

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

**DEADLINE FOR SUBMISSION TO NHS ENGLAND: 31<sup>ST</sup> AUGUST 2021**

Indicator	Data for reporting year 2020/21	Data for reporting year 2019/20	Narrative – the implications of the data	Action taken and planned
<p>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.</p>	<p><b>OVERALL TOTAL = 2.6%</b></p> <p><b>Non-Clinical Disability</b>                      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%                      Other – 0.0%</p> <p><b>Non-Clinical Band Clusters</b>                      Cluster 1 (bands 1-4) – 3.7%                      Cluster 2 (bands 5-7) – 4.3%                      Cluster 3 (bands 8a-8b) – 1.4%                      Cluster 4 (bands 8c-VSM) – 6%</p> <p><b>Clinical:</b>                      UB1 – 1.6%                      B1 – 0%                      B2 – 2.9%                      B3 – 3.6%                      B4 – 3.7%                      B5 – 2.1%                      B6 – 2.9%                      B7 – 1.7%                      B8a – 5%                      B8b – 0%</p>	<p><b>OVERALL TOTAL = 2%</b></p> <p><b>Non-Clinical Disability:</b>                      B1 – 0%                      B2 – 4.3%                      B3 – 3.3%                      B4 – 2.1%                      B5 – 2.1%                      B6 – 2.8%                      B7 – 2.9%                      B8a – 0%                      B8b – 0%                      B8c – 0%                      B8d – 0%                      B9 – 20%                      VSM – 7.7%                      Other – 0%</p> <p><b>Non-Clinical Band Clusters</b>                      Cluster 1 (bands 1-4) – 3.1%                      Cluster 2 (bands 5-7) – 2.6%                      Cluster 3 (bands 8a-8b) – 0%                      Cluster 4 (bands 8c-VSM) – 4.1%</p> <p><b>Clinical:</b>                      Under B1 – 5.26%                      B1 – 0%                      B2 – 2.04%                      B3 – 2.97%                      B4 – 3.72%                      B5 – 2.11%                      B6 – 2.06%                      B7 – 1.33%</p>	<p>Overall 40% of staff disability status is unknown, a 1% improvement compared to 2020.</p> <p>Of those for whom we do have a record of their status, 2.6% of staff have declared a disability, which is an increase of 0.6% compared to the previous year.</p> <p>Representation of disabled staff has increased across all non-clinical and band clusters.</p>	<p>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%.</p> <p>We will repeat the campaign again in March 2022.</p>

Indicator	Data for reporting year 2020/21	Data for reporting year 2019/20	Narrative – the implications of the data	Action taken and planned
	<p>B8c – 0% B8d – 0% B9 – 0% VSM – 0% Consultants – 0.7% Non-Consultant career grade – 2.1% Trainee grade – 1.3% Other – 0%</p> <p><b>Clinical Band Clusters</b> Cluster 1 (bands 1-4) – 3.1% Cluster 2 (bands 5-7) – 2.3% Cluster 3 (bands 8a-8b) – 0% Cluster 4 (bands 8c-VSM) – 0% Cluster 5 (M&amp;D, Consultants) – 0.7% Cluster 6 (M&amp;D, Non Consultants Career grade) – 2.2% Cluster 7 (M&amp;D, trainees) – 1.3%</p>	<p>B8a – 2.27% B8b – 0% B8c – 0% B8d – 0% B9 – 0% VSM – 0% Consultants – 0.23% Non-Consultant career grade – 0.94% Trainee grade – 1.17% Other – 0%</p> <p><b>Clinical Band Clusters</b> Cluster 1 (bands 1-4) – 2.45% Cluster 2 (bands 5-7) – 1.97% Cluster 3 (bands 8a-8b) – 1.73% Cluster 4 (bands 8c-VSM) – 0% Cluster 5 (M&amp;D, Consultants) – 0.25% Cluster 6 (M&amp;D, Non Consultants Career grade) – 0.97% Cluster 7 (M&amp;D, trainees) – 1.20%</p>		
<p>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.</p>	<p>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.</p>	<p>Non-disabled staff are 1.81 times more likely to be appointed from shortlisting compared to disabled staff/applicants. This is an increase of 0.38 from the previous year.</p>	<p>A figure below 1.0 would indicate that disabled staff members are more likely to be appointed than non-disabled staff.</p> <p>Latest data indicates that disabled applicants are less likely to be appointed from shortlisting than non-disabled applicants, but this likelihood has decreased by 0.14 compared to the previous year.</p>	<p>We have launched a new Recruitment Policy in June 2021. Please refer to the “Equality Diversity and Inclusion: One Year On” report, which was presented to the Trust Board in July 2021.</p>
<p>3. Relative likelihood of Disabled staff compared to non-</p>	<p>Disabled staff are no more likely to enter the formal capability process compared to</p>	<p>Disabled staff are no more likely to enter the formal capability process</p>	<p>This figure is a rolling-average over two years.</p>	<p>We have launched Compassionate Leadership training which is mandatory for all managers and leaders in the Trust.</p>

