

Workforce Disability Equality Standard (WDES)

Data report, analysis and proposed actions for improvement 2020-2021

Approved by the Trust Board on 3rd August 2021

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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 and the NHS People 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 first quarter of 2021-2022. The workforce data has been verified by the Workforce Intelligence Team and the staff survey data is taken straight from the national staff survey database. The final data report will be submitted electronically to NHS England WDES Team using the national Data Collection Framework platform ahead of the reporting deadline of the 31st August 2021. Further, the data has been shared with our MAPLE (Mental and Physical Lived Experience) staff network for comment and guidance in relation to the actions for improvement required.

This current report provides an overview of the data by metric, compares the data to the previous years’ reports, as appropriate, 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 2021: 8339

Percentage of disabled staff: 3.30%

Percentage of non-disabled staff: 86.90%

Percentage not declared / unknown: 9.80%

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 10.70% to 9.80%, 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 (previous year's data in brackets):

Non-clinical staff

	Disabled staff	Non-disabled staff	Disability status not know / undeclared
Cluster 1 (A4C bands 1-4)	3.4% (4%)	83.8% (83.5%)	12.7% (12.5%)
Cluster 2 (A4C bands 5-7)	5.2% (4%)	89.8% (89.7%)	5% (6.3%)
Cluster 3 (A4C bands 8a – 8b)	2.4% (2.9%)	89.3% (86.8%)	8.3% (10.3%)
Cluster 4 (A4C bands 8c – 9, & VSM)	0% (0%)	100% (100%)	0% (0%)

Clinical staff:

	Disabled staff	Non-disabled staff	Disability status not know / undeclared
Cluster 1 (A4C bands 1-4)	3% (2.81%)	88.9% (84.85%)	8.1% (12.34%)
Cluster 2 (A4C bands 5-7)	4.1% (3.58%)	87.3% (87.31%)	8.6% (9.11%)
Cluster 3 (A4C bands 8a – 8b)	1% (1.67%)	89.8% (87.77%)	9.2% (10.56%)
Cluster 4 (A4C bands 8c – 9, & VSM)	3% (3.45%)	81.8% (82.76%)	15.2% (13.79%)
Cluster 5 (Medical and dental staff, consultants)	0.3% (0.61%)	85.9% (85.10%)	13.8% (14.29%)
Cluster 6 (Medical and dental staff, non-consultant career grades)	0.5% (0%)	88.6% (90.87%)	10.9% (9.13%)
Cluster 7 (Medical and dental staff, trainee grades)	1.8% (2.30%)	87.5% (90.42%)	10.6% (7.28%)

An initial analysis of the data above shows variances in many of the reporting areas, which require more detail analysis, when actions relating to improving disclosure rates are proposed. When this data is cross-referenced with the 2020 NHS Staff Survey, a self-declaration of around 20% of staff identifying as disabled is noted. There might be many reasons for this disparity, which need to be understood and addressed.

Metric 2

Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts (previous years' data in brackets).

	Shortlisted <i>N</i>	Appointed <i>n</i>	Appointed %	Relative likelihood of appointment from shortlisting (Non disabled / disabled)
Disabled	358 (316)	81 (43)	22.6% (13.6%)	0.95
Not disabled	7132 (6345)	1534 (1001)	21.5% (15.8%)	0.95
Unknown	1732 (1366)	557 (268)	32.2% (19.6%)	0.95
Total	9222 (8027)	2172 (1312)	23.6% (16.3%)	(1.16 – 2020 1.29 - 2019)

A figure of 1.0 indicates parity in relative likelihood of appointment from shortlisting for non-disabled and disabled people.

This means that in 2020-2021, with a relative likelihood of 0.95 disabled people were slightly **more** likely to be appointed from shortlisting than non-disabled people. This is a significant and continued improvement from a likelihood of 1.29 in 2019 and 1.16 in 2020 (where disabled people were **less** likely to be appointed from shortlisting than non-disabled people).

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.

It is encouraging to note a continued improvement in this indicator and this bears witness to the Trust's commitment and actions to improve equality for disabled people. The Trust needs to continue to build upon the journey of improvement in recent years to ensure the emerging equality in this area is maintained.

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 (previous year's data in brackets).

	Substantive workforce* <i>n</i>	Formal capability <i>n</i> *	Relative likelihood of entering formal capability process
Disabled	274 (249)	2 (2)	26.45 (18.24)
Non-disabled	7246 (6811)	2 (3)	
Unknown	819 (843)	0 (0)	
Total	8339 (7903)	4 (5)	

* Please note, as numbers for this process are relatively small, this metric is based on data from a two year rolling average.

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

In 2020-2021 the relative likelihood figure has increased to 26.45 (from 18.24 in 2019-2020). 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. However, it is also recommended that the Trust undertakes a detailed analysis of the capability cases to understand the data better.

Please note, that in 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 recent years the Trust has seen a steady increased in the numbers of staff completing the NHS Staff Survey. In the 2020 national NHS Staff Survey this increased to 51% (from 50% in 2019). Where possible, the NHS Staff Survey data for the three years of WDES reporting has been included, so that trends in results can start to be explored, understood and acted upon.

