

Workforce Disability Equality Standard 2020-21

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 Non-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	9.0%	84.8%	6.2%
Bands 3	3.9%	90.9%	5.2%
Bands 4	8.0%	87.5%	4.5%
Bands 5	5.3%	94.7%	0.0%
Bands 6	10.2%	85.7%	4.1%
Bands 7	4.3%	91.5%	4.3%
Bands 8a	3.4%	89.7%	6.9%
Bands 8b	3.7%	88.9%	7.4%
Bands 8c	15.4%	76.9%	7.7%
Bands 8d	11.1%	88.9%	0.0%
Bands 9	0.0%	0.0%	0.0%
VSM	8.3%	91.7%	0.0%
Other	0.0%	0.0%	100.0%
Cluster 1 (Under Band 1, Bands 1-4)	7.6%	86.9%	5.5%
Cluster 2 (Band 5 - 7)	6.7%	90.3%	3.0%
Cluster 3 (Bands 8a - 8b)	3.6%	89.3%	7.1%
Cluster 4 (Bands 8c - 9 & VSM)	11.8%	85.3%	2.9%
Clinical			
Under Band 1	0.0%	0.0%	0.0%
Bands 1	0.0%	0.0%	0.0%
Bands 2	10.7%	83.5%	5.8%
Bands 3	5.9%	86.4%	7.7%
Bands 4	7.8%	88.1%	4.1%
Bands 5	6.0%	88.7%	5.4%
Bands 6	6.5%	87.1%	6.4%
Bands 7	5.5%	89.9%	4.5%
Bands 8a	4.5%	87.9%	7.6%
Bands 8b	2.6%	94.7%	2.6%
Bands 8c	0.0%	69.2%	30.8%
Bands 8d	0.0%	100.0%	0.0%
Bands 9	0.0%	0.0%	0.0%
VSM	0.0%	100.0%	0.0%
Cluster 1 (Under Band 1, Bands 1 - 4)	6.8%	86.4%	6.7%
Cluster 2 (Bands 5 - 7)	6.1%	88.2%	5.7%
Cluster 3 (Bands 8a - 8b)	4.1%	89.4%	6.5%
Cluster 4 (Bands 8c - 9 & VSM)	0.0%	78.9%	21.1%
Cluster 5 (Medical Consultants)	2.8%	70.2%	27.0%
Cluster 6 (Medical Non-Consultants career grade)	3.6%	89.3%	7.1%
Cluster 7 (Medical trainee grade)	0.0%	100.0%	0.0%

Change over previous year by Cluster

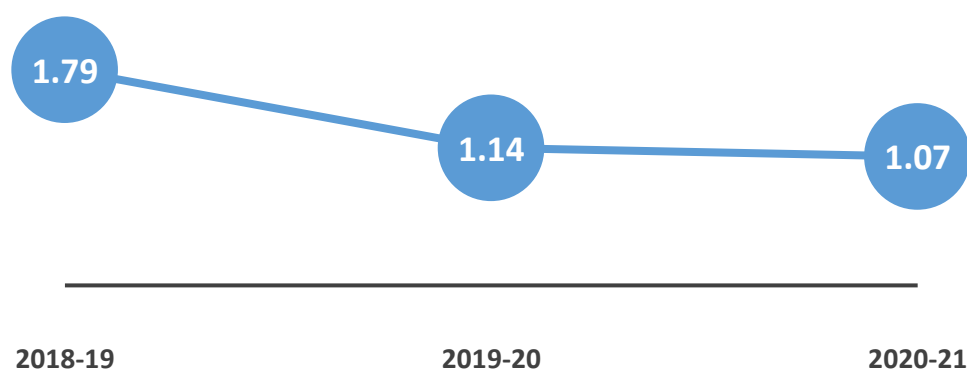
Overall Staff who have declared a disability	2020	2021	Change
Cluster 1 (Under Band 1, Bands 1 - 4)	6.7%	7.0%	+0.3%
Cluster 2 (Bands 5 - 7)	5.1%	6.2%	+1.0%
Cluster 3 (Bands 8a - 8b)	2.9%	4.0%	+1.1%
Cluster 4 (Bands 8c - 9 & VSM)	8.2%	7.5%	-0.6%
Cluster 5 (Medical Consultants)	4.1%	2.8%	-1.3%
Cluster 6 (Medical Non-Consultants career grade)	5.0%	3.6%	-1.4%
Cluster 7 (Medical trainee grade)	0.0%	0.0%	0.0%
Total	5.6%	6.2%	+0.6%

Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts Current Year April 2020 – March 2021

	Shortlisted	Appointed	Relative Likelihood of Shortlisted/Appointed
Disabled	367	114	0.31
Non-Disabled	3988	1325	0.33
Not Stated / Not Known	135	61	0.45
Relative Likelihood of Non-Disabled staff being appointed from shortlisting compared to Disabled			1.07 Times more likely

The relative likelihood indicates that Disabled staff are **LESS** likely to be appointed when compared to Non-Disabled staff, but this likelihood has improved each year since reporting began.

Change over previous years



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.

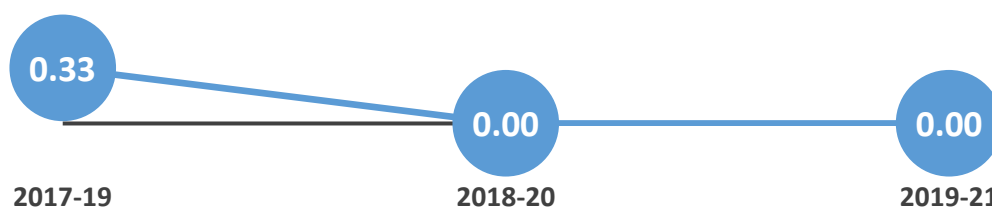
Note: This indicator is based on data from a two-year rolling average of the current year and the previous year

Current Period April 2019 – March 2021

Average over 2 years	Average Headcount Entering Formal Capability Process	Trust Headcount	Relative Likelihood of staff entering the capability Process
Disabled	0	247	0
Non-Disabled	2	3357	0.001
Not Stated	1	335	0.003
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.

Change over previous years



Percentage of Staff Survey respondents who stated they have a long-term health condition or illness

Category	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
Non-Disabled	82.0%	77.0%	79.0%	76.0%	75.0%
Disabled	18.0%	23.0%	21.0%	24.0%	25.0%

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

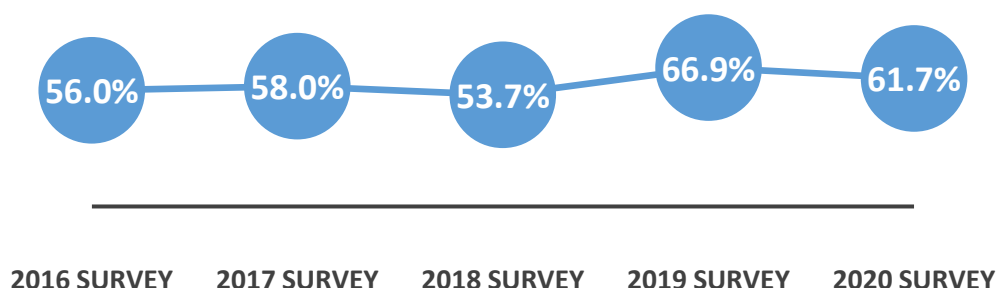
Category	Question	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
Non-Disabled	Patients/service users, relatives or public	24.0%	22.0%	22.6%	26.3%	21.7%
	Managers	Not available	8.0%	7.0%	6.3%	5.5%
	Other colleagues	15.0%	9.0%	11.3%	11.0%	10.0%
Disabled	Patients/service users, relatives or public	27.0%	33.0%	30.8%	33.3%	26.6%
	Managers	Not available	15.0%	16.9%	15.3%	14.3%
	Other colleagues	21.0%	20.0%	21.9%	19.4%	21.0%

The results from the latest staff survey 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	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
Non-Disabled	60.0%	61.0%	53.6%	61.4%	62.6%
Disabled	56.0%	58.0%	53.7%	66.9%	61.7%