Indicator	Data for reporting year 2020/21	Data for reporting year 2019/20	Narrative – the implications of the data	Action taken and planned
disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	non-disabled staff (0)	compared to non-disabled staff (0)	<p>A figure above 1.0 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process.</p> <p>There are no colleagues who have entered the formal capability process.</p>	<p>We have a number of actions planned to support the growth of our compassionate, just and inclusive culture which includes an emphasis on colleague health and wellbeing.</p> <p>Please also refer to the “Equality Diversity and Inclusion: One Year On” report, which was presented to the Trust Board in July 2021.</p>
<p>4a. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> <li>i. Patients/service users, their relatives or other members of the public</li> <li>ii. Managers</li> <li>iii. Other colleagues</li> </ul>	<ul style="list-style-type: none"> <li>i. Disabled – 32% Non-disabled – 27%</li> <li>ii. Disabled – 18.0% non-disabled – 11%</li> <li>iii. Disabled – 26% non-disabled – 19%</li> </ul>	<ul style="list-style-type: none"> <li>i. Disabled – 35% Non-disabled – 27.8%</li> <li>ii. Disabled – 18.6% non-disabled 11.8%</li> <li>iii. Disabled 28.3% non-disabled 17.8%</li> </ul>	<p>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.</p> <p>Scores against all three groups have improved for disabled staff compared to the previous year. This should not detract from the fact that nearly 1 in 5 disabled staff say they’ve experienced harassment, bullying or abuse from a manager, and more than a quarter report experiencing this from their colleagues.</p>	<p>We launched our revised organisational values and a new behavioural framework in autumn 2020.</p> <p>In Autumn 2021 we will be launching a Respectful Resolutions training programme which focuses on rude and bullying behaviours, alongside a revised Dignity at Work policy. For more details refer to the “Equality Diversity and Inclusion: One Year On” report, which was presented to the Trust Board in July 2021.</p>
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 – 43% Non-disabled – 43%	Disabled – 42.3% Non-disabled 41.2%	<p>Disabled staff are marginally less likely to report an incident of bullying and harassment or abuse at work compared to non-disabled staff.</p> <p>The score for both disabled staff has dropped by 0.7% compared to the previous year, and increased by 1.8% for non-disabled staff.</p>	<p>The Trust has Freedom to Speak Up Guardians who provide a confidential service for all staff members to raise concerns.</p> <p>We appointed an Equality Diversity Inclusion Lead in summer 2020 who is also trained as a Freedom to Speak up Guardian.</p> <p>In Autumn 2021 we will be launching a Respectful Resolutions training programme which focuses on rude and bullying behaviours, alongside a revised Dignity at Work policy. For more details refer to the</p>