Metric 4a

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from (previous years' data in brackets):

- 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	815 (721 - 2019) (590 – 2018)	35.8% (33.6% - 2019) (36.3% - 2018)	2870 (2854 - 2019) (2492 – 2018)	25.7% (28.1% - 2019) (27.4% - 2018)
Managers	812 (716 - 2019) (584 – 2018)	26.6% (24.3% - 2019) (28.1% - 2018)	2867 (2851 - 2019) (2469 – 2018)	16.3% (15.6% - 2019) (17.0% - 2018)
Other Colleagues	812 (716 – 2019) (580 – 2018)	30.3% (32.0% - 2019) (33.8% - 2018)	2869 (2853 - 2019) (2471 – 2018)	20.9% (21.3% - 2019) (21.4% - 2018)

The Trust needs to continue to address issues raised by this indicator as a matter of urgency and develop a robust strategy to ensure issues of bullying, harassment and abuse are addressed. We will continue to develop this work in partnership with the MAPLE (Mental and physical lived experience) staff network, as the group continues to establish.

Metric 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 N	Disabled %	Non-disabled N	Non-disabled %
427	43.6%	1056	46.0%
(372 - 2019)	(47.8% - 2019)	(1087 - 2019)	(43.0% - 2019)
(312 – 2018)	(41.7% - 2018)	(929 – 2018)	(42.3% - 2018)

It is disappointing to note a decrease in the percentage of disabled staff, or a colleague, who felt confident to report their last incident of harassment, bullying or abuse at work.

From 2021-2022 the Trust is investing into an important NHS Culture and Leadership programme, alongside the Integrated Care System's commitment to the Cultural Intelligence and Inclusion journey and it will be imperative that these issues are included in the programmes.

Metric 5

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 %
507	75.3%	1898	84.6%
(437 - 2019)	(75.9% - 2019)	(1808 - 2019)	(84.2% - 2019)
(362 – 2018)	(68.5% - 2018)	(1528 – 2018)	(80.0% - 2018)

Although the data for both disabled and non-disabled staff does not evidence significant change when compared to 2019, 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. This will be embraced in the Trust's Talent Management strategy.

Metric 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 <i>N</i>	Disabled %	Non-disabled <i>n</i>	Non-disabled %
592	40.0%	1314	28.7%
(549 - 2019)	(32.8% - 2019)	(1593 - 2019)	(25.4% - 2019)
(426 - 2018)	(37.1% - 2018)	(1337 - 2018)	(27.1% - 2018)

It is noted that in the current reporting cycle the data for both disabled and non-disabled staff has deteriorated. Having said that, a marked deterioration for disabled staff of >7% is noted. An initial review of this indicator is leading the Trust to believe, this is likely to be linked to the challenges around the NHS response to the COVID-19 pandemic. However, this is disappointing as the Trust has sought to proactively support staff through the shielding scheme and with individual risk assessments, which factor in risks directly related to groups identified as more vulnerable to the virus. The Trust must continue to work with our disabled staff to understand the issues they are facing and work to ensure they are addressed.

Metric 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 <i>N</i>	Disabled %	Non-disabled <i>n</i>	Non-disabled %
836	28.5%	2964	38.7%
(723 - 2019)	(29.3% - 2019)	(2862 - 2019)	(40.5% - 2019)
(588 - 2018)	(28.2% - 2018)	(2503 - 2018)	(38.4% - 2018)

In the current reporting cycle there is a deterioration in the reported experience of both disabled and non-disabled staff. However, there is still a >10% differential in the reported experience when compared with their non-disabled colleagues. This data needs to be factored into the Trust's Culture and Leadership programme.

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 %
496	71.2%
(395 - 2019)	(66.1% - 2019)
(308 - 2018)	(64.9% - 2018)

Looking at the trend since WDES reporting started, it is encouraging to see a steady 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. However, this improvement needs to continue to ensure the Trust compares to other comparable Trusts (national average = 75.5%).

Metric 9a

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
836	6.1	2976	6.5	6.4
(722 - 2019)	(6.2 - 2019)	(2871 - 2019)	(6.6 - 2019)	(6.5 - 2019)
(591 - 2018)	(6.1 - 2018)	(2515 - 2018)	(6.6 - 2018)	(6.5 - 2018)

A slight decrease in engagement scores for disabled and non-disabled staff is noted in the current reporting cycle.

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.

During 2020-2021, the MAPLE staff network was formally launched and regular meetings established. The network has appointed a chair and vice-chair and as the financial year ended, was working on its terms of reference and plan of work.

Martin Rayson, Director of People and Organisational Development is the MAPLE network executive sponsor. In 2020-2021 the Trust has invested into the support and resourcing of staff networks to ensure the voices of our networks are amplified and acted upon. The plans will come into fruition proper in 2021-2022.

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 2021 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 2021 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 meaningful steps to improve staff self-disclosure rates around disability.
- 2) Continue to strengthen the support for the new MAPLE staff network.
- 3) Embed the Reverse Mentoring scheme into the mentoring / coaching offer of the Trust and ensure continued participation of MAPLE network members in the scheme.
- 4) Work with the MAPLE network to support the development of their plan of work.
- 5) Develop a detailed WDES action plan 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) Engage with the new Freedom to Speak Up guardian to further develop FTSU champions and to include members of the MAPLE staff network.

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