations about long term conditions
- 3) Increasing awareness and support for colleagues with neurodifference

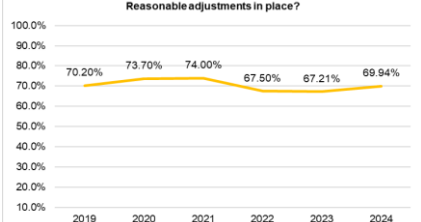
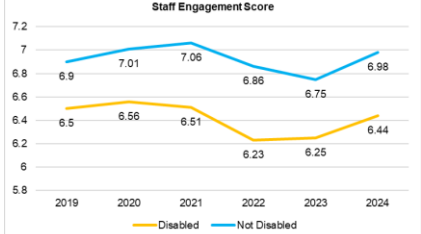
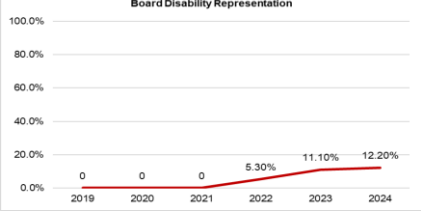
	Embedding the Reasonable Adjustments Policy	Supporting Colleagues to have Confident Conversations	Supporting colleagues with neurodifferences
Indicator	1,2,3,4,5,6, 7,8,9	4,5,6,7,8,9	4,5,6,7,8,9
Actions for change	<ul style="list-style-type: none"> • Review the effectiveness of our Reasonable Adjustments Policy, one year on from its launch • Refresh the line manager people policy application training to increase capability on compassionate management of colleagues with long term conditions and the importance of adjustments in the recruitment process 	<ul style="list-style-type: none"> • Introduce the purple space Confident Conversations approach at the 2024 Workforce Disability Inclusion Conference • Continue to increase the number of Disability Champions buddy programme 	<ul style="list-style-type: none"> • Introduce guidance about the adjustments available in the recruitment process for neurodifferent applicants • Raise awareness of neurodifference through a range of resources and sessions (including a specialist session from Diverse Learners at the 2024 Workforce Disability Inclusion Conference) • Increase neurodifferent Disability Champion representation
Aim	Increase the percentage of staff with a long lasting health condition or illness saying the organisation has made reasonable adjustments to enable them to carry out their work to at least the national WDES average of 73.4%. Reduce the percentage of colleagues reporting experience of harassment, bullying and abuse from managers to WDES average of 16.1% and presenteeism indicator of 28.5%	Increase the percentage of staff with a long lasting health condition or illness saying the organisation has made reasonable adjustments to enable them to carry out their work to at least the national WDES average of 73.4% and the Staff Engagement Score to 6.4	Increase the staff engagement score to at least 6.4 and increase the percentage of staff with a long lasting condition who say that reasonable adjustments have been made to enable them to carry out their work to at least 73.4%

Progress will be measured by improved metric results in the 2024 Staff Survey, 2025 WDES submission, divisional EDI dashboards and the monitoring of other relevant metrics including the Employee Voice feedback and the lived experiences of our Disability and Long Term Conditions Staff Network membership.

Appendix 1: Summary of WDES Metric Trends

WDES Indicator			2019	2020	2021	2022	2023	2024	TREND																					
1	Disability representation in the organisation		1.54%	1.64%	2.23%	2.76%	3.7%	4.5%	<p>Disability Representation (ESR)</p> <table border="1"> <tr><th>Year</th><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr> <tr><th>Value</th><td>1.54%</td><td>1.64%</td><td>2.23%</td><td>2.76%</td><td>3.70%</td><td>4.50%</td></tr> </table>	Year	2019	2020	2021	2022	2023	2024	Value	1.54%	1.64%	2.23%	2.76%	3.70%	4.50%							
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2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting		1.29	1.26	1.38	1.28	1.20	1.09	<p>Likelihood of being appointed from shortlisting</p> <table border="1"> <tr><th>Year</th><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr> <tr><th>Value</th><td>1.29</td><td>1.26</td><td>1.38</td><td>1.28</td><td>1.2</td><td>1.09</td></tr> </table>	Year	2019	2020	2021	2022	2023	2024	Value	1.29	1.26	1.38	1.28	1.2	1.09							
