**WORKFORCE DISABILITY EQUALITY STANDARD – WDES – DATA AND NARRATIVE**

**DEADLINE FOR SUBMISSION TO NHS ENGLAND: 31ST AUGUST 2022**

| **Indicator** | **Data for reporting year 2021/22** | **Data for reporting year 2020/21** | **Narrative – the implications of the data** | **Action taken and planned** |
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| 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. | **OVERALL DISABILITY TOTAL = 2.9%**  **Non-Clinical Disability**  **TOTAL – 3.9%**  UB1 – 6.7%  B1 – 0.0%  B2 – 3.7%  B3 – 4.1%  B4 – 4.3%  B5 – 3.0%  B6 – 3.0%  B7 – 4.9%  B8a – 2.0%  B8b – 6.1%  B8c – 4.5%  B8d – 7.1%  B9 – 0.0%  VSM – 0.0%  **Non-Clinical Band Clusters**  Cluster 1 (bands 1-4) – 3.0%  Cluster 2 (bands 5-7) – 3.6%  Cluster 3 (bands 8a-8b) – 4.0%  Cluster 4 (bands 8c-VSM) – 2.3%  **Clinical**:  **TOTAL – 2.8%**  UB1 – 2.2%  B1 – 0.0%  B2 – 2.8%  B3 – 3.3%  B4 – 4.9%  B5 – 2.5%  B6 – 2.9%  B7 – 1.8%  B8a – 6.4%  B8b – 0.0%  B8c – 0.0%  B8d – 0.0%  B9 – 0.0%  VSM – 0.0%  Consultants – 1.2%  Non-Consultant career grade – 1.7%  Trainee grade – 1.3%  **Clinical Band Clusters**  Cluster 1 (bands 1-4) – 3.7%  Cluster 2 (bands 5-7) – 2.4%  Cluster 3 (bands 8a-8b) – 3.2%  Cluster 4 (bands 8c-VSM) – 0%  Cluster 5 (M&D, Consultants) – 1.2%  Cluster 6 (M&D, Non Consultants Career grade) – 1.7%  Cluster 7 (M&D, trainees) – 1.3% | **OVERALL DISABILITY TOTAL = 2.6%**  **Non-Clinical Disability**  **TOTAL – 3.8%**  UB1 – 8.3%  B1 – 0.0%  B2 – 3.5%  B3 – 4.9%  B4 – 1.6%  B5 – 4.4%  B6 – 3.9%  B7 – 4.8%  B8a – 2.3%  B8b – 0.0%  B8c – 0.0%  B8d – 0.0%  B9 – 20.0%  VSM – 25.0%  **Non-Clinical Band Clusters**  Cluster 1 (bands 1-4) – 3.7%  Cluster 2 (bands 5-7) – 4.3%  Cluster 3 (bands 8a-8b) – 1.3%  Cluster 4 (bands 8c-VSM) – 6%  **Clinical**:  **TOTAL – 2.6%**  UB1 – 1.6%  B1 – 0.0%  B2 – 2.9%  B3 – 3.6%  B4 – 3.7%  B5 – 2.1%  B6 – 2.9%  B7 – 1.7%  B8a – 5.0%  B8b – 0.0%  B8c – 0.0%  B8d – 0.0%  B9 – 0.0%  VSM – 0.0%  Consultants – 3.0%  Non-Consultant career grade – 2.1%  Trainee grade – 1.3%  **Clinical Band Clusters**  Cluster 1 (bands 1-4) – 3.1%  Cluster 2 (bands 5-7) – 2.3%  Cluster 3 (bands 8a-8b) – 3.8%  Cluster 4 (bands 8c-VSM) – 0%  Cluster 5 (M&D, Consultants) – 0.7%  Cluster 6 (M&D, Non Consultants Career grade) – 2.2%  Cluster 7 (M&D, trainees) – 1.3% | Overall, 43.83% of staff disability status is unknown, a 3.83% increase since 2021.  Of those for whom we do have a record of their status, 2.9% of staff have declared a disability, which is an increase of 0.3% compared to the previous year.  **Increased representation of Disabled staff** in the following bands compared to March 2021:   * **Non-Clinical:** Increased representation in 6/14 pay bands.B2(+0.2%), B4(+2.7%), B7(+0.1%), B8b(+6.1%), B8c(+4.5%), B8d(+7.1%) * Increased representation in 1/4 pay clusters.   Cluster 3(+2.7%)   * **Clinical:** Increased representation in 5/14 pay bands.   UB1(+0.6%), B4(+1.2%), B5(+0.4%). B7(+0.1%), B8a(+1.4%)   * Increased representation in 2/4 pay clusters.   Cluster 1(+0.6%), Cluster 2(+0.1%)  **Decreased representation of Disabled staff** in the following bands compared to March 2021:   * **Non-Clinical:** Decreased representation in 7/14 pay bands.   UB1(-1.6%), B3(-0.8%), B5(-1.4%), B6(-0.9%), B8a(-0.3%), B9(-20%), VSM(-25%)   * Decreased representation in 3/4 pay clusters.   Cluster 1(-0.7%). Cluster 2(-0.7%), Cluster 4(-3.7%)   * **Clinical:** Decreased representation in 2/14 pay bands.   B2(-0.1%), B3(-0.3%)   * Decreased representation in 1/4 pay clusters.   Cluster 3(-0.6%)   * **Medical and Dental:** Decreased representation in 2/3 pay bands.   Consultants(-1.8%), Non-consultant career grade(-0.4%)  **Representation stayed the same** in the following pay bands compared to March 2021:   * **Non-Clinical:** Representation stayed the same in 1/14 pay bands.   B1(0.0%)   * **Clinical:** Representation stayed the same in 7/14 pay bands.   