

Workforce Disability Equality Standard (WDES) Report for Trust Board

1.0	PURPOSE OF THE REPORT
1.1	To update the Trust Board on progress against the Workforce Disability Equality Standard Indicators (WDES). https://www.england.nhs.uk/wp-content/uploads/2019/01/wdes-2021-metrics.pdf
1.2	To update the Trust Board on the trust submission and the data, as per trust contractual requirements.
1.3	To highlight key priorities and actions required to make improvements against the WDES.
2.0	BACKGROUND/CONTEXT
2.1	As set out in the National Health Service (NHS) Long Term Plan, respect, equality and diversity are central to changing culture and will be at the heart of our People Strategy. 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 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 WDES as a tool and an enabler of change.
2.3	The 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 actions to 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 forms part of the standard NHS contract and it is highly likely to form part of future Care Quality Commission (CQC) inspections under the ‘Well Led’ domain.
2.5	It was 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.

3.0 DATA ANALYSIS – METRICS

3.1 Metric 1

Metric 1 shows the percentage of Northern Lincolnshire and Goole NHS Foundation Trust 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, medical and dental subgroups and Very Senior Managers (VSMs), (including Executive Board members). The percentages are clustered into 4 pay groups for non-clinical staff and 7 groups for clinical staff. This is due the small numbers of staff in each pay band.

This data has been collected from Electronic Staff Records (ESR) as of 31 March 2023 and 31 March 2024.

Metric 1a Non-Clinical Workforce							Mar-23	
	Disabled		Non-Disabled		Unknown or Null		Total Number of Staff	
	Number of Staff	%	Number of Staff	%	Number of Staff	%	Number of Staff	%
Cluster 1 AfC Band 1 – 4	58	3%	1574	89%	145	8%	1777	81%
Cluster 2: AfC Band 5 – 7	16	5%	275	89%	18	6%	309	14%
Cluster 3: AfC Band 8a – 8b	5	7%	64	91%	1	1%	70	3%
Cluster 4: AfC Band 8c, 8d, 9 & VSM (inc Exec Board)	2	4%	43	96%	0	0%	45	2%
Total	81	4%	1956	89%	164	7%	2201	

Metric 1a Non-Clinical Workforce							Mar-24	
	Disabled		Non-Disabled		Unknown or Null		Total Number of Staff	
	Number of Staff	%	Number of Staff	%	Number of Staff	%	Number of Staff	%
Cluster 1: AfC Bands 1 – 4	85	5%	1616	88%	127	7%	1828	81%
Cluster 2: AfC Band 5 - 7	19	6%	291	90%	14	4%	324	14%
Cluster 3: AfC Band 8a – 8b	7	10%	65	89%	1	1%	73	3%
Cluster 4: AfC Band 8c, 8d, 9 & VSM (inc Exec Board)	1	3%	36	98%	0	0	37	2%
Total	112	5%	2008	89%	142	6%	2262	

Metric 1b Clinical Workforce							Mar-23	
	Disabled		Non-Disabled		Unknown or Null		Total Number of Staff	
	Number of Staff	%	Number of Staff	%	Number of Staff	%	Number of Staff	%
Cluster 1: AfC Bands 1 – 4	72	4%	1514	95%	16	1%	1602	31%
Cluster 2: AfC Band 5 – 7	103	4%	2494	96%	3	0%	2600	51%
Cluster 3: AfC Band 8a – 8b	3	2%	124	98%	0	0%	127	2%
Cluster 4: AfC Band 8c, 8d, 9 & VSM (inc Exec Board)	0	0%	28	100%	0	0%	28	1%
Cluster 5: Medical and Dental staff, Consultants	2	1%	227	99%	0	0%	229	4%
Cluster 6: Medical and Dental staff, Non-consultant career grade	1	0%	201	99%	2	1%	204	4%
Cluster 7: Medical and Dental staff, Medical and Dental trainee grades	2	1%	299	99%	0	0%	301	6%
Total	183	4%	4887	96%	21	0%	5091	

Metric 1b Clinical Workforce							Mar-24	
	Disabled		Non-Disabled		Unknown or Null		Total Number of Staff	
	Number of Staff	%	Number of Staff	%	Number of Staff	%	Number of Staff	%
Cluster 1: AfC Bands 1 – 4	89	5%	1475	87%	131	8%	1695	31%
Cluster 2: AfC Band 5 – 7	135	5%	2456	88%	198	7%	2789	51%
Cluster 3: AfC Band 8a – 8b	5	4%	128	92%	4	4%	137	3%
Cluster 4: AfC Band 8c, 8d, 9 & VSM (inc Exec Board)	0	0%	26	100%	0	0%	26	0%
Cluster 5: Medical and Dental staff, Consultants	2	1%	211	89%	23	10%	236	4%
Cluster 6: Medical and Dental staff, Non- consultant career grade	2	1%	209	93%	14	6%	225	4%

