

## Report to Trust Board

<b>Subject:</b>	<b>Workforce Disability Equality Standard (WDES)</b>		<b>Date:</b> 2 <sup>nd</sup> September 2021	
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<b>Approved By:</b>	Rob Simcox – Deputy Director of HR			
<b>Presented By:</b>	Clare Teeney – Director of People			
<b>Purpose</b>				
This document provides a summary of the 2020/21 Workforce Disability Equality Standard (WDES) data submission.			<b>Approval</b>	
			<b>Assurance</b>	<b>x</b>
			<b>Update</b>	
			<b>Consider</b>	
<b>Strategic Objectives</b>				
<b>To provide outstanding care</b>	<b>To promote and support health and wellbeing</b>	<b>To maximise the potential of our workforce</b>	<b>To continuously learn and improve</b>	<b>To achieve better value</b>
<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Risks/Issues</b>				
<b>Financial</b>	Improving productivity and workforce utilisation and impact			
<b>Patient Impact</b>	Maintain safe staffing levels and a good patient experience			
<b>Staff Impact</b>	Improve working lives			
<b>Services</b>	Staffing levels impact service and bed availability			
<b>Reputational</b>	SFH recommended as a great place to work			
<b>Committees/groups where this item has been presented before</b>				
People, Culture and Improvement Committee – 29 July 2021 People and Inclusion Cabinet – 10 August 2021 People, Diversity and Inclusion Sub-Cabinet – 17 August 2021				
<b>Executive Summary</b>				
This report presents a summary for the 2020/21 Workforce Disability Equality Standard (WDES).				
<b>Background</b>				
The Workforce Disability Equality Standard (WDES) is a mandatory standard introduced in April 2019. All NHS organisations are required to demonstrate progress against ten indicators; three workforce data metrics, six staff survey metrics and one Board metric. The Metrics have been developed to capture information relating to the experience of Disabled staff in the NHS.				

## Findings

Note: The data submitted for 2020 includes data for Bank colleagues which has not been included in previous submissions.

Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce (AfC only)

We have seen a reduction in the numbers of colleagues declaring a Disability through ESR in the last 12 months; the rate was 4.89% and is now 3.6%.

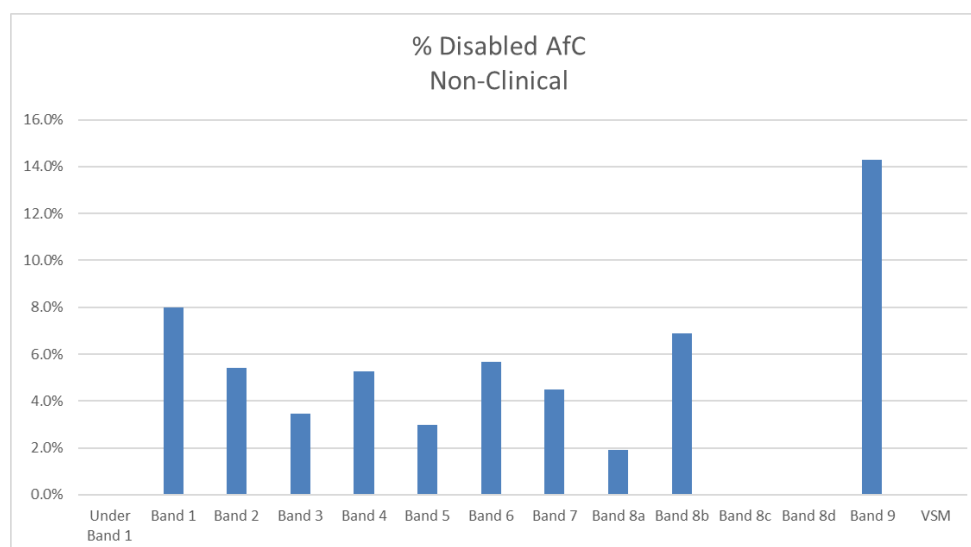
38% of AfC colleagues have not declared compared to 24% last year.