B1(0.0%), B6(2.9%), B8b(0.0%), B8c(0.0%), B8d(0.0%), B9(0.0%), VSM(0.0%)   * **Medical and Dental:** Representation stayed the same in 1/3 pay bands.   Trainee grade(1.3%)  **Representation approximately in line with, or above average of a) overall workforce (2.9%) and b) clinical/non clinical average**:   * **Non-Clinical (3.9%):**  1. UB1, B1-B7, B8b-B8d 2. UB1, B3, B4, B7, B8b-B8d  * **Clinical (2.8%)**  1. B3, B4, B6, B8a 2. B2-B4, B6, B8a | **In 2021/22**   * In March 2021 we launched a campaign encouraging staff to access ESR Self-Service to update their personal protected characteristic data. This led to an increase in disability declaration by 0.6%. * The network will undertake an ongoing campaign to encourage staff to regularly review their ESR record to update it regarding any protected characteristics to allow them to access any support they may require. * The ICS introduced the Flourish positive action development programme, The programme consisted of three separate streams of learners who identify with at least one of the following protected characteristics: * EM, * LGBTQ+ * Disability, long-term conditions and neurodiversity * An EDI Co-ordinator and EDI admin assistant were recruited to support the EDI Lead. An EDI trainer was also recruited to develop a range of training programmes which included a disability awareness training package for Managers.   **Planned for 22/23**   * The Trust will be launching a number of training programmes including cultural awareness and a refresh of mandatory EDI training. |
| 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. | Non-disabled staff are 1.81 times more likely to be appointed from shortlisting compared to disabled staff/applicants. This is an increase of 0.11 since the previous year. | Non-disabled staff are 1.67 times more likely to be appointed from shortlisting compared to disabled staff/applicants. This is a decrease of 0.14 from the previous year. | A figure below 1.0 would indicate that disabled staff members are more likely to be appointed than non-disabled staff.  Latest data indicates that disabled applicants are less likely to be appointed from shortlisting than non-disabled applicants, and this difference has increased since 2021. | **In 2021/22**   * We have launched a new Recruitment Policy in June 2021. Our policy supports **Positive Action –** recognising where we are less diverse and supporting managers to take positive action to attract and recruit from underrepresented communities. * The Inclusion Champion role was launched as part of all interview panels for roles band 8A and above, and for lower bands in some instances. * Inclusion champions provide a fresh perspective to the decision making to make sure that appointments that are made are fair and inclusive. * A survey was conducted and analysed of the Inclusion Champion role so far, in order to implement improvements in 22/23.   **Planned for 22/23**  Changes and improvements identified in the Inclusion Champion review to be implemented. |
| |  | | --- | | 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 staff are 4.45 times more likely to enter a formal capability process compared to non-disabled staff. | Disabled staff are no more likely to enter the formal capability process compared to non-disabled staff (0) | This figure is a rolling-average over two years.  A figure above 1.0 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process.  Whilst completing this years WDES and comparing this year’s figures to last years, it became apparent to us that the figures we submitted last year were inaccurate. This explains the large difference in likelihood from 2020/21 to 2021/22. | **In 2021/22**   * Respectful Resolutions was launched to the entire Trust. * Compassionate leadership was rolled out as a mandatory course to all leaders within the Organisation.   **Planned for 22/23**   * A Just and Restorative culture piece is planned to be launched. * The Trust values will be reviewed and changed, engaging the entire organisation in the process. |