Cluster 7: Medical and Dental staff, Medical and Dental trainee grades	4	5%	283	88%	22	7%	309	6%
Total	237	4%	4788	88%	392	7%	5417	

3.2

In the tables, metric 1a and metric 1b clearly show that the percentage of disabled staff in both the non-clinical and clinical workforce is very low standing at 4.5% of the total workforce. This percentage has increased by 0.93% since 2023. This is comparable to what is reported nationally across NHS trusts as 4.9% of NHS staff declaring as having a disability (2023 WDES report). The tables above highlights that there are a small proportion of the workforce which record their disability status as either unknown, not declared or a null response. The number of unknown responses has increased in the last year, across all staff groups.

Metric 2

The table below shows the relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts for 2022-23 and 2023-24.

	Indicator	2022-23			2023-24		
		Descriptor	Disabled Staff	Non-Disabled Staff	Descriptor	Disabled Staff	Non-Disabled Staff
Metric 2	Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.	Number of shortlisted applicants	589	7632	303	3495	248
		Number appointed from shortlisting	88	1493	59	771	166
		Ratio shortlisted / appointed Likelihood candidates are appointed from shortlisting	88/589= 0.15	1493/7632= 0.20	Ratio shortlisted / appointed Likelihood candidates are appointed from shortlisting	59/303 = 0.19	771/3495 =0.22
		Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts is 1.31			Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts is 1.15		

Note: This refers to both external and internal posts Disability Unknown have been excluded).

Relative likelihood of Non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts in 2022-23 was 1.31 times more likely to be appointed from shortlisting compared to disabled staff, in 2023-24 the ratio has improved to show that Non-Disabled staff were 1.15 times more likely to be appointed from shortlisting.

*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.

**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.*

3.3

Metric 3

Metric 3 explores the relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process. Data is based on the number of staff entering the formal capability procedure from a two-year rolling average of the current year and the previous year. This metric applies to capability on the grounds of performance and not ill health.

	Indicator	2022-24		
		Descriptor	Disabled Staff	Non-Disabled Staff
Metric 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.	Number of staff in workforce	349	6796
		Average number of staff entering the formal capability process for any reason	0	6
		Of these, how many are on the grounds of ill health only?	0	1
		As there are fewer than 10 Disabled members of staff (on average) entering the formal capability process over the previous two years. Therefore, this metric has been suppressed due to the small numbers involved.		

No disabled staff entered into the formal capability process during this period.

3.4

2023 NHS Staff Survey Results Analysis Metrics 4, 5, 6, 7, 8 and 9a

The metrics 4, 5, 6, 7, 8 and 9a overleaf represent unweighted question level responses to key findings in the NHS for NLaG staff. The staff survey results surrounding the disabled workforce between 2022 and 2023 are similar, with slight improvements to some of the metrics.

Metric 4

	Metric	2022 Staff Survey Result		2023 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 months	Disabled	31.9%	Disabled	28.15%
		Non-disabled	22.7%	Non-disabled	24.35%
		NHS Average Score		NHS Average Score	
		Disabled	33.0%	Disabled	30.35%