Indicator	Data for reporting year 2020/21	Data for reporting year 2019/20	Narrative – the implications of the data	Action taken and planned
				“Equality Diversity and Inclusion: One Year On” report, which was presented to the Trust Board in July 2021.
5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled – 79% Non-disabled – 82%	Disabled – 79.6% Non-disabled - 85.7%	<p>Disabled staff report being less likely to believe the Trust offers equal opportunities for career progression compared to non-disabled colleagues.</p> <p>The response to this question has dropped for both disabled and non-disabled colleagues – by a margin of 0.6 % for disabled and 0.7% for non-disabled.</p>	<p>In Autumn 2021 we are launching a system-wide positive action development programme “Flourish”; aimed at ethnic minority, disabled and LGBTQ+ colleagues.</p> <p>For more details refer to the “Equality Diversity and Inclusion: One Year On” report, which was presented to the Trust Board in July 2021.</p>
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 – 31% Non-Disabled – 23.2%	Disabled – 32.3% Non-disabled 22.7%	<p>Disabled staff reported feeling more pressure from their managers to come to work compared to non-disabled staff, however this score has improved by 1.3% on the previous year.</p> <p>The score for non-disabled staff has increased by 0.5% compared to last year.</p>	<p>We launched the 2020 staff health and wellbeing advice and support Hub which is accessible to all staff by phone or in person and email.</p> <p>We have a Disability staff network which includes a WhatsApp group where colleagues can connect with one another and provide peer support.</p> <p>For more details refer to the “Equality Diversity and Inclusion: One Year On” report, which was presented to the Trust Board in July 2021.</p>
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 – 38.0% Non-disabled – 45.2%	Disabled 38.5% Non-disabled 42.2%	<p>Disabled staff report being less likely to feel valued by the Trust than non-disabled staff; the gap between these groups has widened by 3.5% to a gap of 7.2%.</p> <p>Compared to the previous year, the score has dropped by 0.5% for disabled staff, and has increased by 3% for non-disabled staff.</p>	<p>We have a Disability staff network which includes a WhatsApp group where colleagues can connect with one another and provide peer support.</p> <p>For more details refer to the “Equality Diversity and Inclusion: One Year On” report, which was presented to the Trust Board in July 2021.</p>
8. Percentage of Disabled staff saying	77.7% of disabled staff said their employer made adequate	73.3% of disabled staff said their employer made	4.4% more disabled staff reported their employer making adequate adjustments	The 2020 staff health and wellbeing Hub has supported colleagues through the

Indicator	Data for reporting year 2020/21	Data for reporting year 2019/20	Narrative – the implications of the data	Action taken and planned
that their employer has made adequate adjustment(s) to enable them to carry out their work.	adjustments	adequate adjustments	for them compared to last year.	coronavirus pandemic.  We are recruiting an EDI Training Specialist who will design and deliver training programmes to raise awareness around disability and long-term conditions.
9a. The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Disabled staff - 6.7 Non-disabled staff - 6.9 Overall Organisation - 6.9	Disabled staff 6.6 Non-disabled staff 6.9 Overall Organisation 6.9	Disabled colleagues are less engaged than non-disabled staff and the overall organisation.  For the second time in a row, the engagement score for disabled colleagues has gone up compared to the previous year, whilst remaining stagnant for non-disabled staff – thereby the gap in reported staff engagement has narrowed to 0.2.	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.
9b. Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? Yes or No	Yes			
10. Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce, disaggregated: i. By voting membership of the board ii. By Executive membership of the board	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.  <b>I.</b> 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.  <b>II.</b> 12.5% of the Executive	The overall workforce declaring as disabled is 2%. I. Voting membership; a total difference of 5% II. Executive membership; A total difference of 10%	The Board has representation of disabled staff more than proportional to the declared numbers of staff in the organisation who have reported a disability on ESR.	All Executives are champions for at least one of the protected characteristics and some of them 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.

Indicator	Data for reporting year 2020/21	Data for reporting year 2019/20	Narrative – the implications of the data	Action taken and planned
	membership has declared a disability. This is a total difference of +9.9% compared to the overall disabled workforce.			