



# Workforce Disability Equality Standard (WDES) Data Report

Covering the period of  
1<sup>st</sup> April 2021 – 31<sup>st</sup> March 2022

## Introduction

This report sets out the most recent workforce data in relation to disability which the Trust is required to publish. The Trust has a contractual requirement under the NHS Contract to publish annual data in respect of the Workforce Disability Equality Standard (WDES). Working to address inequalities identified by the workforce data demonstrates our compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Monitoring of the workforce equalities data is also central to ensuring that we are delivering against the equality, diversity and inclusion priorities agreed by the Trust Board in January 2021:

1. We will ensure our current employees and future talent have fair opportunities and access to jobs and career progression resulting in improved representation of diverse groups at all levels of the organisation, including Board.
2. We will educate and develop our leaders and staff to improve understanding of racism, discrimination and cultural competence to deliver a step change in the experience of our staff and patients.
3. We will improve our use of patient data and patient experience to drive improvements in access and health inequalities, for patients from diverse communities

## Workforce Disability Equality Standard (WDES)

This data relates to the period of 1st April 2021 – 31st March 2022. In line with the nationally mandated timeframe, the data was submitted to NHS England in August 2022. This is the fourth year of reporting for WDES, and as with previous years, the data includes results from the National Staff Survey.

### Metric 1 – Workforce information

	Percentage of staff with disabilities			
	2019	2020	2021	2022
Non clinical staff – Cluster Bands 1 - 4	5%	4.7%	6.7%	<b>10.7%</b>
Non clinical staff – Cluster Bands 5-7	2%	3.5%	5.8%	<b>6.2%</b>
Non clinical staff – Cluster Bands 8a-8b	3%	0%	0.0%	<b>4.7%</b>
Non clinical staff – Cluster Bands 8c-9 and VSM	3%	2.6%	5.1%	<b>5.0%</b>
Clinical staff – Cluster Bands 1-4	3%	3.65%	4.5%	<b>4.5%</b>
Clinical staff – Cluster Bands 5-7	4%	4.05%	4.5%	<b>5.0%</b>
Clinical staff – Cluster Bands 8a-8b	2%	3.70%	5.2%	<b>6.9%</b>
Clinical staff – Cluster Bands 8c-9 and VSM	8%	7.69%	13.3%	<b>11.1%</b>

The data shows an overall increase in the representation of staff with disabilities in most levels of the organisation. The increase in the percentages reported can be explained in part due to an internal communications campaign aimed at encouraging staff to record and update their disability status on the Electronic Staff Record(My ESR). This work was driven by the Disability Network and aims to ensure that the Trust has an accurate record of staff representation.

There remain 642 staff who have a 'null' or 'disability unknown' record in their ESR record. However, this is a significant decrease from 805 staff who reported a null category in the previous year's submission. Work will continue to encourage staff to declare their status and to amend it when it alters, along with other protected characteristics that can be recorded in ESR.

## Metric 2 – Recruitment

This metric looks specifically at the likelihood of being appointed from shortlisting. The target outcome is a figure of 1.0 and means that disabled candidates are no more or less likely to be appointed from shortlisting than candidates who have not declared a disability. A figure of 1.0 reflects well on the fairness of current recruitment processes.

	2019	2020	2021	2022
Likelihood	1.0	1.1	1.39	1.56

Data in relation to recruitment has shown an increase in the raw number of disabled candidates appointed from shortlisting from the previous year. This is positive and may also reflect the increase in the number of candidates declaring their disability status. As with the WRES data, the collection of protected characteristic information during the recruitment stage has been impacted by the Trac (application portal) reports and the limitations with the data reports.

As a result of the data emerging from this metric and based on similar data in the WRES, we are commissioning an audit of the end-to-end recruitment and selection processes to identify the barriers and challenges facing applicants from ethnic minority backgrounds or those with disabilities. The audit will undertake a deep dive in to the data and explore issues, identify solutions and provide recommendations to effectively address the challenges and improve access.

## Metric 3 – Formal Performance Process

This metric was voluntary and not reported by NWAS in 2019. As with recruitment, a figure of 1.0 or below is desired as this would indicate staff with disclosed disabilities are no more or less likely to enter into a formal capability process with the Trust than staff without disclosed disabilities. Only the Performance policy is used by NWAS to calculate this figure. In line with the technical guidance, it does not include sickness capability processes.

	2020	2021	2022
Likelihood	5.52	2.71	0.00

Metric 3 looks at staff entering the formal performance process, this excludes sickness capability processes and focuses on performance management only. The figures have significantly improved from last year's likelihood score of 2.71, to a score this year of 0. This indicates that no staff with disabilities entered the performance management process last year. Whilst the number of overall staff who enter the formal performance process is low, it is pleasing that the data indicates this position for staff with disabilities. Work will however continue to ensure that this position remains.

## Metric 4 – Experiencing harassment, bullying or abuse

This metric collates the data from four Staff Survey questions relating to bullying, harassment, abuse, discrimination and reporting such behaviours. In the main, we have seen an improvement or stable position in respect of the experience of staff with disabilities, but there continues to be a significant gap in their experiences compared with staff without disabilities.