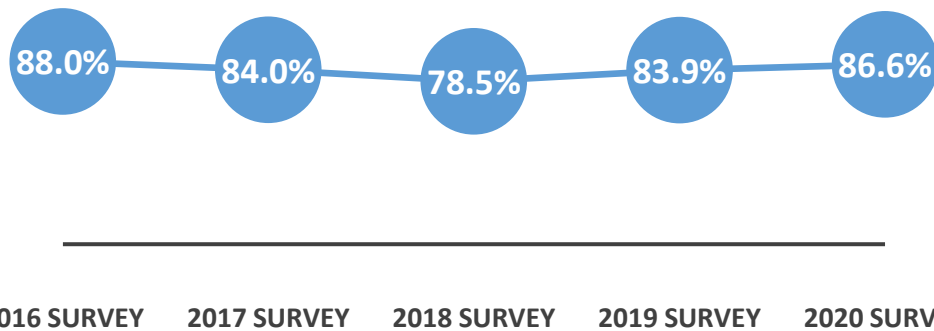
The results from the latest staff survey indicate that approximately over half of all staff, regardless of disability, reported an experience of harassment, bullying or abuse at work.



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

Category	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
Non-Disabled	92.0%	91.0%	91.5%	91.1%	93.3%
Disabled	88.0%	84.0%	78.5%	83.9%	86.6%

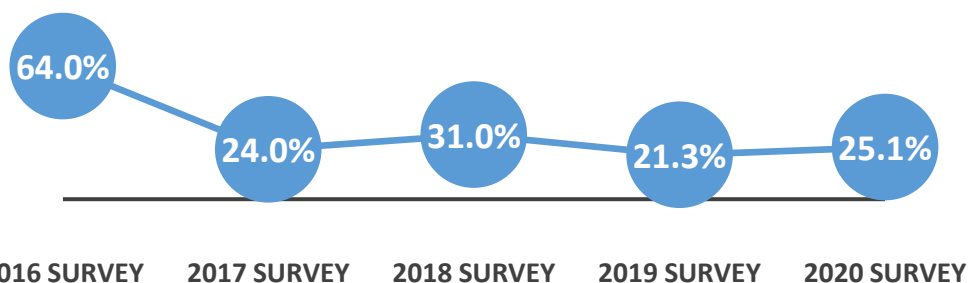
The results from the latest staff survey indicates that a larger proportion of non-disabled staff believe the trust provides equal opportunities for career progression than disabled staff. However, both percentages have increased since last year with the percentage increase for disabled being greater. We are better than the national average with our percentages.



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	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
Non-Disabled	49.0%	16.0%	13.9%	14.0%	12.1%
Disabled	64.0%	24.0%	31.0%	21.3%	25.1%

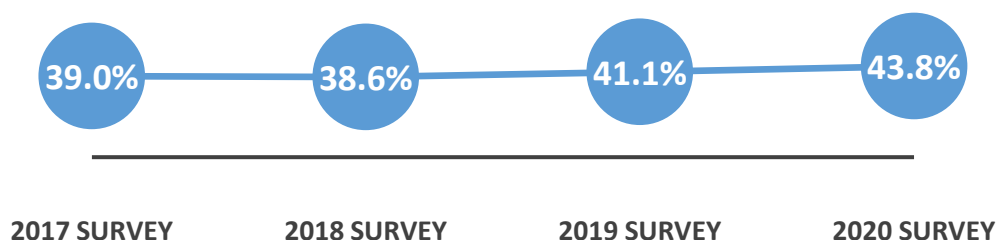
The results from the latest staff survey indicate that Disabled staff are **MORE** likely to feel pressure from their manager to come to work than Non-Disabled staff. This has been the case for each of the last 5 years survey results.



