

NHS Workforce Disability Equality Standard

The Workforce Disability Equality Standard (WDES) is a data-based standard that uses a series of measures to help improve the experiences of Disabled staff in the NHS. It applies to all NHS Trusts and Foundation Trusts from April 2019 and is mandated by the NHS Standard Contract.

The ten evidence-based Metrics are designed to enable NHS organisations to compare the reported outcomes and experiences of Disabled with non-disabled staff.

The metrics cover areas such as the board, recruitment, bullying and harassment and engagement.

Data: Metrics 1, 2, 3 and 10 compare the profile of disabled and non-disabled staff in terms of:

- 1) Pay bands
- 2) Recruitment processes
- 3) Capability processes
- 4) Board make up

Organisational culture: Metrics 4-8 are comparing the experiences of disabled and non-disabled staff against specific NHS Staff Survey questions.

Staff Voice: Metric 9 is focussed on assessing the extent to which the organisation gives disabled staff the opportunity to voice and air their concerns and be heard.

Workforce Disability Equality Standard (WDES) Metrics as at March 2020

Metric 1	Percentage of staff in Agenda for Change (AfC) pay bands or medical and dental subgroups and very senior managers (VSM)—including executive board members— compared to the percentage of staff in the overall workforce	Data from ESR— 123 staff have a disability recorded on ESR. Data identified by: <ul style="list-style-type: none"> • Non-clinical or clinical • Band or grade
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	A figure below 1 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting. Trust score is 1.09 Data comes from TRAC— 207 applicants with disabilities shortlisted/ 35 appointed in 2019/20. <ul style="list-style-type: none"> • Doesn't take into account how many withdraw after shortlisting or attended interviews • Trust holds Disability Confident Employer Level 2 status until 5/10/2020

<p>Metric 3</p>	<p>Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure</p>	<p>A figure above 1 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process. Trust score is 2.24.</p> <p>Data from ESR 2019/20—13 cases where the employee had a disability recorded in ESR.</p> <p>Breakdown by case type:</p> <ul style="list-style-type: none"> • Sickness cases: 6 • Disciplinary cases: 0 • Grievance/bullying and harassment cases: 2 • Performance management cases: 1 • Probation cases 4 <p>The Trust has in place <i>Maintaining the Employment of People with Disabilities: Guidance for Line Managers</i></p>
<p>Metric 4a</p>	<p>Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> • patients/service users, their relatives or other members of the public • managers • other colleagues 	<p>Four questions from staff survey combined—higher percentages are worse</p> <p>From patients/service users, their relatives or other members of the public:</p> <ul style="list-style-type: none"> • N° of total respondents: 2637 • Disabled: 42% (305) • Non-disabled: 36% (2332) <p>From managers:</p> <ul style="list-style-type: none"> • N° of total respondents: 2637 • Disabled: 26% (302) • Non-disabled: 14% (2325) <p>From other colleagues:</p> <ul style="list-style-type: none"> • N° of total respondents: 2617 • Disabled: 30% (305) • Non-disabled: 20% (2312)
<p>Metric 4b</p>	<p>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</p>	<ul style="list-style-type: none"> • N° of total respondents: 1141 • Disabled: 48% (168) • Non-disabled: 52% (973)
<p>Metric 5</p>	<p>Percentage of disabled staff compared to non-disabled staff believing the Trust provides equal opportunities for career progression or promotion</p>	<p>Question from staff survey—higher percentages better</p> <ul style="list-style-type: none"> • N° of total respondents: 1808 • Disabled: 79% (179) • Non-disabled: 81% (1634)
<p>Metric 6</p>	<p>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</p>	<p>Question from staff survey—higher percentages worse</p> <ul style="list-style-type: none"> • N° of total respondents: 1524 • Disabled: 30% (232) • Non-disabled: 23% (1292)

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	Question from staff survey—higher percentages better <ul style="list-style-type: none"> N° of total respondents: 2651 Disabled: 39% (306) Non-disabled: 55% (2345)
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work	Question from staff survey—higher percentages better <ul style="list-style-type: none"> N° of respondents: 179 Trust score: 74%
Metric 9a	Staff engagement score for disabled staff compared to non-disabled staff and the overall engagement score for the organisation	One of 10 staff survey themes scored from 0–10 <ul style="list-style-type: none"> N° of total respondents: 2742 Disabled: 6.9 (309) Non-disabled: 7.4 (2358) Overall Trust score: 7.3
Metric 9b	Has your trust taken action to facilitate the voices of disabled staff in your organisation to be heard (yes or no)?	Yes- Data from risk assessments to update disability declaration rates. Focus groups and communications plan for network launch in Q3 2020
Metric 10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: <ul style="list-style-type: none"> By voting membership of Board By executive membership of Board 	Make-up of Trust Board including non-executive directors by disability: <ul style="list-style-type: none"> Executive Board: 0% Overall workforce: 1.92%

WDES Action Plan

The Trust will develop a detailed set of actions to support delivery against the following objectives:

1. Ensure visible Board and Executive ownership of the WDES Action Plan and associated strategies to improve the experience of disabled staff.
2. Improve disability declaration rates amongst staff on ESR above current 2% of workforce population and close the gap on the 2% declaration rate declared in the annual staff survey.
3. Engage with staff to hold focus groups, with the express aim of obtaining input from key stakeholder's e.g. disabled staff, trade unions about the future establishment of a Staff Network.
4. Develop and establish an influential Staff Network whose membership includes those with the lived experience of disability so that their experience is improved in the workplace.
5. Develop a plan that supports effective communications about the WDES Action Plan and associated workstreams.