Over the last year, the Trust has launched campaigns promoting Trust values as well as the Treat Me Right Campaign, both of which may have contributed to improved experiences. However, through further engagement with colleagues and stakeholders such as the Disability Network, it is hoped that the more progress can be made in these areas going forward.

- 4.1. % of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months has seen a reduction for both staff with disabilities and those without.

	2018 survey	2019 survey	2020 survey	<b>2021 survey</b>
<b>Non-disabled</b>	45.8%	45.0%	42.1%	<b>37.8%</b>
<b>Disabled</b>	52.0%	56.2%	47.0%	<b>45.9%</b>

- 4.2. % of staff experiencing harassment, bullying or abuse from managers in the last 12 months has continued a positive downward trend for staff with disabilities – this trend has continued since 2018.

	2018 survey	2019 survey	2020 survey	<b>2021 survey</b>
<b>Non-disabled</b>	13.2%	11.8%	14.5%	<b>11.3%</b>
<b>Disabled</b>	25.8%	23.2%	22.1%	<b>18.6%</b>

- 4.3. % of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months has marginally increased for staff with disabilities, whereas figures for staff without disabilities have seen a decrease.

	2018 survey	2019 survey	2020 survey	<b>2021 survey</b>
<b>Non-disabled</b>	15.6%	14.5%	15.5%	<b>14.1%</b>
<b>Disabled</b>	26.5%	26.7%	23.0%	<b>23.6%</b>

- 4.4. % of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months has reduced for staff with disabilities, yet increased slightly for staff without disabilities.

	2018 survey	2019 survey	2020 survey	<b>2021 survey</b>
<b>Non-disabled</b>	38.2%	43.7%	43.4%	<b>43.8%</b>
<b>Disabled</b>	39.9%	49.1%	49.3%	<b>46.3%</b>

### **Metric 5 – Equal opportunities for career progression**

The data from this metric also comes from the Staff Survey. It shows that 39.4% of staff with disabilities felt that the organisation provided equal opportunities for career progression, compared with 49.7% of staff without disabilities feeling that there were equal opportunities.

	2018 survey	2019 survey	2020 survey	<b>2021 survey</b>
<b>Non-disabled</b>	53.9%	53.7%	52.0%	<b>49.7%</b>
<b>Disabled</b>	43.3%	45.5%	44.9%	<b>39.4%</b>

In line with the Trust's ED&I priorities, work is currently being undertaken in the Trust to improve retention of talent, as well as career progression and development of staff. This is taking in to account the experiences of staff with protected characteristics, and the barriers they may face in their professional development and career progression. A new management group is also being established which will focus in improving attraction to the organisation in order to develop and cultivate a more diverse workforce. Progress in both of these areas will be shared periodically with the Diversity and Inclusion Sub-Group and Board.

### Metric 6 – Attending work

The Staff Survey question relating to this metric asks about staff feeling under pressure to come into work from their manager when they don't feel well enough to perform their duties.

	2018 survey	2019 survey	2020 survey	2021 survey
<b>Non-disabled</b>	32.6%	30.8%	29.5%	<b>28.6%</b>
<b>Disabled</b>	45.3%	44.0%	38.9%	<b>40.6%</b>

### Metric 7 – Feeling Valued

This Staff Survey question asks about staff feeling satisfied with the extent to which the organisation values their work. The data showed that 27.5% staff with a disability felt satisfied compared to 32.9% of staff without disabilities. The figures here have worsened for both groups, perhaps as a result of operational pressures and burnout from the pandemic, but the gap between the two has narrowed.

	2018 survey	2019 survey	2020 survey	2021 survey
<b>Non-disabled</b>	36.7%	39.5%	35.2%	<b>32.9%</b>
<b>Disabled</b>	25.3%	29.1%	29.1%	<b>27.5%</b>

### Metric 8 – Reasonable Adjustments

This Staff Survey question asks staff with a disability to advise whether the organisation has made adequate adjustments to enable them to carry out their work.

With the move to remote working at the beginning of the pandemic, the Work & Wellbeing Passport was rolled out to support the needs of colleagues to undertake their roles. The Trust provided office equipment to staff to ensure they had all they needed to work from home, while at the same time ensuring safe work spaces on Trust sites. As a result, we saw a significant increase to 71% of staff with disabilities feeling adequate adjustments had been made for them. However, in 2021 with the introduction of hybrid working arrangements and staff returning to offices, the figure on this metric returned to similar % as in 2019. We will be exploring the reasons for this further with the Disability Network, who are also supporting the further development of the Work & Wellbeing Passport.

	2018 survey	2019 survey	2020 survey	2021 survey
<b>Disabled</b>	60.3%	58.6%	71.0%	57.8%

## Metric 9 – Staff engagement

This metric provides an engagement score, calculated from 9 specific questions from the Staff Survey. There remains a gap between the engagement score for staff with and without disabilities in staff survey responses, and while the gap was narrowing in previous years, it has slightly increased in 2021.

