

Workforce Disability Equality Standard (WDES)
Data report, analysis and proposed actions for improvement
2018-2019

Background:

“The Workforce Disability Equality Standard (WDES) is an important step in the NHS and is a clear commitment in support of the Government’s aim of increasing the number of disabled people in employment.

The WDES is a set of ten specific measures (metrics) that will enable NHS organisations to compare the career and workplace experiences of disabled and non-disabled staff. The information will be used by NHS organisations to understand their performance, develop specific local actions, and measure progress, against the WDES metrics.”¹

Launched in January 2019, the WDES is mandated in the NHS Standard Contract for all NHS Trusts and Foundation Trusts from April 2019. The WDES is based on the principles of the Workforce Race Equality Standard (WRES) and the NHS in England has committed to both equality standards in the NHS Long Term Plan.

Further information about the WDES can be located on the NHS England WDES website: <https://www.england.nhs.uk/about/equality/equality-hub/wdes/>

Methodology:

The data for the first WDES report was collated and prepared in the first quarter of 2019-2020. The data was verified and submitted electronically to NHS England using a pre-prepared Excel spreadsheet:



WDES_Data_RWD_
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Parallel to this an electronic WDES report template was completed and submitted to NHS England using their electronic reporting hub:



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nshire_Hospitals_NH

This current report provides an overview of the data by metric and proposed actions for improvement in relation to the experience of disabled staff.

¹ NHS Workforce Disability Equality Standard (WDES), *Template Guidance and Information*, p. 3

Metric 1:

Percentage of staff in NHS Agenda for Change (A4C) pay bands or medical and dental subgroups and very senior managers (VSM), including executive board members, compared with the percentage of staff in the overall workforce.

Total number of staff employed within the organisation on 31 March 2019: 7688

Percentage of disabled staff: 2.90%
 Percentage of non-disabled staff: 84.06%
 Percentage not declared / unknown: 13.04%

Percentages of staff by pay band / professional group clusters:

Non-clinical staff:

| | Disabled staff | Non-disabled staff | Disability status not know / undeclared |
|-------------------------------------|----------------|--------------------|---|
| Cluster 1 (A4C bands 1-4) | 4% | 83% | 13% |
| Cluster 2 (A4C bands 5-7) | 4% | 88% | 8% |
| Cluster 3 (A4C bands 8a – 8b) | 5% | 84% | 11% |
| Cluster 4 (A4C bands 8c – 9, & VSM) | 0% | 93% | 7% |

Clinical staff:

| | Disabled staff | Non-disabled staff | Disability status not know / undeclared |
|---|----------------|--------------------|---|
| Cluster 1 (A4C bands 1-4) | 3% | 82% | 15% |
| Cluster 2 (A4C bands 5-7) | 3% | 86% | 11% |
| Cluster 3 (A4C bands 8a – 8b) | 2% | 85% | 13% |
| Cluster 4 (A4C bands 8c – 9, & VSM) | 3% | 76% | 21% |
| Cluster 5 (Medical and dental staff, consultants) | 1% | 83% | 16% |

| | | | |
|--|----|-----|-----|
| Cluster 6 (Medical and dental staff, non-consultant career grades) | 0% | 90% | 10% |
| Cluster 7 (Medical and dental staff, trainee grades) | 2% | 71% | 27% |

An initial analysis of the data above shows significant percentages in each of the clusters where disability status is unknown or not declared. When this data is cross-referenced with the 2018 NHS Staff Survey, a self-declaration of 20% of staff identifying as disabled is noted. There might be many reasons for this disparity.

The NHS England WDES Team is encouraging all organisations to take meaningful steps to increase self-declaration rates as one of their actions for improvement in this current financial year.

Metric 2:

Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

| | Shortlisted <i>n</i> | Appointed <i>n</i> | Appointed % | Relative likelihood of appointment from shortlisting (Non disabled / disabled) |
|--------------|-------------------------|-----------------------|----------------|--|
| Disabled | 348 | 32 | 9.2% | 1.29 |
| Not disabled | 6775 | 801 | 11.8% | |
| Total | 7123 | 833 | 11.7% | |

A figure > 1.0 indicates that non disabled people are more likely to be appointed from shortlisting than disabled people.

This means that in 2018-2019, to a likelihood on 1.29 non disabled people were appointed from shortlisting than disabled people. This is in spite of the Trust's commitment to being a Disability Confident Employer and the guaranteed interview scheme for disabled people who meet the essential criteria for the post.

