

Workforce Disability Equality Standard (WDES) Report May 2023

Trust Board Leads for the WRES	Angela Doak - Director of Human Resources
Lead manager compiling this report	Victoria Parsons, Associate Director of Corporate Governance – Lead for Equality and Diversity

Introduction and Background

National NHS research indicates that less favourable treatment of Disabled staff can and does occur. National annual NHS staff survey results show that Disabled staff consistently report higher levels of bullying and harassment and less satisfaction with appraisals and career development opportunities.

The national Workforce Disability Equality Standard (**WDES**) was devised by NHS England and the NHS Equality and Diversity Council to help NHS organisations to address this. The WDES has **10 specific evidence based metrics**, to measure and benchmark local and national NHS disability equality performance.

These metrics enable the Trust to compare the experiences of Disabled with non-disabled staff, develop a local action plan and demonstrate progress against the metrics. This is to help improve the experiences of Disabled staff and to ensure their equal access to career opportunities and fair treatment in the workplace.

Workforce Disability Equality Standards Indicator Results

Total staff and Declaration of Disability

Staff declaration	2021		2022		2023	
Total Staff numbers	8022		8106		8206	
Disabled staff -	181	2.2%	170	2.1%	216	2.63%
Non-disabled staff -	6130	78.7%	6472	79.9%	6715	81.83
Non- declaration by staff	1531	19.1%	1462	18%	1275	15.54%

For each of these workforce indicators, we compare the data for Disabled and Non-disabled staff. If we are reviewing relative likelihood, a score of less than one is more favourable to Disabled Staff.

INDICATOR 1 - Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers compared with the percentage of staff in the overall workforce.

2023															
Grades Bands	Clinical							NON Clinical							Grand
	D		ND		NR		Total	D		ND		NR		Total	Total
Band 1	0	0.0%	2	100.0%	0	0.0%	2	1	3.8%	20	76.9%	5	19.2%	26	28
Band 2	22	2.5%	732	82.7%	131	14.8%	885	11	2.8%	312	79.6%	69	17.6%	392	1277
Band 3	14	3.2%	351	79.6%	76	17.2%	441	18	4.4%	331	81.7%	56	13.8%	405	846
Band 4	15	4.4%	279	81.3%	49	14.3%	343	14	3.1%	385	84.1%	59	12.9%	458	801
Band 5	28	2.3%	1038	84.5%	162	13.2%	1228	8	3.9%	171	84.2%	24	11.8%	203	1431
Band 6	41	3.4%	983	82.5%	168	14.1%	1192	6	4.8%	104	83.9%	14	11.3%	124	1316
Band 7	18	2.3%	624	79.5%	143	18.2%	785	9	8.3%	92	85.2%	7	6.5%	108	893
Band 8a	2	1.1%	143	77.7%	39	21.2%	184	1	1.7%	50	83.3%	9	15.0%	60	244
Band 8b	1	1.9%	41	75.9%	12	22.2%	54	1	2.4%	36	87.8%	4	9.8%	41	95
Band 8c	0	0.0%	14	93.3%	1	6.7%	15	1	4.5%	19	86.4%	2	9.1%	22	37
Band 8d	0	0.0%	9	90.0%	1	10.0%	10	0	0.0%	13	81.3%	3	18.8%	16	26
Band 9	0	0.0%	3	75.0%	1	25.0%	4	1	8.3%	9	75.0%	2	16.7%	12	16
VSM	0	0.0%	1	50.0%	1	50.0%	2	0	0.0%	5	83.3%	1	16.7%	6	8
Ad hoc	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0
Junior	3	0.7%	355	84.3%	63	15.0%	421								
Middle	0	0.0%	226	80.4%	55	19.6%	281								
Consultant	1	0.2%	367	75.5%	118	24.3%	486								
	145		5168		1020		6333	71		1547		255		1873	8206
														216	2.6%
Grades Bands	Clinical							NON Clinical							Grand
	D		ND		NR		Total	D		ND		NR		Total	Total
Band 1-4	51	3.1%	1364	81.6%	256	0.153	1671	44	3.4%	1048	81.8%	189	14.8%	1281	2952
Band 5-7	87	2.7%	2645	82.5%	473	0.148	3205	23	5.3%	367	84.4%	45	10.3%	435	3640
Bands 8a – 8b	3	1.3%	184	77.3%	51	0.214	238	2	2.0%	86	85.1%	13	12.9%	101	339
Bands 8c-VSM	0	0.0%	27	87.1%	4	0.129	31	2	3.6%	46	82.1%	8	14.3%	56	87
Junior	3	0.7%	355	84.3%	63	0.15	421								0
Middle	0	0.0%	226	80.4%	55	0.196	281								0
Consultant	1	0.2%	367	75.5%	118	0.243	486								0
	145		5168		1020		6333	71		1547		255		1873	8206

- Disability remains under represented in the senior bandings of 8a and above and medical.