Engagement score:

	2018 survey	2019 survey	2020 survey	2021 survey
Non-disabled	6.5	6.5	6.4	6.2
Disabled	5.7	5.8	6.0	5.6

This metric also asks whether the organisation has taken action to facilitate the voices of staff with disabilities to be heard, to which NWAS has said 'Yes' and added the following note:

*“NWAS has held several Disability Forums to hear the voice of staff with disabilities. There have been different guest speakers to explain the experiences of having different conditions and how these can affect staff in the workplace. Proactive work has included the development of a Procurement Flowchart in response to queries about difficulties in understanding the process of purchasing equipment as part of a reasonable adjustment. The Disability Forum moved to Network status in the past 12 months and has created a terms of reference and action plan and is currently recruiting for committee members to support its objectives/aims.”*

The staff engagement score over the last few years has remained fairly static for both staff with disabilities and those without. Based on the 2021 figures, there is only a slight gap between the figures for both groups. It should be noted however that we had an overall reduction in the response rates for the survey last year, and therefore this does not indicate a full picture of the experience of all staff with disabilities. So more focused work is required to understand experiences behind the figures and consider what improvements are required.

On the whole, the results indicate a mixed picture and that work to support the experience of staff with disabilities needs continued focus to explore how the Trust can support and engage with our staff with disabilities. The actions under the ED&I priorities seek to ensure improvement for all diverse groups and there will be continued work with the Disability Network to ensure that specific actions for our staff with disabilities are identified and addressed.

## Metric 10 – Board representation

The data again shows an overall underrepresentation of disabled people on the Board, voting membership and executive membership when compared with the overall workforce (-5%). This is due to no Board members having declared a disability which has been recorded on ESR; there are 4 of the 13 Board members who have not advised of their disability status.

## Trust-wide actions

The WDES data along with the Workforce Race Equality Standard (WRES), and Gender Pay Gap data (set out in separate reports) reflects the ongoing work to support minority groups and address inequalities in the workplace. While we recognise there has been some worsening of the position with some of the data, the continued focus on the data will help to develop actions to support improvement.

There will be a continued focus to look at the fairness of recruitment and progression across key protected characteristics will support the overall strategic intent of this priority. These actions should improve the representation, gender pay and appointment from shortlisting data.

Priority 2 is focused on education and training and should continue to build on improvements in staff experience for ethnic minority and staff with disabilities. The introduction of Beyond Bias Training Leadership for Inclusion learning modules are aimed at identifying the types of bias that can exist in the workplace and how highlighting the impact that this can have.

The ongoing work around mental health is aimed at educating managers and staff on the risks of suicide within the workplace, promoting good practice, and encouraging healthy conversation to remove the stigma often associated with mental health problems. The recruitment of a fixed term appointment of a consultant psychologist to critical analyse and support the mental health support offer for staff will help to improve the experience of our staff with disabilities.

The staff networks continue to embed themselves within the Trusts and this provides a platform to discuss and analyse the results with an aim to identify key areas for improvement and organisational learning.

## WDES Improvement Action Plan

Metric / Theme	Action	Expected outcome(s)	Progress / RAG	Trust ED&I Priority
<b>Recruitment &amp; Progression</b>	Continue delivery of EDI Priority 1 action plan	Ensure current employees and future talent have fair opportunities and access to jobs and career progression resulting in improved		Priority 1
	Undertake an end-to-end audit relating to organisational recruitment and selection processes	Understand the barriers and challenges faced by (prospective) applicants with disabilities  Use recommendations from the audit to drive positive changes		Priority 1
	Engage Disability Network to capture 'lived experiences' relating to challenges faced by staff with disabilities re professional development and progression	Senior leaders to gain better understanding of the 'lived experiences' of colleagues with disabilities		Priority 1
	Launch a Reverse Mentoring programme bringing together senior leaders and staff from diverse backgrounds	Opportunities for the staff to influence and inform positive organisational changes		Priority 2
<b>Harassment, bullying and abuse</b>	Promotion of resolution routes e.g. F2SU, Dignity at Work Policy	Greater awareness of avenues for support and reporting		Priority 2
	Review Dignity at Work Policy			Priority 2
	Review Treat Me right campaign and relaunch	Improve employee experience through development of supportive and psychologically safe working environment		Priority 2
<b>Feeling valued</b>	Explore training modules with L&OD for managers relating supporting staff with disabilities	Improve employee experience through development of supportive and psychologically safe working environment		Priority 2
<b>Adequate adjustments</b>	Raise awareness of the Trust's reasonable adjustment policy and approach	Ensure compliance with the Equality Act		Priority 2
	Include discussions relating to reasonable adjustments as part of staff-manager health and wellbeing conversations	Greater understanding amongst staff and managers with regards reasonable adjustments process		Priority 2
	Review and refresh Trust EIA process for internal policies, procedures and projects			Priority 2



	Further development and universal implementation of the Work & Wellbeing Passport	Greater use of the Work & Wellbeing Passport by all staff		Priority 2
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