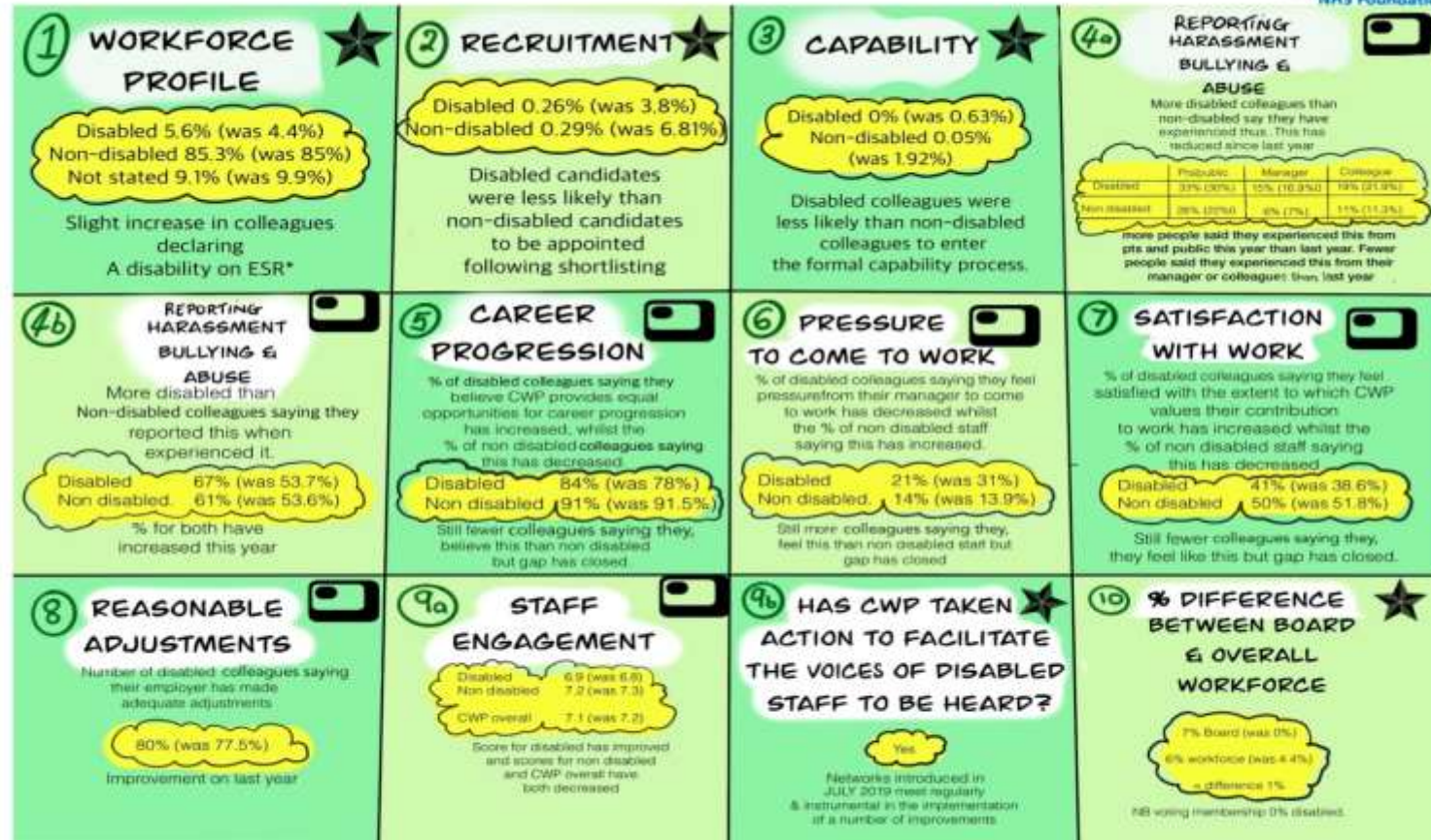


WDES Workforce Disability Equality Standards 2019-2020



★ ESR, TRAC or HR SYSTEM DATA 📺 STAFF SURVEY DATA SOURCE

It is important to note that, whilst the ESR data that 5.6% of colleagues declare that they have a disability, 23% of staff survey respondents indicated that they had a disability. Last year this was 4.4% ESR v 20% staff survey.

Workforce Disability Equality Standard 2019-20

The NHS Workforce Disability Equality Standard Indicators

Workforce Indicators

For each of these four workforce indicators, compare the data for Non-Disabled and Disabled staff

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.

Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of medical and dental staff, which are based upon grade codes

2. Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff across all posts
3. Relative likelihood of Disabled staff compared to Don-Disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

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

National NHS Staff Survey indicators (or equivalent)

For each of the staff survey indicators, compare the outcomes of the responses for Non-Disabled and Disabled staff.