| 4a. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:   1. Patients/service users, their relatives or other members of the public 2. Managers 3. Other colleagues | * + 1. Disabled – 33.6%   Non-disabled – 30.4%   * + 1. Disabled – 20.0%   Non-disabled – 11.2%   * + 1. Disabled – 29.3%   Non-disabled – 20.5% | i. Disabled – 31.7%  Non-disabled – 26.9%  ii. Disabled – 18.0%  non-disabled – 11.2%  iii. Disabled – 26.1%  non-disabled – 19.2% | Disabled staff are consistently more likely to experience bullying, harassment and abuse from patients, members of the public, managers and colleagues compared to non-disabled staff.  Disabled staff have reported an increase in bullying, harassment and abuse from all three groups since the 2020 staff survey.  Scores for non-disabled staff have also increased or stayed the same. | **Planned 22/23**   * Continuation of the EDI Ambassador Pilot, with a review and launch to the wider Organisation planned for Q3. * The launch of a new violence and aggression policy. * The launch of a new EDI policy alongside a supporting discrimination statement. * A planned relaunch of the Diversity networks and refocus which will ensure that we are allowing colleagues’ voices to be heard. |
| 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. | Disabled – 42.1%  Non-disabled – 43.0% | Disabled – 41.8%  Non-disabled – 43.2% | Disabled staff are less likely to report an incident of bullying and harassment or abuse at work compared to non-disabled staff.  The score has increased for disabled staff by 0.3% compared to 2020, and has decreased for non-disabled staff by 0.2%. | * The Trust has Freedom to Speak Up Guardians who provide a confidential service for all staff members to raise concerns. The number of Freedom to Speak Up Guardians have increased. * The EDI team launched a monthly drop-in EDI clinic to allow colleagues to confidentially discuss anything they would like to. * In 2021 the EDI held a virtual ‘Tea Break’ event. This allowed colleagues the opportunity to raise any concerns and also support each other. |
| 5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion. | Disabled – 48.5%  Non-disabled – 54.5% | Disabled 52.6%  Non-disabled – 54.1% | Disabled staff report being less likely to believe the Trust offers equal opportunities for career progression compared to non-disabled colleagues.  The score for Disabled staff has significantly decreased since the 2020 survey by 4.1%. For non-disabled staff it has marginally increased by 0.4%.  Note: The figures reported here for 2021/22 are different to the figures in the 2021/22 report. This is due to a change in the calculation of this score. The figures shown here reflect how it will be reported going forwards. |  |
| 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. | Disabled – 39.0%  Non-disabled – 27.6% | Disabled – 31.0%  Non-Disabled – 23.2% | Both Disabled and non-disabled staff groups have felt a significant increase in pressure from their manager to come to work despite not feeling well enough since the 2020 staff survey.  Disabled staff reported an increase of 8%, and non-disabled an increase of 4.4%. | * In 2020 We launched the 2020 Staff Health and Wellbeing advice and support Hub which is accessible to all staff by phone, in person or via email. * As part of our Colleague Health & Wellbeing service, the Trust established a Clinical Psychology Team to provide specialist psychological support, liaison, and consultation. * For more details refer to the “Equality Diversity and Inclusion: One Year On” report, which was presented to the Trust Board in July 2021. |