INDICATOR 2 - Relative likelihood of staff being appointed from shortlisting across all posts

Year	2021	2022	2023
Relative likelihood	1.09	0.74	0.45

- The data shows that disabled staff are more likely to be appointed than non-disabled staff following shortlisting.

INDICATOR 3 - Relative likelihood of staff entering the formal disciplinary process, (by entry into a formal disciplinary investigation)

	At Y/E March 2021	At Y/E March 2022	At Y/E March 2023
Number	36	58	56
Ratio	0	0	0

- There are no declared cases of a disability going through the grievance process. Therefore, disabled staff are less likely to experience the disciplinary process compared to non-disabled staff.

INDICATOR 4 a (Staff Survey) - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. (Lower score better)

Category	Patients, public etc.		
	2021	2022	2023
Disabled	32.6%	36.5%	36.9%
Non-disabled	26.5%	27.4%	29.4%
Acute Trust Averages			
Disabled	30.9%	32.4%	33%
Non-disabled	24.3%	25.2%	26.2%

- This indicator is marginally worse for both groups of staff and it remains above the national average for both groups

INDICATOR 4 b (Staff Survey) - Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months. (Lower score better)

Category	Managers		
	2021	2022	2023
Disabled	22.0%	18.0%	23.3%
Non-disabled	12.2%	9.5%	10.9%
Acute Trust Averages			
Disabled	19.3%	18.0%	17.1%
Non-disabled	10.8%	9.8%	9.9%

- This indicator is worse for more disabled staff and is 6.2% above the national average. The difference against non-disabled staff is significant.

INDICATOR 4 b (Staff Survey) - Percentage of staff experiencing harassment, bullying or abuse from colleagues in last 12 months. (Lower score better)

Category	Colleagues		
	2021	2022	2023
Disabled	29.2%	25.3%	26.1%
Non-disabled	18.1%	16.7%	17.4%
Acute Trust Averages			
Disabled	26.9%	26.6%	26.9%
Non-disabled	17.8%	17.1%	17.7%

- This indicator has marginally increased this year for both groups and both remain under the national average.

INDICATOR 4 b (Staff Survey) - Percentage of staff saying that they reported the last experiences of bullying and harassment. (Higher score better)

Category	Colleagues		
	2021	2022	2023
Disabled	46.4%	51.4%	44.7%
Non-disabled	45.9%	49.1%	47.6%
Acute Trust Averages			
Disabled	47%	47%	48.4%
Non-disabled	45.8%	46.2%	47.3%

- This indicator has decreased this year for both groups which is not where we want to be. For disabled staff it is below national average.

INDICATOR 5 - Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion. The higher the percentage the better the result. (Higher score better)

	2021	2022	2023
Disabled	47.8%	51.7%	50.7%
Non-disabled	54.7%	55.1%	56.9%
Acute Trust Averages			
Disabled	57.6%	51.4%	51.4%
Non-disabled	57.4%	56.8%	57.3%

- This indicator has marginally decreased this year for both groups and both remain under the national average.

INDICATOR 6 – the 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. (Lower score better)

	2021	2022	2023
Disabled	41.5%	34.9%	37.8%
Non-disabled	27.4%	26.8%	25.6%
Acute Trust Averages			
Disabled	33.0%	32.2%	30%
Non-disabled	23.4%	23.7%	20.8%

- This indicator has increased this year for both groups and both remain under the national average.

INDICATOR 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.

	2021	2022	2023
Disabled	35.5%	31.3%	27.4%
Non-disabled	50.7%	43.1%	41.6%
Acute Trust Averages			
Disabled	37.4%	32.6%	32.5%
Non-disabled	49.3%	43.3%	43.6%

- This indicator has decreased this year for both groups and both remain under the national average.