4.
 - a) Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months from:
 - i. Patients/service users, their relatives or other members of the public
 - ii. Managers
 - iii. 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.
5. Percentage of Disabled staff compared to Non-Disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
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.
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.
8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

9.

- a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.
- b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)

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

Board representation indicator

For this indicator, compare the difference for Non-Disabled and Disabled staff

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

Note: Only voting members of the Board should be included when considering this indicator

Indicator 1 - Percentage of staff in each of the AfC Bands 1-9 and VSM compared with the overall workforce

Clinical / Non Clinical and Banding	% DISABLED	% NON-DISABLED	% UNKNOWN/NULL
Non Clinical			
Under Band 1	0.0%	0.0%	0.0%
Bands 1	0.0%	100.0%	0.0%
Bands 2	8.2%	84.5%	7.2%
Bands 3	6.3%	88.8%	5.0%
Bands 4	8.1%	87.8%	4.1%
Bands 5	4.8%	92.9%	2.4%
Bands 6	8.3%	87.5%	4.2%
Bands 7	5.7%	88.6%	5.7%
Bands 8a	0.0%	89.3%	10.7%
Bands 8b	3.6%	85.7%	10.7%
Bands 8c	12.5%	87.5%	0.0%
Bands 8d	0.0%	100.0%	0.0%
Bands 9	0.0%	0.0%	0.0%
VSM	14.3%	85.7%	0.0%
Other	0.0%	0.0%	0.0%
Cluster 1 (Under Band 1, Bands 1-4)	7.7%	86.2%	6.0%
Cluster 2 (Band 5 - 7)	6.4%	89.6%	4.0%
Cluster 3 (Bands 8a - 8b)	1.8%	87.5%	10.7%
Cluster 4 (Bands 8c - 9 & VSM)	13.3%	86.7%	0.0%
Clinical			
Under Band 1	0.0%	0.0%	0.0%
Bands 1	0.0%	0.0%	0.0%
Bands 2	7.8%	86.0%	6.2%
Bands 3	5.5%	84.7%	9.8%
Bands 4	8.7%	84.0%	7.3%
Bands 5	5.7%	82.6%	11.7%
Bands 6	4.8%	86.0%	9.2%
Bands 7	4.8%	85.6%	9.6%
Bands 8a	4.2%	87.4%	8.4%
Bands 8b	0.0%	83.3%	16.7%

Bands 8c	0.0%	72.7%	27.3%
Bands 8d	0.0%	100.0%	0.0%
Bands 9	0.0%	0.0%	0.0%
VSM	0.0%	100.0%	0.0%
Medical & Dental Staff, Consultants	4.1%	85.6%	10.3%
Medical & Dental Staff, Non-Consultants career grade	5.0%	90.0%	5.0%
Medical & Dental Staff, Medical and dental trainee grades	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%
Trust Total	5.6%	85.3%	9.1%

Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts
Current Year April 2019 – March 2020

	Shortlisted	Appointed	Relative Likelihood of Shortlisted/Appointed
Disabled	279	72	0.26
Non-Disabled	3172	930	0.29
Not Stated	94	56	0.60
I do not wish to disclose	-	-	-
Relative Likelihood of Non-Disabled staff being appointed from shortlisting compared to Disabled			1.14 Times more likely

The relative likelihood indicates that Disabled staff are **LESS** likely to be appointed when compared to Non-Disabled staff

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.

Note: This indicator is based on data from a two year rolling average of the current year and the previous year

Current Period April 2018 – March 2020

Average over 2 years	Average Headcount Entering Formal Capability Process	Trust Headcount	Relative Likelihood of staff entering the capability Process
Disabled	0	211	0
Non-Disabled	1.50	3191	0.05
Not Stated	0.50	339	0.15
Relative Likelihood of Disabled staff entering the formal Disciplinary process compared to Non-Disabled staff.			0.00

The relative likelihood indicates that Disabled staff are **LESS** likely to enter the formal capability process when compared to Non-Disabled staff.

Percentage of Staff Survey respondents who stated they have a disability

Category	2019 Survey	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	77%	79%	77%	82%
Disabled	23%	21%	23%	18%

Almost a quarter (441/1921) of all respondents to the 2019 Staff Survey identified they have a disability. The current workforce information available on ESR only 5.6% of our staff have a disability stated on their staff record.

