

Workforce Disability Equality Standard (WDES)
Data report, analysis and proposed actions for improvement
2019-2020

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 WDES report was collated and prepared in the second quarter of 2020-2021. The data has been verified by Workforce Intelligence and will be submitted electronically to NHS England using a pre-prepared Excel spreadsheet ahead of the reporting deadline of the 31st August 2020.

Parallel to this an electronic WDES report template will be completed and submitted to NHS England using their electronic reporting hub. However, as this template does not present information in an appropriate format for placing in the public domain, the current report has been produced.

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: 7940

Percentage of disabled staff: 3.20%
 Percentage of non-disabled staff: 86.10%
 Percentage not declared / unknown: 10.70%

It is positive that our efforts in the last year to encourage staff to update their equality monitoring information have started to show results with a reduction in the percentage of staff choosing not to inform their disability status from 13.04% to 10.70%, and with small increases in the staff informing the Trust that they are disabled / non-disabled.

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%	83.5%	12.5%
Cluster 2 (A4C bands 5-7)	4%	89.7%	6.3%
Cluster 3 (A4C bands 8a – 8b)	2.9%	86.8%	10.3%
Cluster 4 (A4C bands 8c – 9, & VSM)	0%	100%	0%

Clinical staff:

	Disabled staff	Non-disabled staff	Disability status not know / undeclared
Cluster 1 (A4C bands 1-4)	2.81%	84.85%	12.34%
Cluster 2 (A4C bands 5-7)	3.58%	87.31%	9.11%
Cluster 3 (A4C bands 8a – 8b)	1.67%	87.77%	10.56%

Cluster 4 (A4C bands 8c – 9, & VSM)	3.45%	82.76%	13.79%
Cluster 5 (Medical and dental staff, consultants)	0.61%	85.10%	14.29%
Cluster 6 (Medical and dental staff, non-consultant career grades)	0%	90.87%	9.13%
Cluster 7 (Medical and dental staff, trainee grades)	2.30%	90.42%	7.28%

An initial analysis of the data above shows an increase in disabled and non-disabled staff informing and updating their status and an associated reduction of disability status unknown or not declared. When this data is cross-referenced with the 2019 NHS Staff Survey, a self-declaration of around 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 continue 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	316	43	13.6%	1.16 (2018 – 1.29)
Not disabled	6345	1001	15.8%	
Unknown	1366	268	19.6%	
Total	8027	1312	16.3%	

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

This means that in 2019-2020, to a likelihood on 1.16 non-disabled people were appointed from shortlisting than disabled people. This is an improvement from a likelihood of 1.29 in 2018-2019.

It is important to note the Trust's continued commitment to being a Mindful Employer and a Disability Confident Employer (level 2) 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	249	2	18.24
Non-disabled	6811	3	
Unknown	843	0	
Total	7903	5.0	

* 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.

In 2019-2020 the relative likelihood figure has increased to 18.24 (from 1.93 in 2018-2019). As the numbers for capability cases are very small, the Trust has raised a concern with the national WDES Team as to the statistical value and reliability of this metric.

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

NHS Staff Survey metrics:

It is important to note, that in 2019 the NHS Staff Survey was completed by 50% of the workforce (up from 46% in 2018). Further, we are encouraged to note a larger number of our disabled staff completing the survey, alongside a modest improvement in the reported experience of our disabled staff.

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	721 (2018 – 590)	33.6% (2018 - 36.3%)	2854 (2018 – 2492)	28.1% (2018 - 27.4%)
Managers	716 (2018 – 584)	24.3% (2018 - 28.1%)	2851 (2018 – 2469)	15.6% (2018 - 17.0%)
Other Colleagues	716 (2018 – 580)	32.0% (2018 - 33.8%)	2853 (2018 – 2471)	21.3% (2018 - 21.4%)

In 2019 we completed a series of bullying & harassment focus groups, promoted with our staff networks. Output was a programme of bullying & harassment and building respectful teams workshops. We will continue to build on this work in partnership with the our MAPLE (Mental and physical lived experience) staff network, as the group continues to establish.

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 %
373	47.7%	1088	42.9%
(2018 – 312)	(2018 - 41.7%)	(2018 – 929)	(2018 - 42.3%)

It is encouraging to note a 6% increase in the percentage of disabled staff, or a colleague, who felt confident to report their last incident of harassment, bullying or abuse at work, alongside a small increase in non-disabled staff, when compared to the 2018 data.

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 %
439	75.9%	1808	84.2%
(2018 – 362)	(2018 - 68.5%)	(2018 – 1528)	(2018 - 80.0%)

There is still work to be undertaken to ensure further increase in the percentage of disabled staff who report their belief that the Trust provides equal opportunities for career progression or promotion. However, it is encouraging to note a 7% increase in the self-reported experience of our disabled staff, alongside an increase in non-disabled staff.

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 %
549	32.8%	1593	25.4%
(2018 – 426)	(2018 - 37.1%)	(2018 – 1337)	(2018 - 27.1%)

The percentage of disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties, has reduced by just over 4% when compared with 2018. However, we must continue to work with our disabled staff to understand the issues they are facing and work to ensure they are addressed.

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 %
723	29.3%	2862	40.5%
(2018 – 588)	(2018 - 28.2%)	(2018 – 2503)	(2018 - 38.4%)

The percentage of disabled staff who report they are satisfied with the extent to which their organisation values their work has increased by just over 1%, compared to 2018. However, there is still a >10% differential in the reported experience when compared with their non-disabled colleagues.

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 %
395 (2018 – 308)	66.1% (2018 - 64.9%)

Compared to 2018, there is a slight increase in the percentage and numbers of staff reporting that their employer has made adequate adjustment(s) to enable them to carry out their work.

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
722 (2018 – 591)	6.2 (2018 - 6.1)	2871 (2018 – 2515)	6.6 (2018 - 6.6)	6.5 (2018 - 6.5)

It is encouraging to note, that although the engagement scores for the Trust and non-disabled staff have remained the same as in 2018, there is a 0.1 increase for our disabled staff.

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.

The MAPLE network had its first physical meeting in early 2020, at which a small number of engaged staff confirmed their commitment to continue with the establishment of the network. Alas, shortly thereafter the COVID-19 pandemic arrived and the Trust had to make the difficult decision to stop all non-essential meetings. Through the pandemic the Trust has invested in MS Teams technology and we are starting to offer staff network meetings via MS Teams, until face-to-face meetings can be re-established safely. The first MS Teams meeting for the MAPLE network will take place in August 2020.

Paul Boocock, Director of Estates and Facilities is the MAPLE network leadership sponsor.

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 2020 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 August 2020 and the publication of this report, it is proposed that the Trust commits to the following primary actions for improvement in the current financial year:

- 1) Undertake further meaningful steps to improve staff self-disclosure rates around disability.
- 2) Support the emerging MAPLE staff network and enable MS Teams meetings of the group to recommence from August 2020, until face-to-face meetings can be re-established.
- 3) Include members of the MAPLE network in the first cohort of Reverse Mentoring, to start with members of the Trust Board in September 2020.
- 4) Integrate the learning and key actions from the COVID-19 experience into action planning, grouped around the themes of 1) Safety and Protection; 2) Decision Making; 3) Engagement; 4) Media and Communications and 5) Redesign.
- 5) The WDES action plan will be developed with the support of the emerging MAPLE staff network and will be delivered and monitored within the Trust's Integrated Improvement Plan (Talent Management section).
- 6) Further develop the network of Freedom to Speak Up champions to embrace members of the MAPLE staff network.

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