

NHS Workforce Disability Equality Standard (WDES)

The Workforce Disability Equality Standard (WDES) is a set of 10 specific measures (metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff.

The WDES is important, because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety.

The benefits of retaining an experienced, skilled employee who has acquired an impairment are usually greater than recruiting and training new staff. It is also good for the individual and helps create a workforce that reflects the diverse range of patients it serves.

The implementation of the WDES will enable NHS Trusts and Foundation Trusts to better understand the experiences of their disabled staff. It will support positive change for existing employees, and enable a more inclusive environment for disabled people working in the NHS. Like the Workforce Race Equality Standard on which the WDES is in part modelled, it will also allow us to identify good practice and compare performance regionally and by type of trust.

Similar to the Workforce Race Equality Standard, the WDES has been included in the NHS standard contract, and performance outcomes may well be considered during Care Quality Commission's (CQC) inspections / reviews under their 'Well Led' domain theme.

There is also a requirement to publish our data internally and externally. It should be noted that the metrics and action plan can be ratified by the next available Board meeting after 1st August, provided these are published no later than 30th September 2019.

The WDES Metrics (data as of 31st March 2019)

WDES Metric 1: Percentage of staff in AFC pay bands or medical and dental subgroups and very senior managers (VSM) (including executive Board members) compared with the percentage of staff in the overall workforce.

1.1 Trust's overall Disabled and Non-Disabled workforce profile as of 31 March 2019 is highlighted below:

Disabled / Non-Disabled workforce	Number	% of Workforce
Non-Disabled	3449	93.3%
Disabled	141	3.8%
Not Declared	4	0.1%
Total	3693	

1.2 The overall percentage of Disabled staff working in the Trust is 3.8%. Staff who have not declared whether or not they are disabled is 0.1% of the workforce.

1.3 Reporting for this indicator is by AFC or medical and dental cluster groups because this allows better interpretation of the data where there are smaller numbers of Disabled staff in single pay bands/grades.

1.4 The data is based on substantive and fixed-term contracts; bank staff are not included. There are fifteen other employees who reported as disabled but these are non AFC/ medical and dental. This first WDES only oncludes employees on Agenda for Change. BFS, apprentices and Local pay scales are excluded from the tables below.

Pay Clusters: Non- Clinical	Total staff in pay cluster	Total Disabled staff	Total Non-Disabled staff	Total Not Declared
Cluster 1 (Bands 2 - 4)	517	21	486	10
Cluster 2 (Band 5 - 7)	151	8	140	3
Cluster 3 (Bands 8a - 8b)	37	1	36	0
Cluster 4 (Bands 8c - 9 & VSM)	16	1	14	1

Pay Clusters: Clinical	Total staff in pay cluster	Total Disabled staff	Total Non-Disabled staff	Total Not Declared
Cluster 1 (Bands 2 - 4)	851	23	792	36
Cluster 2 (Band 5 - 7)	1414	66	1313	35
Cluster 3 (Bands 8a - 8b)	92	1	91	0
Cluster 4 (Bands 8c - 9 & VSM)	14	0	14	0
Cluster 5 (Medical & Dental Staff, Consultants)	168	2	159	7
Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	55	1	53	1
Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	113	2	107	4

1.5 When we look at all AFC and Medical and Dental Disabled staff (126) by non-clinical and clinical split, they are more represented in clinical roles – 75% (95) of all Disabled staff are in clinical roles.

1.6 Majority of the Disabled staff within our clinical workforce are in pay cluster 2 (66 staff which equates to 52% of all Disabled staff). This pay cluster includes staff in AfC bands 5 -7. The job roles within these pay bands are registered Nurses, Midwives and Allied Health Professionals (such Occupational Therapists, Physiotherapists and Radiographers).

1.7 Disabled staff are under-represented across all pay clusters which is expected considering their overall representation in the workforce. However, we believe that the data from our Electronic Staff Record (ESR) which is used for this indicator is not a true reflection of Disabled staff representation in the workforce (3.8% or 141 staff).

1.8 We know that there was considerably more staff declaring they have a disability on our latest anonymised NHS Staff Survey. This data shows that 246 Disabled staff participated in the latest staff survey out of the overall 1480 staff respondents. This equates to 25.6% of 'Disability- Yes' declaration rate in the staff survey compared to 3.8% declaration rate in ESR, which equates to 141 Disabled staff in the whole workforce.

1.9 This disparity in declarations in ESR and in the staff survey is not unique to our Trust. At a national level in the NHS, overall declarations on ESR is 3% compared to 18% declarations of all Trusts participating in the NHS Staff Survey – this is a 15% difference.

1.10 Because of these disparities it is hard to obtain a truer picture of Disabled staff representation by pay clusters, so we need to encourage staff to declare disability through ESR.

WDES Metric 2: Relative likelihood of Disabled staff compared to Non-Disabled staff being appointed from shortlisting across all posts. This refers to both external and internal posts.

	Disabled	Non-Disabled
Shortlisted	128	2564
Appointed	17	625
Relative likelihood of shortlisting /appointed	0.13	0.25
Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff =1.84		
NOTE: A figure below 1:00 indicates that Disabled candidates are more likely to be appointed from shortlisting.		