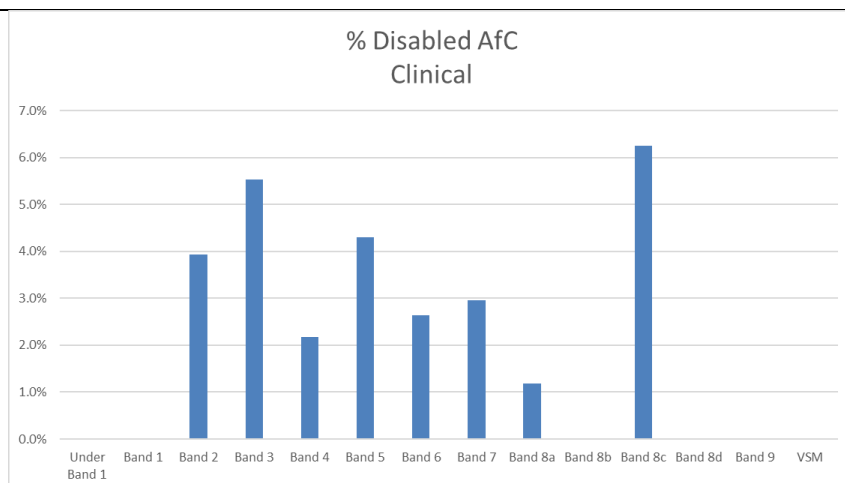
There are 8 colleagues in AfC pay bands at 8a and above in non-clinical and clinical roles who have a Disability, providing evidence that Disabled colleagues are underrepresented in senior roles.

Table showing AfC headcount totals:

Category as at 31st March 2020	Non-Clinical		Clinical		% of clinical & non-clinical
	Headcount	% of non-clinical workforce	Headcount	% of clinical workforce	
Disabled	92	4.5%	186	3.47%	3.76%
Non-Disabled	1331	65.0%	3001	56.0%	58.5%
Not declared	624	30.5%	2169	40.5%	37.7%
Total	2047		5356		

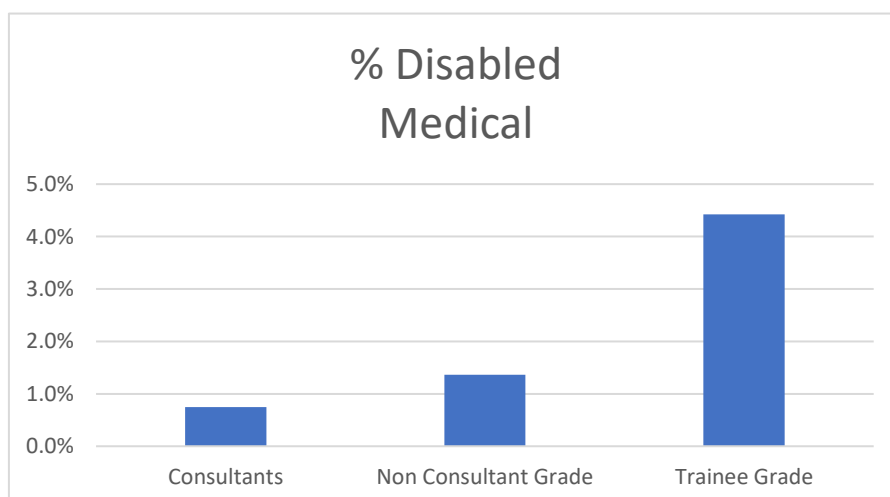
The following charts provide the data for AfC bandings in more detail:





### Medical workforce

The Trust employs 1226 medical colleagues, of those 30 have declared a Disability; this is 2.37% of the medical workforce and 71% of these colleagues are in Trainee Grade positions. 37% of our medical workforce colleagues have not declared a Disability.



### Declaration Rates

Declaration rates at the Trust for Disability are low and have reduced overall in the last year from 5% to 3.6% for the total workforce. Our rates are likely to have been impacted by the inclusion of Bank staff in our reporting this year as we had seen increases in rates following the introduction of Disability Leave in 2018 and did not anticipate a reduction this year.

When looking at our 2020 staff survey response rate (in which we had an overall Trust response rate of 61%), 19% of respondents stated they had a disability; this is consistent with the returns for 2019. The inconsistency in staff survey response data and ESR has prompted the Trust to utilise staff networks and communications with colleagues to encourage the updating of personal information on ESR and this will continue.

Indicator 2: Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts

This figure has increased from 1.29 last year to 2.58 for 20/21; this indicates that Disabled applicants are **less likely** to be appointed from shortlisting than non-Disabled applicants.

Indicator 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

This indicator has increased from last year from 1.57 up to 4,14; this is evidence that Disabled colleagues are still **more likely** than non-disabled colleagues to enter the formal capability process.

Indicator 4a: Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients/service users, relatives and other members of the public, managers and other colleagues

From the responses to the 2020 NHS staff survey, 28.1% of colleagues reported being harassed, bullied or abused by patients/service users, relatives and other members of the public; this is a considerable decrease from our 2019 data of 34.2%.