INDICATOR 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

	2021	2022	2023
Disabled	72.5%	72.0%	65.9%
Acute Trust Averages			
Disabled	75.5%	70.9%	71.8%

- This indicator has decreased this year and remains under the national average.

INDICATOR 9a - The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

	2021	2022	2023
Disabled	6.4	6.3	6.1
Non-disabled	7.1	7	6.9
Org average	-	7	6.8
Acute Trust Averages			
Disabled	6.7	6.4	6.4
Non-disabled	7.1	7	6.9

- This indicator has decreased this year for the disabled group.

INDICATOR 9b – Has your organisation taken action to facilitate the voices of your disabled staff to be heard?

Yes – we have in place the Disability Staff Network. There is further work to be done to expand the role and recruit a new Chair.

INDICATOR 10 - Board representation indicator

Percentage difference between the organisations' Board voting membership and its overall workforce and Executive membership to overall workforce.

Numbers	2022		2023	
	Non-Disabled	Disabled	Non-Disabled	Disabled
TOTAL Board	19	0	19	2
Voting member	15	0	15	2
Non-voting member	4	0	4	0
Executive	7	0	7	0
Non-Executive	8	0	8	2
Workforce Disabled %	79.9%	2.1%	81.3%	2.63
Voting Board Representation	100%	0%	100%	0%
Voting gap in representation	20.1%	-2.1%	18.17%	-2.63%
Executive gap in representation	20.1%	-2.1%	18.17%	-2.63%

Questionnaire Submission Report

This year the Trust was required to complete a questionnaire as part of the submission. There were 29 questions focussed on the Trust approach to supporting staff with a disability.

The Trust did well on questions focussed on recruitment. We are a Level 1 'Committed' Disability Confident employer and have processes in place to support disabled applicants. However, with some of the other questions around tackling bullying and harassment and action taken is focussed on all staff not targeting particular issues from our disabled staff.

Workforce Disability Equality Standard (WDES) Report May 2023

Trust Board Leads for the WRES	Angela Doak - Director of Human Resources
Lead manager compiling this report	Victoria Parsons, Associate Director of Corporate Governance – Lead for Equality and Diversity
Date this report was reported to the Workforce Committee	7 th June 2023
Date this report to be approved by the Trust Board	28 th June 2023

Introduction and Background

National NHS research indicates that less favourable treatment of Disabled staff can and does occur. National annual NHS staff survey results show that Disabled staff consistently report higher levels of bullying and harassment and less satisfaction with appraisals and career development opportunities.

The national Workforce Disability Equality Standard (**WDES**) was devised by NHS England and the NHS Equality and Diversity Council to help NHS organisations to address this. The WDES has **10 specific evidence based metrics**, to measure and benchmark local and national NHS disability equality performance.

These metrics enable the Trust to compare the experiences of Disabled with non-disabled staff, develop a local action plan and demonstrate progress against the metrics. This is to help improve the experiences of Disabled staff and to ensure their equal access to career opportunities and fair treatment in the workplace.

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Band 9	0	0.0%	3	75.0%	1	25.0%	4	1	8.3%	9	75.0%	2	16.7%	12	16
VSM	0	0.0%	1	50.0%	1	50.0%	2	0	0.0%	5	83.3%	1	16.7%	6	8
Ad hoc	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0
Junior	3	0.7%	355	84.3%	63	15.0%	421								
Middle	0	0.0%	226	80.4%	55	19.6%	281								
Consultant	1	0.2%	367	75.5%	118	24.3%	486								
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Junior	3	0.7%	355	84.3%	63	0.15	421								0
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INDICATOR 3 - Relative likelihood of staff entering the formal disciplinary process, (by entry into a formal disciplinary investigation)

	At Y/E March 2021	At Y/E March 2022	At Y/E March 2023
Number	36	58	56
Ratio	0	0	0

- There are no declared cases of a disability going through the grievance process. Therefore, disabled staff are less likely to experience the disciplinary process compared to non-disabled staff.