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	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
Non-Disabled	Not available	50.0%	51.5%	50.2%	53.2%
Disabled	Not available	39.0%	38.6%	41.1%	43.8%

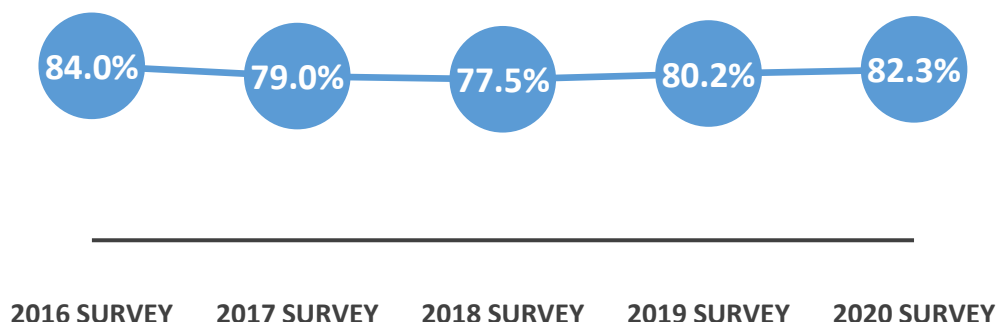
The results from the latest staff survey indicate that Disabled staff are **LESS** likely to feel satisfied with the extent to which CWP values their work than Non-Disabled staff. The figure for Disabled staff has been improving over the last 3 years.



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

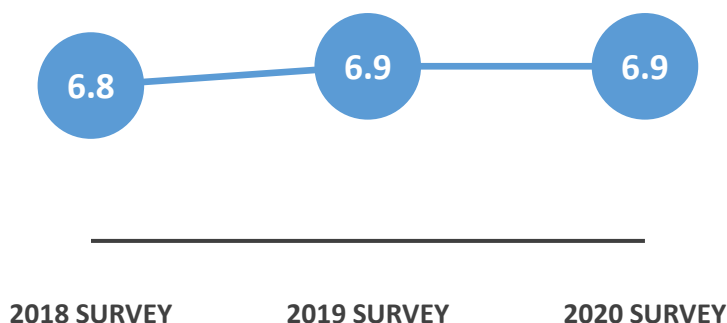
Category	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
Disabled	84.0%	79.0%	77.5%	80.2%	82.3%

The percentage of Disabled staff saying that the Trust has made adequate adjustment(s) to enable them to carry out their work has improved over the last 3 years, but almost a fifth of disabled staff feel that the Trust hasn't made adequate adjustments.



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	2018 Survey	2019 Survey	2020 Survey
Non-Disabled	7.3	7.2	7.3
Disabled	6.8	6.9	6.9
Overall Trust	7.2	7.1	7.2



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

Yes

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

We have a Disability Network Group which meets regularly, has an agreed set of Terms Of Reference, has a Chair and Vice Chair as well as a Board Champion. There is also a bespoke 'WhatsApp' group as an additional support for colleagues with a disability or a long term health condition.

A comprehensive Reasonable Adjustments Guidance document has been co-produced by the group and shared across the Trust. An awareness raising kitemark has been developed by the group and promoted via a flag at the entrance to Trust HQ site and on all network correspondence. International Day of Persons with Disabilities was celebrated by the group as was Disability History Month via a collaborative online event together with public sector partners across Wirral and Cheshire.

World Cerebral Palsy Day was celebrated within the Trust, raising awareness via a colleague with lived experience who shared their powerful story. Our network has also been a key driver in our reaccreditation as a Disability Confident Employer, has raised awareness via a Facebook Live event and is currently working on a Newsletter. A bespoke 'Breakfast With Sheena' session was held to

allow Disability Network members to share experiences with our Chief Executive and group members have also joined our team of Freedom To Speak Up Ambassadors.

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

Category	Voting Board Member		Overall Workforce	
Non-Disabled	14	100.00%	3357	85.2%
Disabled	0	0.00%	247	6.3%
Not Stated	0	0.00%	335	8.5%
Percentage difference between the organisation board voting membership and its overall workforce			-6.3%	

The Trust's Board voting members are made up of 0% of Disabled staff compared with 6.3% of the overall Trust.

The Trust's total Board membership including voting and non-voting members is made up of 6.7% Disabled compared with 6.3% of the overall Trust.

The 2020 Staff Opinion Survey allowed the introduction of a local question asking CWP staff if they were aware how to intervene in cases of bullying, harassment and abuse and would take action. This question indicated the following for disabled staff who responded:

- 89% said they knew what to do and would take action
- 7% would take action but were not sure what to do
- 4% would keep out of it or did not say