		Non-disabled	26.2%	Non-disabled	23.76%
Metric 4.2	Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	Disabled	20.3%	Disabled	15.92%
		Non-disabled	12.6%	Non-disabled	8.74%
		NHS Average Score		NHS Average Score	
		Disabled	17.1%	Disabled	15.87%
		Non-disabled	9.9%	Non-disabled	8.74%
		NHS Average Score		NHS Average Score	
		NHS Average Score		NHS Average Score	
Metric 4.3	Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	Disabled	34.3%	Disabled	28.21%
		Non-disabled	20.1%	Non-disabled	19.41%
		NHS Average Score		NHS Average Score	
		Disabled	26.9%	Disabled	25.86%
		Non-disabled	17.7%	Non-disabled	16.6%
		NHS Average Score		NHS Average Score	
		NHS Average Score		NHS Average Score	
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	Disabled	50.2%	Disabled	51.77%
		Non-disabled	46.9%	Non-disabled	47.83%
		NHS Average Score		NHS Average Score	
		Disabled	48.4%	Disabled	50.44%
		Non-disabled	47.3%	Non-disabled	49.33%
		NHS Average Score		NHS Average Score	
		NHS Average Score		NHS Average Score	
<p>Staff feel harassment, bullying or abuse in the last 12 months from:</p> <ul style="list-style-type: none"> Overall, there are some notable improvements in this standard across all areas. <p><u>Metric 5</u></p>					
Metric 5	Percentage believing that the Trust provides equal opportunities for career progression or promotion	Disabled	44.0%	Disabled	52.75%
		Non-disabled	56.3%	Non-disabled	55.33%
		NHS Average Score		NHS Average Score	
		Disabled	51.4%	Disabled	51.54%
		Non-disabled	57.3%	Non-disabled	57.52%
		NHS Average Score		NHS Average Score	
<p>This standard has improved but Disabled staff are still 2.58% less likely to believe that the Trust provides equal opportunities for career progression or promotion compared to</p>					

non-disabled staff.

Metric 6

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.	Disabled	30.5%	Disabled	29.56%
		Non-disabled	21.9%	Non-disabled	20.31%
		NHS Average Score		NHS Average Score	
		Disabled	30.0%	Disabled	28.55%
		Non-disabled	20.8%	Non-disabled	19.46%

Disabled staff felt 9.25% more pressured to attend work, despite not feeling well enough to perform their duties compared to non-disabled staff. This gap as deteriorated since last year.

Metric 7

Metric 7	Percentage of staff saying that they are satisfied with the extent to which their organisation values their work.	Disabled	28.4%	Disabled	31.17%
		Non-disabled	37.0%	Non-disabled	41.36%
		NHS Average Score		NHS Average Score	
		Disabled	32.5%	Disabled	35.66%
		Non-disabled	43.6%	Non-disabled	47.19%

Disabled staff felt 10.19% less satisfied that the organisation valued their work compared to non-disabled staff. This gap as deteriorated since last year.

Metric 8

Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Disabled	69.3%	Disabled	73.58%
		NHS Average Score		NHS Average Score	
		Disabled	71.8%	Disabled	73.38%

73.58% of disabled staff from the staff survey feel we have made adequate adjustments to enable them to carry out their work. An improvement of 4.28% compared to the previous year.

Metric 9a

Metric 9 Part a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Disabled	5.9	Disabled	6.65
		Non-disabled	6.6	Non-disabled	6.26
		Organisation Score	6.4	Organisation Score	6.79
		NHS Average Score		NHS Average Score	
		Disabled	6.4	Disabled	6.46
		Non-disabled	6.9	Non-disabled	7.04
		The engagement score for disabled staff as improved and is now above the national average for disabled staff.			

The engagement score for disabled staff as improved and is now above the national average for disabled staff.

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 planed?	Yes As part of the Trust's Equality Objectives plans the Trust has developed a Disability Network to give disabled staff a voice.
------------------------	---	--

Metric 10

Metric 10	The percentage of NLaG Board and Executive Team who classify themselves as having a disability or long-term condition of 31 March 23. (Includes both executive and non-executive directors)	31-Mar-23			
		Trust Board and Executive Team	Disabled	Non-Disabled	Not Declared
			14.29%	85.71%	0.00%
		31-Mar-24			
	Trust Board and Executive Team	Disabled	Non-Disabled	Not Declared	
		0	100%	0	

As of 31 March 2024, there are no board members who have declared having a disability on ESR.

WORKFORCE DISABILITY EQUALITY STANDARD ACTION PLAN 2023/2024

The Action Plan 2024/25 has been developed, based on the 22/23 WDES technical data results, to help close the gaps in workplace experience between Disabled & Non-disabled staff.