INDICATOR 4 a (Staff Survey) - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. (Lower score better)

Category	Patients, public etc.		
	2021	2022	2023
Disabled	32.6%	36.5%	36.9%
Non-disabled	26.5%	27.4%	29.4%
Acute Trust Averages			
Disabled	30.9%	32.4%	33%
Non-disabled	24.3%	25.2%	26.2%

- This indicator is marginally worse for both groups of staff and it remains above the national average for both groups

INDICATOR 4 b (Staff Survey) - Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months. (Lower score better)

Category	Managers		
	2021	2022	2023
Disabled	22.0%	18.0%	23.3%
Non-disabled	12.2%	9.5%	10.9%
Acute Trust Averages			
Disabled	19.3%	18.0%	17.1%
Non-disabled	10.8%	9.8%	9.9%

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INDICATOR 4 b (Staff Survey) - Percentage of staff experiencing harassment, bullying or abuse from colleagues in last 12 months. (Lower score better)

Category	Colleagues		
	2021	2022	2023
Disabled	29.2%	25.3%	26.1%
Non-disabled	18.1%	16.7%	17.4%
Acute Trust Averages			
Disabled	26.9%	26.6%	26.9%
Non-disabled	17.8%	17.1%	17.7%

- This indicator has marginally increased this year for both groups and both remain under the national average.

INDICATOR 4 b (Staff Survey) - Percentage of staff saying that they reported the last experiences of bullying and harassment. (Higher score better)

Category	Colleagues		
	2021	2022	2023
Disabled	46.4%	51.4%	44.7%
Non-disabled	45.9%	49.1%	47.6%
Acute Trust Averages			
Disabled	47%	47%	48.4%
Non-disabled	45.8%	46.2%	47.3%

- This indicator has decreased this year for both groups which is not where we want to be. For disabled staff it is below national average.

INDICATOR 5 - Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion. The higher the percentage the better the result. (Higher score better)

	2021	2022	2023
Disabled	47.8%	51.7%	50.7%
Non-disabled	54.7%	55.1%	56.9%
Acute Trust Averages			
Disabled	57.6%	51.4%	51.4%
Non-disabled	57.4%	56.8%	57.3%

- This indicator has marginally decreased this year for both groups and both remain under the national average.

INDICATOR 6 – the 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. (Lower score better)

	2021	2022	2023
Disabled	41.5%	34.9%	37.8%
Non-disabled	27.4%	26.8%	25.6%
Acute Trust Averages			
Disabled	33.0%	32.2%	30%
Non-disabled	23.4%	23.7%	20.8%

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INDICATOR 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.

	2021	2022	2023
Disabled	35.5%	31.3%	27.4%
Non-disabled	50.7%	43.1%	41.6%
Acute Trust Averages			
Disabled	37.4%	32.6%	32.5%
Non-disabled	49.3%	43.3%	43.6%

- This indicator has decreased this year for both groups and both remain under the national average.

INDICATOR 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

	2021	2022	2023
Disabled	72.5%	72.0%	65.9%
Acute Trust Averages			
Disabled	75.5%	70.9%	71.8%

- This indicator has decreased this year and remains under the national average.

INDICATOR 9a - The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

	2021	2022	2023
Disabled	6.4	6.3	6.1
Non-disabled	7.1	7	6.9
Org average	-	7	6.8
Acute Trust Averages			
Disabled	6.7	6.4	6.4
Non-disabled	7.1	7	6.9

- This indicator has decreased this year for the disabled group.

INDICATOR 9b – Has your organisation taken action to facilitate the voices of your disabled staff to be heard?

Yes – we have in place the Disability Staff Network. There is further work to be done to expand the role and recruit a new Chair.

INDICATOR 10 - Board representation indicator

Percentage difference between the organisations' Board voting membership and its overall workforce and Executive membership to overall workforce.

Numbers	2022		2023	
	Non-Disabled	Disabled	Non-Disabled	Disabled
TOTAL Board	19	0	19	2
Voting member	15	0	15	2
Non-voting member	4	0	4	0
Executive	7	0	7	0
Non-Executive	8	0	8	2
Workforce Disabled %	79.9%	2.1%	81.3%	2.63
Voting Board Representation	100%	0%	100%	0%
Voting gap in representation	20.1%	-2.1%	18.17%	-2.63%
Executive gap in representation	20.1%	-2.1%	18.17%	-2.63%

Questionnaire Submission Report

This year the Trust was required to complete a questionnaire as part of the submission. There were 29 questions focussed on the Trust approach to supporting staff with a disability.

The Trust did well on questions focussed on recruitment. We are a Level 1 'Committed' Disability Confident employer and have processes in place to support disabled applicants. However, with some of the other questions around tackling bullying and harassment and action taken is focussed on all staff not targeting particular issues from our disabled staff.