

Workforce Disability Equality Standard Report for Trust Board

June 2019

1.0	PURPOSE OF THE REPORT
1.1	To update the Trust Board on the Workforce Disability Equality Standard Indicators https://www.england.nhs.uk/wp-content/uploads/2019/01/wdes-metrics.pdf
1.2	To update Trust Board on our submission and the data, as per our contractual requirements.
1.3	To highlight key priorities and actions required to make improves against the Workforce Disability Equality Standard.
2.0	BACKGROUND/CONTEXT
2.1	As set out in the NHS Long Term Plan, respect, equality and diversity are central to changing culture and will be at the heart of our workforce implementation plan. The NHS draws on a remarkably rich diversity of people to provide care to our patients. But we fall short in valuing their contributions and ensuring fair treatment and respect. NHS England, with its partners, is committed to tackling discrimination and creating an NHS where the talents of all staff are valued and developed – not least for the sake of our patients and the delivery of high quality healthcare.
2.2	The NHS Workforce Disability Equality Standard (WDES) is designed to improve workplace experience and career opportunities for Disabled people working, or seeking employment, in the NHS. The WDES follows the NHS Workforce Race Equality Standard (WRES) as a tool and an enabler of change.
2.3	The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff. This information will then be used by the relevant NHS organisation to develop a local action plan, and enable them to demonstrate progress against the indicators of disability equality.
2.4	The WDES is mandated through the NHS Standard Contract and as of the 1st April 2019, it will form part of the standard NHS contract and it is highly likely to form part of future CQC inspections under the ‘well led’ domain.
2.5	It is restricted to NHS Trusts and Foundation Trusts for the first two years of implementation.
2.6	The implementation of the WDES will enable us to better understand the experiences of disabled staff. It will support positive change for existing employees and enable a more inclusive environment for our disabled staff.

- 2.7 First reports must be published by 1 August 2019 and based on the data from the 2018/19 financial year.
- 2.8 A key component to making progress against this standard is staff engagement and involvement.

3.0 DATA ANALYSIS – METRICS

3.1 Metric 1

Metric 1 shows the percentage of NLaG staff who have classified themselves as having a disability compared to those staff who do not have a disability using agenda for change (AfC) pay bands or medical and dental subgroups and very senior managers (including Executive Board members). The percentages are clustered into 4 groups for non-clinical staff and 7 groups for clinical staff. This is due the small numbers of staff in each pay band.

Metric 1a Non-Medical Workforce				
	Disabled	Not Disabled	Unknown or Null	Total Number of Staff
Cluster 1 AfC Bands 1 – 4	3%	85%	13%	1723
Cluster 2 AfC Band 5 – 7	1%	89%	10%	254
Cluster 3 AfC Band 8a – 8b	2%	93%	5%	56
Cluster 4: AfC Band 8c, 8d, 9 & VSM (inc Exec Board)	3%	81%	17%	36
Metric 1b Medical Workforce				
	Disabled	Not Disabled	Unknown or Null	Total Number of Staff
Cluster 1 AfC Bands 1 - 4	2%	83%	15%	1482
Cluster 2 AfC Band 5 – 7	3%	83%	15%	2386
Cluster 3 AfC Band 8a - 8b	0	83%	17%	115
Cluster 4 AfC Band 8c, 8d, 9 and VSM (inc Exec Board)	0	88%	12%	34
Cluster 5 Medical and Dental staff, Consultants	1%	84%	16%	195
Cluster 6 Medical and Dental staff, Non-consultant career grade	0	83%	17%	145
Cluster 7 Medical and Dental staff, Medical and dental trainee grades1	0	83%	16%	260

The above tables, metric 1a and metric 1b clearly show that the percentage of disabled staff in both the non-medical and medical workforce is very low. It also highlights in both tables that there are very high percentages of the workforce which record as either unknown or a null response.

3.2 Metric 2

The table below shows the relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

Note:

This refers to both external and internal posts.

** If the organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the WDES online reporting form to ensure comparability between organisations.*

Metric 2	Disabled Staff	Non-disabled Staff
Shortlisted Staff	288	5053
Appointed Staff	62	1160
Likelihood of being appointed	62/288 = 0.22	1160/5053 = 0.23

The Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff $0.23/0.22 = 1.05$

A figure above 1:00 indicates that Disabled staff are less likely than Non-Disabled staff to be appointed from shortlisting.

The table above, metric 2 shows that the likelihood of disabled staff and non-disabled staff being appointed from short listing is very similar for both groups.

*It should also be noted that NLaG as part of the Department of Work and Pensions scheme are a Disability Confident Employer, and therefore operate a guaranteed interview scheme for disabled applicants who meet the minimum person specification.

3.3 Metric 3

Metric 3 explores the 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 Metric will be based on data from a two-year rolling average of the current year and the previous year.

.Metric 3 – The relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure				
	Disabled	Non-Disabled	Unknown	Total
2017- 2018	0	42	14	56
2018 - 2019	0	10	16	26

During 2017/18 and 2018/19 data the number of disabled staff who have entered the formal capability process is currently zero.

3.4 NHS Staff Survey 2018

The metric's 4, 5, 6, 7, 8 and 9 represent unweighted question level responses to key findings in the NHS for NLaG staff.

