# APPENDIX 4 – The WORKFORCE DISABILITY EQUALITY STANDARD (WDES)

**Purpose of the National WDES**

Following the success of the Workforce Race Equality Standard **WRES** launched in 2015 (see **Appendix 3),** the **Workforce Disability Equality Standard** **WDES** was applied to all NHS Trusts from April 2019. Both Standards are mandated by the NHS Standard Contract.

The WDES aims to help enable staff with a disability to have equal access to career opportunities and fair treatment in the NHS workplace. This was in response to research indicating potential for less favourable treatment of disabled staff within the NHS. (For instance that Disabled staff have poorer experiences in areas such as bullying and harassment and in attending work when feeling ill, when compared to non-disabled staff).

**WDES - Specific Metrics of performance for Disabled staff -** The WDES has a similar set of measures to the WRES Indicators but these are called Metrics to avoid confusing the two standards. These focus on the representation of disabled staff at all levels in the Trust and the differences between the experience and treatment of disabled and non-disabled staff in the Trust / NHS.

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| WDES 10 MetricsMetrics[[1]](#footnote-1) data sources are the recruitment dataset, ESR, NHS Staff Survey, HR data. Except for Metric 9b which requires narrative evidence of actions taken, within the WDES annual report. |
| **METRIC 1**  |
| **Compare the data for both Disabled and non-disabled staff: Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce**. **Undertake this calculation separately for non-clinical and for clinical staff.*** Cluster 1: AfC Band 1, 2, 3 and 4
* Cluster 2: AfC Band 5, 6 and 7
* Cluster 3: AfC Band 8a and 8b
* Cluster 4: AfC Band 8c, 8d, 9 and VSM (incl. Executive Board members)
* Cluster 5: Medical and Dental staff, Consultants
* Cluster 6: Medical and Dental staff, Non-consultant career grade
* Cluster 7: Medical and Dental staff, Medical and dental trainee grades

**Note:** Definitions for these categories are based on ESR occupation codes with the exception of medical and dental staff, which are based upon grade codes. |
| **METRIC 2** |
| **Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.** **Note: This refers to both external and internal posts.**If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the WDES online reporting form to ensure comparability between organisations*.* |
| **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. Note:** This Metric will be based on data from a two-year rolling average of the current year and the previous year.  |
| **National NHS Staff Survey Metrics –** **For each of the following four Staff Survey Metrics, compare the responses for both Disabled and non- disabled staff.** |
| **METRIC 4 -** (Staff Survey Q13) |
| 1. **Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:**
	1. Patients/service users, their relatives or other members of the public
	2. Managers
	3. Other colleagues

**b) 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** |
| **METRIC 5 -** (Staff Survey Q14) |
| **Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.** |
| **METRIC 6 -** (Staff Survey Q11) |
| **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.** |
| **METRIC 7 -** (Staff Survey Q5) |
| **Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.** |
| **METRIC 8** (Staff Survey Q28b) – **NB only includes the responses of Disabled staff** |
| **Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.** |
| **METRIC 9 - NHS Staff Survey and the engagement of Disabled staff**For part a) of the following Metric, compare the staff engagement scores for Disabled, non-disabled staff and the overall Trust’s scoreFor part b) add evidence to the Trust’s WDES Annual Report |
| 1. **The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.**
2. **Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)**

**Note: For your Trust’s response to b)****If yes,** please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. **If no**, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the WDES technical guidance. |
| **METRIC 10** Compare the difference for Disabled / non-disabled staff. |
| Percentage difference between the organisations’ Board voting membership and its organisations’ overall workforce, disaggregated by:* By voting membership of the Board.
* By Executive membership of the Board.
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From this Trusts can compare the experiences of disabled and non-disabled staff, then develop a local action plan and map progress. The Trust has to demonstrate progress against these indicators of disability equality.

**NHS National Report on WDES data submissions – Learning and Benchmarking.**  All Trusts submit WDES Data on a national NHS data base for local and national reporting, comparison and benchmarking of NHS disability equality performance and progress.

The National Report helps position the Trust nationally, by Acute Trusts and by Region. For the NHS and Trust this opens up discussion and encourages good practice. Data comparison and publication nationally is intended to give transparency, to assist peer support between Trusts, to lead to inquiry into causes of issues or data patterns and to assist the national WDES Team to identify and share good practice.

**Robust Action Plans –** The Trust is required to understand the data and have robust action plans for continuous improvements as essential steps towards helping the workplace to be free from discrimination.

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| **A key improvement area needed is Disability Data Declaration –** Unlike the level of local and national ethnicity declaration for the WRES, which is high, the level of local and national disability declaration is low. The Trust has moved from 56% to 26% non-declaration since 2015, mainly due to the Electronic Staff Record ESR which enables staff to adjust their own data declarations. **Sensitive data -** This level of non-declaration is a local and national phenomena for Patients as well as the workforce. Religion or Belief and Sexual Orientation also have higher non declaration. These are regarded as more private or personal areas. There needs to be more confidence in declaring, in confidentiality and in the generic, anonymised use of data.  |

More work is planned to encourage confidence in declaring disability as this not only effects the support and reasonable adjustments that could be offered to staff with a disability but it also effects the value and relevance of data usage when there is a large gap in the information collected.

**Commitment** to promoting equality and diversity in the workforce, along with inclusive leadership is crucially associated with increased patient-centred care, innovation, staff morale and access to a wider talent pool.

**Care Quality Commission’s Role –** Since April 2019 the WDES has been included in the “well led” domain in CQC inspections. As for the WRES the national WDES team will support the CQC in using the WDES as a source of reference during inspections.

# The WDES and the Equality Delivery System (EDS2) – See appendix 4 for details

# The WDES reports can be found on the Trust website under the headings: Corporate/ Equality and Diversity / Annual Reports

1. The Metrics were informed by Middlesex and Bedford Universities Research on behalf of NHS England, and by Disability Rights UK on behalf of NHS Employers. [↑](#footnote-ref-1)