

## Workforce Disability Equality Standard Report for Trust Board

July 2019

### 1. Purpose of the report

- To provide the information to the Trust Board on the Workforce Disability Equality Standard (WDES) Indicators <https://www.england.nhs.uk/wp-content/uploads/2019/01/wdes-metrics.pdf>
- To update Trust Board on our submission and the data, as per our contractual requirements.
- To highlight key priorities and actions required to make improvements against the WDES.

### 2. Background

The NHS Workforce Disability Equality Standard (WDES) is designed to improve workplace experience and career opportunities for disabled people working, or seeking employment, in the NHS. The WDES follows the NHS Workforce Race Equality Standard (WRES) as a tool and an enabler of change.

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff. This information will then be used by the relevant NHS organisation to develop a local action plan, and enable them to demonstrate progress against the indicators of disability equality. The WDES is mandated through the NHS Standard Contract and as of the 1st April 2019, it forms part of the standard NHS contract and it is highly likely to form part of future CQC inspections under the 'well led' domain.

The implementation of the WDES will enable us to better understand the experiences of disabled staff. It will support positive change for existing employees and enable a more inclusive environment for our disabled staff.

First report must be published by 1 August 2019 and based on the data from the 2018/19 financial year.

A key component to making progress against this standard is staff engagement and involvement.

### 3. WDES Metric Analysis

#### a) Metric 1

Metric 1 shows the percentage of ESTH staff who have classified themselves as having a disability compared to those staff who do not have a disability using agenda for change (AfC) pay bands or medical and dental subgroups and very senior managers (including Executive Board members). The percentages are clustered into 4 groups for non-clinical staff and 7 groups for clinical staff. This is due the small numbers of staff in each pay band

<b>Metric 1a Non-Clinical Workforce</b>				
	Disabled	Not Disabled	Unknown or Null	Total Number of Staff
AfC Bands 1-4	3%	76%	21%	780
AfC Bands 5-7	4%	73%	23%	287
AfC Bands 8a – 8b	3%	79%	18%	112
AfC Bands 8c, 8d, 9 & VSM (inc Exec Board)	0	78%	22%	54
<b>Metric 1b Clinical Workforce</b>				
AfC Bands 1-4	2%	77%	20%	922
AfC Bands 5-7	2%	76%	22%	1924
AfC Bands 8a – 8b	3%	70%	26%	174
AfC Bands 8c, 8d, 9 & VSM (inc Exec Board)	4%	75%	21%	28
Medical and Dental Staff, Consultants	0%	64%	36%	330
Medical and Dental staff, Non-consultant career grade	1%	74%	25%	73
Medical and Dental staff, Medical and dental trainee grades 1	1%	97%	2%	392

The above tables, metric 1a and 1b clearly show that the percentage of disabled staff in both the non-medical and medical workforce is very low. It also highlights in both tables that there are high percentage of the workforce which record as either “unknown” or a “null” response.

b) Metric 2

The table below shows the relative likelihood of disabled applicants compared to non-disabled applicants being appointed from shortlisting across all posts.

<b>Metric 2</b>	<b>Disabled Staff</b>	<b>Non-disabled Staff</b>
Shortlisted applicants	143	3627
Appointed applicants	22	732
Likelihood of being appointed	22/143 = 0.15	732/3627 = 0.20
The Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff $0.20/0.15 =$  A figure above 1.00 indicates that Disabled staff are less likely than Non-Disabled staff to be appointed from shortlisting.	<b>1.31</b>	

The table above, metric 2 shows that the likelihood of non-disabled staff being appointed from short listing is 1.33 higher when compared with disabled groups.<sup>1</sup>

<sup>1</sup> It should be noted that the Trust is part of the Department of Work and Pensions scheme are a Disability Confident Employer, and therefore operate a guaranteed interview scheme for disabled applicants who meet the minimum person specification.

c) Metric 3

Metric 3 explores the relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

Note: This Metric will be based on data from a two-year rolling average of the current year and the previous year

<b>Metric 3</b>				
	Disabled	Non-Disabled	Unknown	Total
2017-2018	0	3	0	3
2018-2019	0	2	0	2

d) Metric 4 - NHS Staff Survey 2018

The metric's 4, 5, 6, 7, 8 and 9 represent unweighted question level responses to key findings in the NHS for ESTH staff.

	<b>Metric</b>	<b>2018 staff survey results</b>	
4.1	Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12	Disabled	31.5%
		Non-disabled	29.6%
4.2	Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	Disabled	23.5%
		Non-disabled	17.1%
4.3	Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	Disabled	28.6%
		Non-disabled	23.6%
4.4	Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	Disabled	45.3%
		Non-disabled	45.3%
Metric 5	Percentage believing that trust provides equal opportunities for career progression or promotion	Disabled	63.0%
		Non-disabled	76.5%
Metric 6	Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	Disabled	35.4%
		Non-disabled	23.4%
Metric 7	Percentage of staff saying that they are satisfied with the extent to which their organisation values their work	Disabled	30.1%
		Non-disabled	44.4%
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Disabled	67.5%
Metric 9 Part a	The staff engagement score for Disabled staff, compared to non- disabled staff and the overall engagement score for the organisation	Disabled	6.3
		Non-disabled	7.0
		Organisational score	6.9
Metric 9 Part b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)  If no what actions are planed	Yes	Disability Staff Network launched to provide disabled staff a voice

## 2018 NHS Staff Survey Results Analysis

- Metric 4 – Staff feeling harassed, bullied or abused in the last 12 months from:
  - Patient's, relatives or the public is 1.9% higher for disabled staff than non-disabled staff.
  - Manger's is 6.7% higher for disabled staff than non-disabled staff.
  - Other colleague's is 5% higher for disabled staff than non-disabled staff.
  - Disabled staff and non-disabled show an equal percentage of 45.3% more likely to report harassment, bullying or abuse at work.
- Metric 5 – Disabled staff feel 13.5% less likely to receive equal opportunities in terms career progression or promotion at work compared to non-disabled staff.
- Metric 6 – Disabled staff felt 12% more pressured to attend work, despite not feeling well enough to perform their duties compared to non-disabled staff.
- Metric 7 – 14.3% less disabled staff felt satisfied that their organisation valued their work compared to non-disabled staff.
- Metric 8 – Only 67.5% of disabled staff feel we have made adequate adjustment's to enable them to carry out their work.
- Metric 9 – The engagement score for disabled staff is 0.7 less than that of non- disabled staff.

### Metric 10

#### Metric 10 – The percentage of ESTH Board and Executive Team who classify themselves as having a disability or long term condition

	Disabled	Non-Disabled	Not declared	Total
Trust Board and Executive Team	0	89%	11%	100%

## 4. Key priorities and action required

Going forward there are a number of key priorities which include:

- 1) Improving the validity of data in Metric 1 by reducing the large percentage of staff in the unknown or null column across all pay bands in both the medical and non-medical workforce.
- 2) To improve disabled staff experience
- 3) To improve engagement of disabled staff

Actions Required:

- To ensure all WDES actions are monitored through the Equality, Diversity and Inclusion Committee
- Ensure disability is promoted through the Trusts Respect programme
- Focus on reducing the large percentage of staff who record unknown or null in their disability/ability status
- Ensure ESTH disability staff equality network is supported and provides a voice to our disabled staff
- To improve recruitment and retention of disabled people