	Metric	2018 Staff Survey Result				
Metric 4.1	Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12	<table border="1"> <tr> <td>Disabled</td> <td>33.6%</td> </tr> <tr> <td>Non-disabled</td> <td>24.6%</td> </tr> </table>	Disabled	33.6%	Non-disabled	24.6%
Disabled	33.6%					
Non-disabled	24.6%					
Metric 4.2	Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	<table border="1"> <tr> <td>Disabled</td> <td>24.1%</td> </tr> <tr> <td>Non-disabled</td> <td>16.4%</td> </tr> </table>	Disabled	24.1%	Non-disabled	16.4%
Disabled	24.1%					
Non-disabled	16.4%					
Metric 4.3	Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	<table border="1"> <tr> <td>Disabled</td> <td>31.7%</td> </tr> <tr> <td>Non-Disabled</td> <td>20.3%</td> </tr> </table>	Disabled	31.7%	Non-Disabled	20.3%
Disabled	31.7%					
Non-Disabled	20.3%					
Metric 4.4	Percentage 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	<table border="1"> <tr> <td>Disabled</td> <td>49.7%</td> </tr> <tr> <td>Non-disabled</td> <td>42%</td> </tr> </table>	Disabled	49.7%	Non-disabled	42%
Disabled	49.7%					
Non-disabled	42%					
Metric 5	Percentage believing that trust provides equal opportunities for career progression or promotion	<table border="1"> <tr> <td>Disabled</td> <td>74.5%</td> </tr> <tr> <td>Non-disabled</td> <td>79.8%</td> </tr> </table>	Disabled	74.5%	Non-disabled	79.8%
Disabled	74.5%					
Non-disabled	79.8%					
Metric 6	Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	<table border="1"> <tr> <td>Disabled</td> <td>30.2%</td> </tr> <tr> <td>Non-disabled</td> <td>21.3%</td> </tr> </table>	Disabled	30.2%	Non-disabled	21.3%
Disabled	30.2%					
Non-disabled	21.3%					
Metric 7	Percentage of staff saying that they are satisfied with the extent to which their organisation values their work.	<table border="1"> <tr> <td>Disabled</td> <td>28.7%</td> </tr> <tr> <td>Non-disabled</td> <td>33.1%</td> </tr> </table>	Disabled	28.7%	Non-disabled	33.1%
Disabled	28.7%					
Non-disabled	33.1%					

Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	<table border="1"> <tr> <td>Disabled</td> <td>63.6%</td> </tr> </table>	Disabled	63.6%				
Disabled	63.6%							
Metric 9 Part a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	<table border="1"> <tr> <td>Disabled</td> <td>6.1</td> </tr> <tr> <td>Non-disabled</td> <td>6.6</td> </tr> <tr> <td>Organisation Score</td> <td>6.5</td> </tr> </table>	Disabled	6.1	Non-disabled	6.6	Organisation Score	6.5
Disabled	6.1							
Non-disabled	6.6							
Organisation Score	6.5							
Metric 9 Part b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No) If no what actions are planned?	No As part of the Trust's Equality Objectives plans are in place to develop a Staff Equality Network to give disabled staff a voice.						

2018 NHS Staff Survey Results Analysis

- Metric 4 – Staff feel harassment, bully or abuse in the last 12 months from:
 - Patient's, relatives or the public is 9% higher for disabled staff than non-disabled staff.
 - Manger's is 7.7% higher for disabled staff than non-disabled staff.
 - Other colleague's is 11.4% higher for disabled staff than non-disabled staff.
 - Disabled staff are 7.7% more likely to report harassment, bullying or abuse at work than non-disabled staff.
- Metric 5 – Disabled staff feel 5.3% less likely to receive equal opportunities in terms career progression or promotion at work compared to non-disabled staff.
- Metric 6 – Disabled staff felt 8.9% more pressured to attend work, despite not feeling well enough to perform their duties compared to non-disabled staff.
- Metric 7 – 4.4 % less disabled staff felt satisfied that their organisation valued their work compared to non-disabled staff.
- Metric 8 – Only 63.6% of disabled staff feel we have made adequate adjustment's to enable them to carry out their work.
- Metric 9 – The engagement score for disabled staff is 0.5 less than that of non-disabled staff.

3.5 Metric 10

Metric 10 – The percentage of NLaG Board and Executive Team who classify themselves as having a disability or long term condition

	Disabled	Non-Disabled	Not Declared	Total
Trust Board and Executive Team	7.14%	78.57	14.28%	100%

4.0 KEY PRIORITIES AND ACTION REQUIRED**4.1 Key Priorities**

Going forward there are a number of key priorities which include:

- Improving the validity of data in Metric 1 by reducing the large percentage of staff in the unknown or null column across all pay bands in both the medical and non-medical workforce.
- The National NHS staff survey against all the WDES metrics shows that disabled staff have a much worse experience than that of non-disabled staff.
- The engagement of disabled staff must be improved.

4.2 Actions Required

Ensure that all WDES actions are monitored through the Equality and Diversity action plan and report against these internally through agreed governance structures, and report bi-annually to our commissioners.

More specific actions are to:

- Conduct further analysis of workforce data to identify gaps at local levels and to build a true organisational picture across different work areas with a focus on reducing the large percentage of staff who record unknown or null in their disability/ability status.
- Ensure that WDES, especially the NHS Staff Survey findings is mainstreamed into the NLaG Pride and Respect Programme.
- Develop an NLaG staff equality network which can support and give a voice to our disabled staff.

6.0 The report to be received.

6.1 To note the contents of this report against the NHS Workforce Disability Equality Standard.

6.2 Approve the data content which we are required to share with NHS England and our commissioners by August 2019.

6.3 To agree the key priorities of focus and WDES actions, and offer any support as identified.