

# Workforce Disability Equality Standard (WDES) Report 2022 - 2023

## Introduction

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled colleagues. We use the metrics data to develop and publish an action plan. Year on year comparison enables us to demonstrate progress against the indicators of disability equality.

The WDES is important, because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety.

The WDES is also important to us because it enables us to ensure that our workforce is representative of the communities that use our services.

In the 2011 Census, updated in 2013, 29% of our local population were identified as being having a long-term health condition or disability. 4% of our colleagues identified that they have a long-term health condition or disability. This figure is likely to be higher but relies on colleagues updating their record which is not a mandatory requirement.

| WDES Indicator  | 2021  | 2022  | Notes   |
|---|-------|-------|---|
| <p>1. 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 (Workforce Data)</p> | 3.6%  | 4.0%  | <p>Overall the data shows an improvement in the percentages of Disabled staff in the organisation declaring a disability, with an increase from 5.0% in 2019/20 to 4.0% in 2021/22. This increase is largely replicated across most paybands, with any decreases the result of very small numbers.</p> <p>Nationally 3.7% of staff working for trusts have recorded a disability on the NHS Electronic Staff Record (ESR). (2021 WDES analysis)</p> |
| <p>2. Relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff (Workforce Data)</p> <p>NB: Reverse Metric (inverse phrasing compared to the other metrics)</p>                | 1.04  | 0.74  | <p>In 2021/22 disabled applicants were 0.74 less likely to be appointed than their non disabled counterparts, whereas in 2020/21 the ratio was 1:04, which was more equitable.</p> <p>Nationally in 2021, the likelihood was 1.11, meaning that non disabled have a higher likelihood of appointment than disabled candidates.</p>  |
| <p>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. (Workforce Data)</p>                          | 5.52  | 0.00  | <p>During the 2022 reporting period there were no staff recorded as disabled who entered the formal capability process. This shows a reduction to the previous period.</p> <p>Therefore, disabled staff are less likely to enter the formal capability process than non-disabled staff.</p> <p>Nationally in 2021, the likelihood was 1.94, meaning that disabled staff have a higher likelihood of entering the formal capability process.</p>     |
| <p>i. Patients/service users, their relatives or other members of the public</p>  | 28.1% | 30.8% | <p>i. The percentage of staff recorded as being disabled who have experienced bullying and harrasment from service users has increased slightly.</p>  |

Disabled staff refers to those staff who have recorded a disability in ESR. Non-Disabled staff may include staff who are disabled but have not recorded it.

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|--|-------|-------|---|
|  |       |       | Trust sits below national NHS average (32.4%)   |
| <b>ii. Managers</b>  | 15.6% | 12.0% | <p>ii. The percentage of staff recorded as being disabled who have experienced bullying and harrassment from managers has decreased slightly.</p> <p>Trust sits below national NHS average (18%)</p>  |
| <b>iii. Other colleagues (Staff Survey Q13a-c)</b>   | 24.3% | 25.3% | <p>iii. The percentage of staff recorded as being disabled who have experienced bullying and harrassment from other colleagues has increased slightly.</p> <p>Trust sits below national NHS average (26.6%)</p>   |
| <b>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.</b>                                    | 44.2% | 49.5% | <p>4b) Incident reporting has once more increased over the last year for disabled staff, which is again statistically significant. Although this increase is positive it suggests that some people still do not feel able to report their experiences.</p> <p>Trust sits above national NHS average (47.0%)</p> |
| <b>5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion (Annual Staff Survey)</b>  | 57.1% | 61.1% | <p>Shows an increase from 2021 position and</p> <p>Trust sits above national NHS average (51.4%)</p>  |
| <b>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. (Annual Staff Survey)</b> | 34.9% | 30.9% | <p>The percentage of disabled staff who felt pressure to come into work when they did not feel well enough decreased.</p> <p>Trust sits below national NHS average (32.2%)</p>  |
| <b>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 (Annual Staff Survey)</b>                                     | 48.2% | 44.8% | <p>Shows reduction from 2021 period</p> <p>Trust sits above national NHS average (32.6%)</p>  |
| <b>8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. (Annual Staff Survey)</b>  | 77.0% | 76.1% | <p>The percentage of Disabled staff who felt that reasonable adjustments had been made decreased.</p>   |

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|---|------|------|--|
|   |      |      | Trust sits above national NHS average (70.9%)  |
| <b>9. (a)</b> The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. (Annual Staff Survey)  | 7.0% | 6.9% | The staff engagement score for Disabled staff has remained at a similar level<br><br>Trust sits above national NHS average (6.4%)  |
| <b>9. (b)</b> Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)<br>(Annual Staff Survey)   | Yes  | Yes  | Our WAND ( <b>W</b> ere <b>A</b> ble <b>a</b> nd <b>D</b> isabled) staff network was launched in 2019.   |
| <b>10.</b> Percentage difference between the organisations' Board voting membership and its overall workforce. (Workforce Data)   | 6.4% | 6.0% | The number of the Board members eligible to vote who have declared a disability has remained the same over the last year, however due to an increase in the numbers of the workforce the percentage has reduced. |
| <b>Action Plan 22/23</b> <ul style="list-style-type: none"> <li>• Provide recruitment and selection training for staff network members to increase the diversity on recruitment panels.</li> <li>• Launch the Health Passport during Disability History Month (Nov/Dec) to raise awareness of disability in the workplace and how Sherwood can and does support colleagues</li> <li>• Develop and deliver a programme of events and awareness raising during Disability History Month with a focus on showcasing disabled colleague's achievements in their employment with the Trust including support for the ICS event on International Day of Person's with Disabilities (3 December).</li> <li>• Support our first intake of interns (x7) on the DFN Project Search programme (in partnership with Vision West Notts college) to prepare them for securing substantive employment at the end of their internship.</li> </ul> |      |      |  |

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