Indicator 4a - Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from

Category	Question	2019 Survey	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	Patients/service users, relatives or public	26.3%	22.6%	22%	24%
	Managers	6.3%	7.0%	8.0%	Not available
	Other colleagues	11.0%	11.3%	9.0%	15%
Disabled	Patients/service users, relatives or public	33.3%	30.8%	33%	27%
	Managers	15.3%	16.9%	15%	Not available
	Other colleagues	19.4%	21.9%	20%	21%

The results from the latest staff survey in 2019 indicate that Disabled staff are **MORE** likely to have experienced harassment, bullying or abuse from Patients/Service users, relatives or other members of the public and from their managers than non-disabled staff.

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.

Category	2019 Survey	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	61.4%	53.6%	61%	60%
Disabled	66.9%	53.7%	58%	56%

The results from the latest staff survey indicates that over 60% of all staff regardless of disability reported harassment, bullying or abuse at work when they experienced it.

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

Category	2019 Survey	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	91.1%	91.5%	91%	92%
Disabled	83.9%	78.5%	84%	88%

The results from the latest staff survey indicates that a larger proportion of disabled staff believe the trust provides equal opportunities for career progression than non-disabled staff compared to last year.

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

Category	2019 Survey	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	14.0%	13.9%	16%	49%
Disabled	21.3%	31.0%	24%	64%

The results from the latest staff survey indicates that disabled staff are **MORE** likely to feel pressure from their manager to come to work than non-disabled staff. This was also the case for 2018, 2017 and 2016 but the percentage has reduced since last year.

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.

Category	2019 Survey	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	50.2%	51.5%	50%	Not available
Disabled	41.1%	38.6%	39%	Not available

The results from the latest staff survey indicates that disabled staff are **LESS** likely to feel satisfied with the extent to which CWP values their work than non-disabled staff although the percentage has increased since last year.

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

Category	2019 Survey	2018 Survey	2017 Survey	2016 Survey
Disabled	80.2%	77.5%	79%	84%

The percentage of disabled staff saying that the trust has made adequate adjustment(s) to enable them to carry out their work has increased since last year.

Indicator 9a - The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. (Out of 10)

Category	2019 Survey	2018 Survey
Non-Disabled	7.2	7.3
Disabled	6.9	6.8
Overall Trust	7.1	7.2

The staff engagement score has increased for disabled staff and decreased for non-disabled staff and the Trust overall.

Indicator 9b - Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)

Yes – Network Group introduced in July 2019 and instrumental in the implementation of a number of improvements.

Indicator 10a - Percentage difference between the organisations Total Board voting membership and its overall workforce

Category	Board Member		Overall Workforce	
Non-Disabled	14	100.00%	3191	85.3%
Disabled	0	0.00%	211	5.6%
Not Stated	0	0.00%	339	9.1%
Percentage difference between the organisation board voting membership and its overall workforce			-5.6%	

The Trust's Board voting members are made up of 0% Disabled compared with 5.6% of the overall trust

Indicator 10b - Percentage difference between the organisation's Total Board membership (including voting and non-voting) and its overall workforce

Category	Board Member		Overall Workforce	
Non-Disabled	14	93.34%	3191	8.0%
Disabled	1	6.66%	211	5.6%
Not Stated	0	0.00%	339	9.1%
Percentage difference between the organisation board voting membership and its overall workforce			1.06%	

The Trust's total Board membership including voting and non-voting members is made up of 6.66% Disabled compared with 5.6% of the overall Trust

This is the second year that Trusts have completed a WDES report and it is positive to note that, since last year, there have been improvements within a number of indicators. These include disabled representation both at Board level (indicator 10) and within our workforce as a whole (indicator 1). Further improvements are within the likelihood of disabled people entering the formal capability process (indicator 3), disabled people's views about equal opportunities for career progression (indicator 5), feeling less pressure to come to work (indicator 6), satisfaction with work (indicator 7), reasonable adjustments (indicator 8) and staff engagement (indicator 9a).

The key area for development is in connection with indicator 4a - harassment, bullying and abuse. 3% more disabled people than last year said that they experienced this from patients and the public. Of note is that there was also an increase in the number of non-disabled people saying this since last year, and that this increase is greater than for disabled people. There have been improvements in relation to harassment, bullying and abuse, however, since fewer people (both disabled and non-disabled) said that they experienced this from manager / colleagues than last year and secondly, more people (both disabled and non-disabled) who said that they experienced this said that they reported it (indicator 4b) with the increase for disabled people being larger than the increase for non-disabled people.

23% of all staff completing their staff survey in 2019 stated that they had a disability whereas, of the current workforce profile on ESR, only 5.6% have a disability recorded against their staff file. We have raised awareness of the need for people to update their ESR records and, whilst a slight improvement has been noted, we will continue to do so.

The marked improvement within our WDES report for this year is that we now facilitate for disabled people to have a voice which was not the case last year.