Metric 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.

| | Substantive workforce* <i>n</i> | Formal capability <i>n</i> (2017-18 & 2018-19) + | Relative likelihood of entering formal capability process |
|--------------|------------------------------------|---|---|
| Disabled | 219 | 0.5 | 1.93 |
| Non-disabled | 6355 | 7.5 | |
| Total | 6574 | 8.0 | |

* Please note this metric on the NHS England WDES spreadsheet does not account for disability status unknown. This has been raised with the WDES Team.

+ Please note, as numbers for this process are relatively small, this metric is based on data from a two year rolling average (similar to the WRES disciplinary metric).

A figure > 1.0 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process.

This means that between 2017-2019, to a likelihood on 1.93 non disabled people were more likely to enter the formal capability process than non-disabled people.

Please note, that for the first year of the WDES only formal capability cases relating to performance were reviewed and reported. Guidance is awaited from the WDES Team as to whether from 2020 onwards both performance and ill-health related formal capability processes will be reported on in the WDES.

Metric 4a – NHS Staff Survey Metric

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

- i) Patients / service users, their relatives or other members of the public
- ii) Managers
- iii) Other colleagues

| | Disabled <i>n</i> | Disabled % | Non-disabled <i>n</i> | Non-disabled % |
|--|----------------------|---------------|--------------------------|-------------------|
| Patients / service users, their relatives or other members of the public | 590 | 36.3% | 2492 | 27.4% |
| Managers | 584 | 28.1% | 2469 | 17.0% |
| Other Colleagues | 580 | 33.8% | 2471 | 21.4% |

Metric 4b – NHS Staff Survey Metric

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 <i>n</i> | Disabled % | Non-disabled <i>n</i> | Non-disabled % |
|----------------------|---------------|--------------------------|-------------------|
| 312 | 41.7% | 929 | 42.3% |

Metric 5 – NHS Staff Survey Metric:

Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

| Disabled <i>n</i> | Disabled % | Non-disabled <i>n</i> | Non-disabled % |
|----------------------|---------------|--------------------------|-------------------|
| 362 | 68.5% | 1528 | 80.0% |

Metric 6 – NHS Staff Survey Metric:

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 <i>n</i> | Disabled % | Non-disabled <i>n</i> | Non-disabled % |
|----------------------|---------------|--------------------------|-------------------|
| 426 | 37.1% | 1337 | 27.1% |

Metric 7 – NHS Staff Survey Metric:

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 <i>n</i> | Disabled % | Non-disabled <i>n</i> | Non-disabled % |
|----------------------|---------------|--------------------------|-------------------|
| 588 | 28.2% | 2503 | 38.4% |

Metric 8 – NHS Staff Survey Metric:

Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

| Disabled <i>n</i> | Disabled % |
|----------------------|---------------|
| 308 | 64.9% |

Metric 9a – NHS Staff Survey Metric:

The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

| Disabled <i>n</i> | Disabled Engagement Score | Non-disabled <i>n</i> | Non-disabled Engagement Score | Trust Engagement Score |
|----------------------|---------------------------------|--------------------------|-------------------------------------|------------------------------|
| 591 | 6.1 | 2515 | 6.6 | 6.5 |

Metric 9b

Has your organisation taken action to facilitate the voices of disabled staff in your organisation to be heard?

Yes.

In the autumn of 2018 we launched a MAPLE (Mental and Physical Lived Experience) staff network, initially as a closed Facebook group. This small group of staff engage regularly through the group.

Paul Boocock, Director of Estates and Facilities is the MAPLE network executive sponsor and it is envisaged that we will support the group in establishing physical staff network meetings in 2019-2020.

Metric 10 – Board representation metric

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

At 31st March 2019 all voting members and executive members of the Board had self-declared as non-disabled or their disability status was unknown.

Disability status, as with all equality monitoring information, can be declared at the time of appointment to the Trust, or updated on ESR self-service or through the Human Resources Team at any time.

Actions for improvement:

Following the submission of the WDES data to the NHS England WDES Team at the end of July 2019 and the publication of this report, it is proposed that the Trust commits to two primary actions for improvement in the current financial year:

- 1) Undertake meaningful steps to improve staff self-disclosure rates around disability.
- 2) Support the emerging MAPLE staff network and enable physical meetings of the group to commence in 2019-2020.

The detailed steps to facilitate point 1 will be agreed and implemented with the support of the HR & OD Team and the emerging MAPLE staff network members. The detailed timeline for the start of meetings of the MAPLE staff network to be agreed with the MAPLE network members and with the support of Paul Boocock, MAPLE network executive sponsor.

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