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3	Relative likelihood of Disabled staff compared to non-disabled staff entering into the formal capability process		17.07	0.0	0.0	8.1	0.0	0.0	<p>Likelihood of entering the formal capability process</p> <table border="1"> <tr><th>Year</th><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr> <tr><th>Value</th><td>17.07</td><td>0.0</td><td>0.0</td><td>8.1</td><td>0.0</td><td>0.0</td></tr> </table>	Year	2019	2020	2021	2022	2023	2024	Value	17.07	0.0	0.0	8.1	0.0	0.0							
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4a	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months	Disabled	30.7%	31.77%	31.71%	31.37%	32.16%	29.05%	<p>Harassment, bullying and abuse from patients/public</p> <table border="1"> <tr><th>Year</th><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr> <tr><th>Disabled</th><td>30.70%</td><td>31.77%</td><td>31.71%</td><td>31.37%</td><td>32.16%</td><td>29.05%</td></tr> <tr><th>Not Disabled</th><td>23.80%</td><td>26.76%</td><td>22.34%</td><td>22.58%</td><td>26.68%</td><td>22.55%</td></tr> </table>	Year	2019	2020	2021	2022	2023	2024	Disabled	30.70%	31.77%	31.71%	31.37%	32.16%	29.05%	Not Disabled	23.80%	26.76%	22.34%	22.58%	26.68%	22.55%
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4c	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled	28.9%	30.88%	30.23%	31.87%	32.39%	31.19%	<table border="1"> <caption>Harassment, bullying and abuse from other colleagues</caption> <thead> <tr> <th>Year</th> <th>Disabled</th> <th>Not Disabled</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>28.90%</td> <td>20.10%</td> </tr> <tr> <td>2020</td> <td>30.88%</td> <td>20.83%</td> </tr> <tr> <td>2021</td> <td>30.23%</td> <td>19.03%</td> </tr> <tr> <td>2022</td> <td>31.87%</td> <td>20.70%</td> </tr> <tr> <td>2023</td> <td>32.39%</td> <td>22.09%</td> </tr> <tr> <td>2024</td> <td>31.19%</td> <td>18.59%</td> </tr> </tbody> </table>	Year	Disabled	Not Disabled	2019	28.90%	20.10%	2020	30.88%	20.83%	2021	30.23%	19.03%	2022	31.87%	20.70%	2023	32.39%	22.09%	2024	31.19%	18.59%
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4d	% of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	Disabled	49.5%	45.48%	47.67%	44.98%	49.44%	51.01%	<table border="1"> <caption>Reporting of incidents of harassment, bullying and abuse</caption> <thead> <tr> <th>Year</th> <th>Disabled</th> <th>Not Disabled</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>49.50%</td> <td>42.20%</td> </tr> <tr> <td>2020</td> <td>45.48%</td> <td>44.58%</td> </tr> <tr> <td>2021</td> <td>47.67%</td> <td>42.42%</td> </tr> <tr> <td>2022</td> <td>44.98%</td> <td>43.04%</td> </tr> <tr> <td>2023</td> <td>49.44%</td> <td>43.81%</td> </tr> <tr> <td>2024</td> <td>51.01%</td> <td>44.97%</td> </tr> </tbody> </table>	Year	Disabled	Not Disabled	2019	49.50%	42.20%	2020	45.48%	44.58%	2021	47.67%	42.42%	2022	44.98%	43.04%	2023	49.44%	43.81%	2024	51.01%	44.97%
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Not Disabled	42.2%	44.58%	42.42%	43.04%	43.81%	44.97%																								
5	% of staff that believe the Trust provides equal opportunities for career progression and promotion	Disabled	-	53.51%	54.92%	48.19%	51.70%	51.11%	<table border="1"> <caption>Belief in fair opportunities for career progression/promotion</caption> <thead> <tr> <th>Year</th> <th>Disabled</th> <th>Not Disabled</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>-</td> <td>58.76%</td> </tr> <tr> <td>2021</td> <td>53.51%</td> <td>60.79%</td> </tr> <tr> <td>2022</td> <td>54.92%</td> <td>57.38%</td> </tr> <tr> <td>2023</td> <td>48.19%</td> <td>56.96%</td> </tr> <tr> <td>2024</td> <td>51.70%</td> <td>58.34%</td> </tr> </tbody> </table>	Year	Disabled	Not Disabled	2020	-	58.76%	2021	53.51%	60.79%	2022	54.92%	57.38%	2023	48.19%	56.96%	2024	51.70%	58.34%			