2.1 The table above shows that there is a higher likelihood of Non-Disabled staff appointments after shortlisting compared to Disabled staff. We need to build into our Action Plan to continue to promote ourselves as a 'Disability Confident Employer in our recruitment initiatives.

WDES 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.

	Disabled	Non-Disabled
Number of staff in workforce	141	3693
Number of staff entering the formal capability process	2	19
Relative likelihood of Disabled staff entering the formal capability process =2.58		
NOTE: A figure below 1:00 indicates that Disabled candidates are more likely to enter capability procedure.		

3.1 The table above shows that there is a higher likelihood of Disabled staff entering the formal capability process. Although we are dealing with really small numbers and therefore any fluctuation will make a significant change but it might not reveal anything significant.

WDES Metric 4: (part A) Percentage of Disabled staff compared to Non-Disabled staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public, managers and other colleagues; and (part 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.

% of 'Yes' responses against total number of Disabled and Non-Disabled respondents respectively.	Total respondents	Total Disabled Staff Respondents	Total Non-Disabled Staff respondents
	1480	246	1234
% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	1372	25.6%	22.8%
% of staff experiencing harassment, bullying or abuse from managers in the last 12 months.	1350	22.1%	8.7%
% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.	1351	28.2%	14.4%

4.1 The above tables show that more Disabled staff are likely to experience harassment, bullying and abuse than Non-Disabled staff.

4.2 In particular, there is a 14% difference between Non-Disabled and Disabled staff experiencing harassment bullying or abuse from other colleagues in the last 12 months. There is also a 13% difference between Non-Disabled and Disabled staff experiencing harassment, bullying or abuse from managers.

Part B

4.3 In comparison the number of both Disabled and Non-Disabled staff stating that they have experienced harassment, bullying and abuse, the table below shows that there were far fewer numbers willing to report it.

% 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.	Total respondents 422	Total Disabled Staff Respondents	Total Non-Disabled Staff respondents
% of 'Yes' responses against total number of Disabled and Non-Disabled respondents respectively.		49.5%	38%

WDES Metric 5: Percentage of Disabled staff compared to Non-Disabled staff believing that the Trust provides equal opportunities for career development.

% of Disabled staff compared to Non-Disabled staff believing that the Trust provides equal opportunities for career progression	Total respondents 923	Total Disabled Staff Respondents	Total Non-Disabled Staff respondents
Percentage of 'Yes' responses against total number of Disabled and Non-Disabled respondents respectively.		79.9%	86.9%

5.1 The percentage of 'Yes' responses for Disabled staff is lower than for Non-Disabled staff by 7%.

WDES Metric 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.

% of 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.	Total respondents 754	Total Disabled Staff Respondents	Total Non-Disabled Staff respondents
Percentage of 'Yes' responses against total number of Disabled and Non-Disabled respondents respectively.		27.5%	21.4%

6.1 The outcome of the metric above indicates that Disabled staff are more likely to feel pressure to come to work from their managers than Non-Disabled staff.

WDES Metric 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

% of Disabled staff compared to Non-Disabled staff saying that they are satisfied with the extent to which their organisation values their work	Total respondents 1370	Total Disabled Staff Respondents	Total Non-Disabled Staff respondents
Percentage of 'Yes' responses against total number of Disabled and Non-Disabled respondents respectively.		39.4%	48.6%

7.1 The table above shows that nearly all Disabled staff and a significant number of Non-Disabled staff who completed the staff survey responded to the question related to this metric.

7.22 This metric shows that for both Disabled and Non-Disabled staff being valued at work is important. However the percentage of positive responses for both groups are less than 50% respectively, and Disabled staff provided a lower positive response than Non-Disabled staff.

WDES Metric 8: Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work

Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Total respondents	Total "Yes"
	126	65.9%

8.1 Of the total number of respondents the majority of Disabled staff responses have been positive. This supports our status as 'Disability Confident Employer'.

8.2 It is important to note that not every Disabled member of staff will require adjustments.

Engagement and voices of Disabled staff Metric

WDES Metric 9: (part 'A') - The staff engagement % score for Disabled staff, compared to Non-Disabled staff and the overall engagement % score for the organisation; and (part 'B') -

The staff engagement score is a composite score which is drawn from 9 individual questions in the NHS Staff Survey.

	Headcount of respondents	Engagement Score
Overall total response to whole survey	1480	7.0
Total Non-Disabled Respondents	1129	7.1
Total Disabled respondents	248	6.7

WDES Metric 9: (part 'B')

Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? Yes

We have a Disability Staff Network and through issuing Guidance to managers and staff on disabilities to help improve the recognition, treatment and support of staff with disabilities in order to build their confidence to disclose their disability status on ESR.

Disability representation on Boards metric

WDES metric 10: Percentage difference between (i) the organisations' Board voting membership and its overall workforce and (ii) the organisations' Board executive membership and its overall workforce.

10.1 There are no Board Members either in voting or non-voting capacity recorded on ESR as having a disability. There are also no staff in the organisation's Executive membership declaring a disability.

Action Plan

This is our first reporting of the WDES and the indicators provide a baseline from which we can develop our work in reducing disparities between Disabled and Non-Disabled staff. Our first action plan focuses on establishing a strong foundation by getting the basics right. The outcomes of the metrics has helped us to identify key actions that we will take.