Regarding managers, respondent's data showed a reduction here also with experiences reported by 15.6% of colleagues which is down from 18% in the previous year. Abuse from other colleagues has also reduced to 24.3% from 27.2%.

This narrative is shown in the table below:

Category	2019	2020	Change
<i>Percentage of colleagues experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months</i>			
<b>Disabled</b>	34.2%	28.1%	↓
Non-disabled	11.7%	22.7%	↑
<i>Percentage of colleagues experiencing harassment, bullying or abuse from manager in last 12 months</i>			
<b>Disabled</b>	18%	15.6%	↓
Non-disabled	9.7%	7.3%	↓
<i>Percentage of colleagues experiencing harassment, bullying or abuse from other colleagues in last 12 months</i>			
<b>Disabled</b>	27.2%	24.3%	↓
Non-disabled	16.9%	16.1%	↓

Indicator 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

The number of Disabled colleagues advising they, or a colleague had reported their last experience of abuse has increased by 2% according to our 2020 staff survey results. Non-disabled colleagues reporting incidents has also increased by 2.7%.

	2019	2020	Change
<b>Disabled</b>	42.2%	44.2%	↑
Non-disabled	42.3%	45.0%	↑

Indicator 5: Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities career progression or promotion

Our 2020 staff survey results show a marked improvement on our 2019 results with an increase of 4.5%. Our non-disabled colleagues' responses also led to a 1.4% increase their result from 2019.

	2019	2020	Change
<b>Disabled</b>	79%	83.5%	↑
Non-disabled	89.8%	91.2%	↑

Indicator 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

This indicator has shown a positive decrease for Disabled colleagues although there has been a slight increase for non-disabled colleagues.

	2019	2020	Change
<b>Disabled</b>	37.2%	25.4%	↓
Non-disabled	24.8%	34.9%	↑

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

This indicator has shown a positive increase for both Disabled and non-disabled colleagues.

	2019	2020	Change
<b>Disabled</b>	43.7%	48.2%	↑
Non-disabled	56.4%	59.8%	↑

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

This indicator shows a small positive increase for disabled staff by 0.4%.

	2019	2020	Change
<b>Disabled</b>	76.6%	77%	↑

Indicator 9a: The staff engagement score for disabled staff, compared to non-disabled staff

Disabled colleagues have shown a small increase of 0.5% on the engagement score whereas for non-disabled colleagues the result has dropped very slightly.

	2019	2020	Change
<b>Disabled</b>	6.9%	7.4%	↑
Non-disabled	7.4%	7.5%	↔

Indicator 9b: Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

We have; we launched our staff network in 2019 and have grown the membership over the last 12 months to circa 20 colleagues and our Executive Director sponsor for the network has been very supportive.

We have designed a lapel badge for members to wear indicating that they are Disability Aware.

In the last few weeks, we have appointed a new Lead for the network and are confident it will gain more members in the coming months.

Indicator 10: Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

Our Board Members have remained unchanged in the last 12 months; we have 9 Board Members and 1 has declared a disability, therefore the difference Board members and our overall workforce who have declared a disability is 3.6%.

## **WDES Action Plan**

The Trust will undertake the following actions which relate to the above findings as follows:

- Continue to encourage colleagues to declare their Disability on ESR through communications, visual campaigns and raising awareness of Disability Leave
- Increase membership to the WAND staff network and support the networks development
- Review Capability cases to gain understanding of the increased likelihood of Disabled colleagues entering the process
- Ensure that any Disabled colleagues going through the Capability Policy are appropriately supported
- Review Recruitment and Selection training to address unconscious bias and nepotism to ensure Disabled applicants continue to be successful in their applications
- Train WAND staff network members to be Equality Experts to sit on panels for Band 7 and higher roles to ensure more diverse representation during selection processes
- Promote Reasonable Adjustments guidance document to Trust line managers.
- To promote zero tolerance regarding bullying and abuse by raising awareness of the Trust's Violence and Aggression at Work Policy
- Create a culture where we encourage staff to speak up
- Work with Care4Notts and other local partners to provide work experience opportunities for Disabled citizens within our community
- Encourage WAND network members to take part in the Reverse Mentoring Programme. This programme will be reviewed and updated.
- Continue to promote and advise managers on using discretion under the Sickness and Wellbeing policy
- Continue to support and be involved in programmes of collaborative work across the ICS.

The Board of Directors are asked to note the WDES findings and to approve the actions detailed above which respond to these findings. These actions form part of the Trust wide Equality and Diversity Strategy and their progress will be overseen by the People Culture and Inclusion Committee.