| 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. | Disabled – 29.4%  Non-disabled – 36.6% | Disabled – 38.0%  Non-disabled – 45.2% | Disabled staff report being less likely to feel valued by the Trust than non-disabled staff; the difference between the two groups has stayed the same since the previous year at 7.2%.  Compared to the previous year, the score has dropped significantly by 8.6% for both disabled and non-disabled staff. | * We have a Disability staff network which includes a WhatsApp group where colleagues can connect with one another and provide peer support. * For more details refer to the “Equality Diversity and Inclusion: One Year On” report, which was presented to the Trust Board in July 2021. |
| 8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. | 71.5% of disabled staff said their employer made adequate adjustments. | 77.7% of disabled staff said their employer made adequate adjustments | The percentage of disabled staff reporting that adequate adjustments had been made to enable them to carry out their work dropped by 6.2%. This is now the Trust’s lowest score reported since before 2018. | * The 2020 Staff Health and Wellbeing Hub has supported colleagues through the coronavirus pandemic. * We have recruited an EDI training Specialist to update the EDI eLearning material,   as well as develop a range of training programmes. Which includes a training programme to raise awareness around disability and long-term conditions for Managers. |
| 9a. The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. | Disabled staff – 6.2  Non-disabled staff – 6.7  Overall Organisation – 6.6 | Disabled staff - 6.7  Non-disabled staff - 6.9  Overall Organisation - 6.9 | Disabled colleagues are less engaged than non-disabled staff and the overall organisation.  The engagement score for both Disabled staff and non-disabled staff has decreased since the 2020 staff survey. There has also been a widening of difference between the two groups, going from 0.2 in 2020 to 0.5 in 2021. | * We have a Disability staff network which includes a WhatsApp group where colleagues can connect with one another and provide peer support. |
| 9b. Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? Yes or No | Yes |  |  | * Established EDISG to give more senior leadership time to focus on each strand of inclusion, including disability. * The Disability network has made significant improvements moving the EDI agenda forward ensuring we continue to engage and involve Colleagues with disabilities and long-term conditions in our key decision making.   **Planned 22/23**   * We have been engaging with the Disability network seeking volunteers for the Chair role, however, despite our efforts we do not have any volunteers. We will continue to engage with the network. |
| Y10. Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce, disaggregated:   1. By voting membership of the board 2. By Executive membership of the board | 100% of the Trust Board membership has declared no disability.   1. 0% of the voting membership of the Board has declared a disability. 2. 0% of the Executive membership has declared a disability. | The overall workforce declaring as disabled is 2.6%.  5.6% of the Trust Board membership has declared a disability; 88.9% of the Board does not have a disability; 5.6% of the Board has an unknown disability status.  **I.** 6.3% of the voting membership of the Board has declared a disability. This is a total difference of +3.7% compared to the overall disabled workforce.  **II.** 12.5% of the Executive membership has declared a disability. This is a total difference of +9.9% compared to the overall disabled workforce. | The Board has representation of disabled staff less than proportional to the declared numbers of staff in the organisation who have reported a disability on ESR. There is decreased representation of the Board of 5.6% since reporting year 2020/21. | **Planned 22/23**   * All Executives will become champions for at least one of the protected characteristics and some of them will sit on the Diversity subnetworks for Ethnic Minorities, LGBTQ+ and Disability. * Positive action will be taken for future Executive vacancies to attract a broader field of applicants from different backgrounds. |