Action	Metric	Delivery Timescale	Lead Responsibility
<p>1. Launch a Zero Tolerance to Ableism framework</p> <ul style="list-style-type: none"> • Set up a distinct QR code and Database to report and record incidents of Ableism. • Establish a Circle group to have overview of specific incidents, heat map areas and to triage to eliminate disability discrimination. • Ensure that the term Ableism is communicated and fully understood throughout the Group 	<p>3, 4a, 4b, 8, 9a, 9b</p> <p>EDS 2022 2B</p>	<p>30 November 2024</p>	<p>EDI Team</p>
<p>2. Develop and Grow the Disability Staff Network</p> <ul style="list-style-type: none"> • To have a named Executive sponsor and Chair and Deputy in place for the Disability Staff Network. • Staff Network Chair and Deputy Chair to have agreed Job Description and Person Specifications • Develop a full engagement plan in partnership with the EDI team • Ensure governance arrangements are in place. 	<p>All</p> <p>EDS 2022 2B</p>	<p>30 November 2024/Ongoing</p>	<p>EDI Team</p>
<p>3. Encourage staff to complete/update personal information details relating to disability on ESR, through increasing disability confidence.</p> <ul style="list-style-type: none"> • Encourage people with Long Term Conditions to identify with disability declaration to engage with support at an early stage. Also aim to reduce the % of people not declaring either way. 	<p>All</p> <p>EDS 2022 2A, 2C</p>	<p>January 2025/Ongoing</p>	<p>EDI Team, Staff Network</p>

<p>4. Review existing recruitment process through an EDI lens and overhaul as appropriate.</p> <ul style="list-style-type: none"> • Review the use of Value Based Recruitment in the Trust from an EDI perspective and assess the inclusivity of the process and if there are issues recommend options to change VBR that will offer equality of opportunity irrespective of cultural background. • Conduct a full review of our Disability Confident status with aim to achieve Disability Leader status. 	<p>1a, 1b, 2 EDS 2022 2D, 3</p>	<p>April 2025/Ongoing</p>	<p>EDI Team, Recruitment</p>
<p>5. Raise the profile of enabling Reasonable Adjustments in the Trust.</p> <ul style="list-style-type: none"> • Establish a group to explore options to make the process of reasonable adjustments feel fully supportive for staff making applications whatever the adjustment requested, and the process followed • Raise the profile of Access to Work and support staff to apply and make the application for adjustments via Access to Work simpler and explore the feasibility of introducing a centralised process • Explore using reasonable adjustment case studies. • Enable and promote Line Managers to introduce simple adjustments quickly. • Explore with HR how adjustments in relation to disability related leave and absence can be incorporated into HR processes 	<p>6, 7, 8, 9a EDS 2022 2A</p>	<p>December 24/Ongoing</p>	<p>EDI Team, HR</p>

<p>6. Supporting staff who are Neuro Divergent</p> <ul style="list-style-type: none"> • Develop a staff network sub-group to support staff who are neuro divergent. • Provide support to this group of staff. • Explore various support interventions. • As part of EDI training make managers aware of neuro divergence. • Explore reasonable adjustments and how they better support neuro divergent staff. 	<p>All EDS 2022 2A, 2B, 2C</p>	<p>April 2025/Ongoing</p>	<p>EDI Team, Disability Staff Network</p>
<p>7. EDI Education – Embracing the Challenges of Inclusive Leadership</p> <ul style="list-style-type: none"> • Deliver EDI training on all Corporate Induction Courses • Design a specific EDI course – ‘Embracing the Challenges of Inclusive Leadership’ • Deliver the Embracing the Challenges of Inclusive Leadership as part of leadership training (one/two course/s each month). • 	<p>All EDS 2022 2B, 2C</p>	<p>November 2024/ongoing</p>	<p>EDI Team</p>
<p>8. Engagement Events</p> <ul style="list-style-type: none"> • Disability History Month engagement events and walk arounds/site visits. • General EDI engagement events. 	<p>All EDS 2022 2B, 2C</p>	<p>December 2024/Ongoing</p>	<p>EDI Team</p>

<p>9. Health and Well Being Response</p> <ul style="list-style-type: none"> • Ensure the Disability Network are aware of Health and Wellbeing support available. • Ensure that independent support is fully accessible to all staff when suffering from stress, abuse, bullying and physical violence. 	<p>All</p> <p>EDS 22 2A, 2B, 2C</p>	<p>Ongoing</p>	<p>EDI Team / Health and Wellbeing Business Partner</p>
<p>10. Equality Impact Assessments</p> <ul style="list-style-type: none"> • Review and update the current equality impact assessment policy and procedure. • Ensure that policies are procedures are equality impact assessed. • Provide equality impact assessment training and support. 	<p>All</p> <p>EDS22 3C, 3B</p>	<p>January 2025/Ongoing</p>	<p>EDI Team</p>
<p>11. Learning Accessibility Review</p> <ul style="list-style-type: none"> • Conduct a learning accessibility review. • Ensure that when staff arrive at training, they are able to access their training equitably. 	<p>5, 7, 8</p> <p>EDS 22 2D</p>	<p>Ongoing</p>	<p>EDI Team / Education Team</p>