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6	% of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	Disabled	38.9%	34.75%	36.91%	35.75%	35.35%	29.56%	<table border="1"> <caption>% of staff who have felt pressure from their manager to come to work, despite not feeling well enough</caption> <thead> <tr> <th>Year</th> <th>Disabled</th> <th>Not Disabled</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>38.90%</td> <td>28.30%</td> </tr> <tr> <td>2020</td> <td>34.75%</td> <td>25.66%</td> </tr> <tr> <td>2021</td> <td>36.91%</td> <td>22.94%</td> </tr> <tr> <td>2022</td> <td>35.75%</td> <td>26.02%</td> </tr> <tr> <td>2023</td> <td>35.35%</td> <td>23.98%</td> </tr> <tr> <td>2024</td> <td>29.56%</td> <td>21.62%</td> </tr> </tbody> </table>	Year	Disabled	Not Disabled	2019	38.90%	28.30%	2020	34.75%	25.66%	2021	36.91%	22.94%	2022	35.75%	26.02%	2023	35.35%	23.98%	2024	29.56%	21.62%
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7	% of staff satisfied with the extent to which the organisation values their work	Disabled	33.1%	33.96%	36.12%	27.78%	29.76%	31.15%	<table border="1"> <caption>Extent to which the organisation values their work</caption> <thead> <tr> <th>Year</th> <th>Disabled</th> <th>Not Disabled</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>33.10%</td> <td>43.60%</td> </tr> <tr> <td>2020</td> <td>33.96%</td> <td>46.82%</td> </tr> <tr> <td>2021</td> <td>36.12%</td> <td>47.05%</td> </tr> <tr> <td>2022</td> <td>27.78%</td> <td>39.96%</td> </tr> <tr> <td>2023</td> <td>29.76%</td> <td>38.51%</td> </tr> <tr> <td>2024</td> <td>31.15%</td> <td>44.94%</td> </tr> </tbody> </table>	Year	Disabled	Not Disabled	2019	33.10%	43.60%	2020	33.96%	46.82%	2021	36.12%	47.05%	2022	27.78%	39.96%	2023	29.76%	38.51%	2024	31.15%	44.94%
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8	% of staff with a long lasting health condition or illness saying the organisation has made reasonable adjustments to enable them to carry out their work	Disabled	70.2%	73.7%	74.0%	67.5%	67.21%	69.94%	 <table border="1"> <caption>Reasonable adjustments in place?</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>70.20%</td> </tr> <tr> <td>2020</td> <td>73.70%</td> </tr> <tr> <td>2021</td> <td>74.00%</td> </tr> <tr> <td>2022</td> <td>67.50%</td> </tr> <tr> <td>2023</td> <td>67.21%</td> </tr> <tr> <td>2024</td> <td>69.94%</td> </tr> </tbody> </table>	Year	Percentage	2019	70.20%	2020	73.70%	2021	74.00%	2022	67.50%	2023	67.21%	2024	69.94%							
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9	Staff Engagement Score	Disabled	6.5	6.56	6.51	6.23	6.25	6.44	 <table border="1"> <caption>Staff Engagement Score</caption> <thead> <tr> <th>Year</th> <th>Disabled</th> <th>Not Disabled</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>6.5</td> <td>6.9</td> </tr> <tr> <td>2020</td> <td>6.56</td> <td>7.01</td> </tr> <tr> <td>2021</td> <td>6.51</td> <td>7.06</td> </tr> <tr> <td>2022</td> <td>6.23</td> <td>6.86</td> </tr> <tr> <td>2023</td> <td>6.25</td> <td>6.75</td> </tr> <tr> <td>2024</td> <td>6.44</td> <td>6.98</td> </tr> </tbody> </table>	Year	Disabled	Not Disabled	2019	6.5	6.9	2020	6.56	7.01	2021	6.51	7.06	2022	6.23	6.86	2023	6.25	6.75	2024	6.44	6.98
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10	Board disability representation		0.0	0.0	0.0	5.3%	11.1%	12.2%	 <table border="1"> <caption>Board Disability Representation</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>0.0%</td> </tr> <tr> <td>2020</td> <td>0.0%</td> </tr> <tr> <td>2021</td> <td>0.0%</td> </tr> <tr> <td>2022</td> <td>5.30%</td> </tr> <tr> <td>2023</td> <td>11.10%</td> </tr> <tr> <td>2024</td> <td>12.20%</td> </tr> </tbody> </table>	Year	Percentage	2019	0.0%	2020	0.0%	2021	0.0%	2022	5.30%	2023	11.10%	2024	12.20%							
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