



Workforce Disability Equality Standard (WDES) Annual Report

21/22

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Foreword

The NHS Workforce Disability Equality Standard (WDES) came into force on 1st April 2019 and is a specific set of measures (metrics) that enable NHS organisations to compare the experience of disabled staff and non-disabled staff. Together with our workforce data and the results of the annual national staff survey, these help build a picture of the employee experience of those staff with disabilities or long term health conditions.

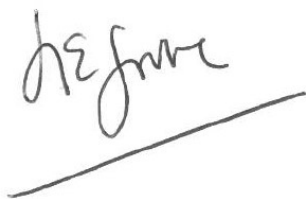
Our results since 2019 highlight that whilst some progress has been made in some of the WDES metrics, the evidence highlights that many disabled staff continue to experience inequalities in the workplace when compared to their non-disabled colleagues across many of the measures.

After a series of staff focus groups, our Staff Disability Network was established in 2021. The onset of COVID-19 pandemic highlighted inequality, inequity and negative impact across protected characteristics and the need for the network itself. The Disability Staff Network meets every month and provides an opportunity for staff to come together to provide support to each other and *start the conversation* with and around the organisation in how the working lives of staff with disabilities or long term health conditions can be supported within the workplace. The disability staff network is the primary communication channel within the Trust, sharing information, supporting peers and raising awareness.

Reported disability declaration rates amongst staff remain between 2% and 3% year on year, however within the annual staff survey between 12% and 15% declare that they have a disability or a long term health condition, so it is clear this area is one of the key challenges for the Trust.

This report details the Workforce Disability Equality Standard Project Plan, August 2022 – March 2024 which highlights the four key objective areas, actions, intended outcomes and measures of impact. The Trust will work towards incorporating these actions into a wider programme of work that can help create a compassionate, inclusive and welcoming workplace where disabled staff feel safe and secure and have opportunities to progress their careers and their contributions recognised.

As Chair of the Disability Staff Network, I want to see real improvements for staff with a disability or a hidden disability to feel they can get the support they need. Our Disability Staff Network is here to support our staff and ensure that people's voices are heard and actions are taken to reduce the differential experiences of staff with a disability compared to non-disabled staff. We want to drive real change and improve the lives of our staff to reduce barriers and increase equity. As a network, we are committed to work together on our WDES action plan and network objectives to achieve this.



Dr Helen Grote

Disability Staff Network Chair

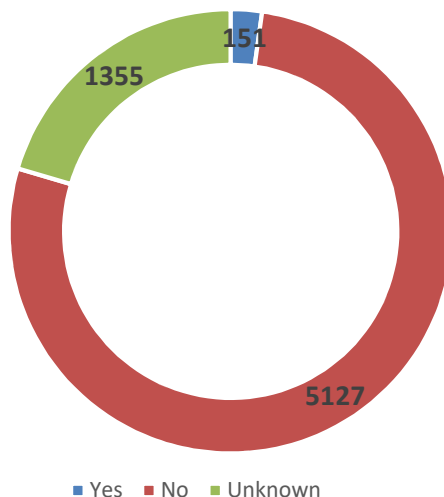
**Consultant Neurologist
Chelsea and Westminster Hospital NHS Foundation Trust
Imperial College Healthcare NHS Trust**

Background

The Workforce Disability Equality Standard (WDES) came into effect on 1st April 2019. The standard is designed to improve the representation and experiences of disabled staff across the NHS.

Our Workforce Disability Profile As at March 2022

Workforce Disability Composition



Disability Declaration %

Yes	2.28%
No	77.30%
Unknown	20.43%

Indicators – summary results for 21/22

Below provides an overview of results against workforce indicators. These do not include data against Agenda for Change (AfC) bandings or staff survey results which can be found in the main body of the report.

WDES Indicator	Trust score 2022	Trust score 2021	Trust score 2020	Trust score 2019
2 – likelihood of non-disabled staff being appointed following shortlisting compared to disabled staff	1.74 Times more likely	1.54 Times more likely	1.09 Times more likely	1.20 Times more likely
3 – likelihood of disabled staff entering the formal capability process	1.95 Times more likely	3.89 Times more likely	2.24 Times more likely	2.04 Times more likely
	Of these, how many are on the grounds of ill health only? 0.00			

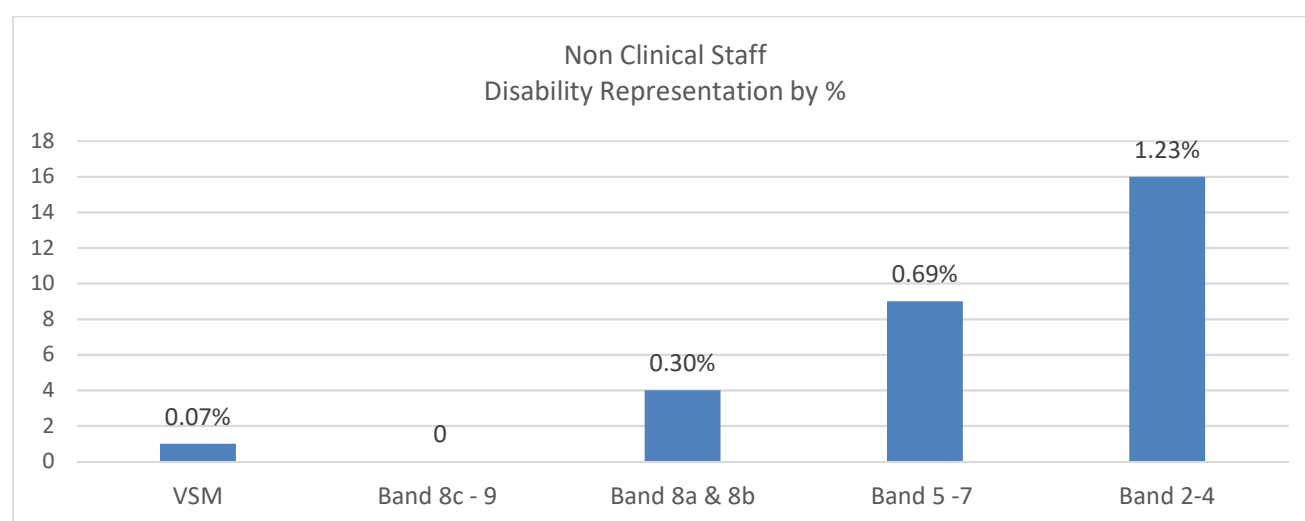
Workforce indicators – Workforce Disability Equality Standard (WDES)

WDES indicator 1 - Percentage of staff in Agenda for Change pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce

Non-clinical staff make up 19.5% of the total workforce (excluding medical staff).

As at March 2022

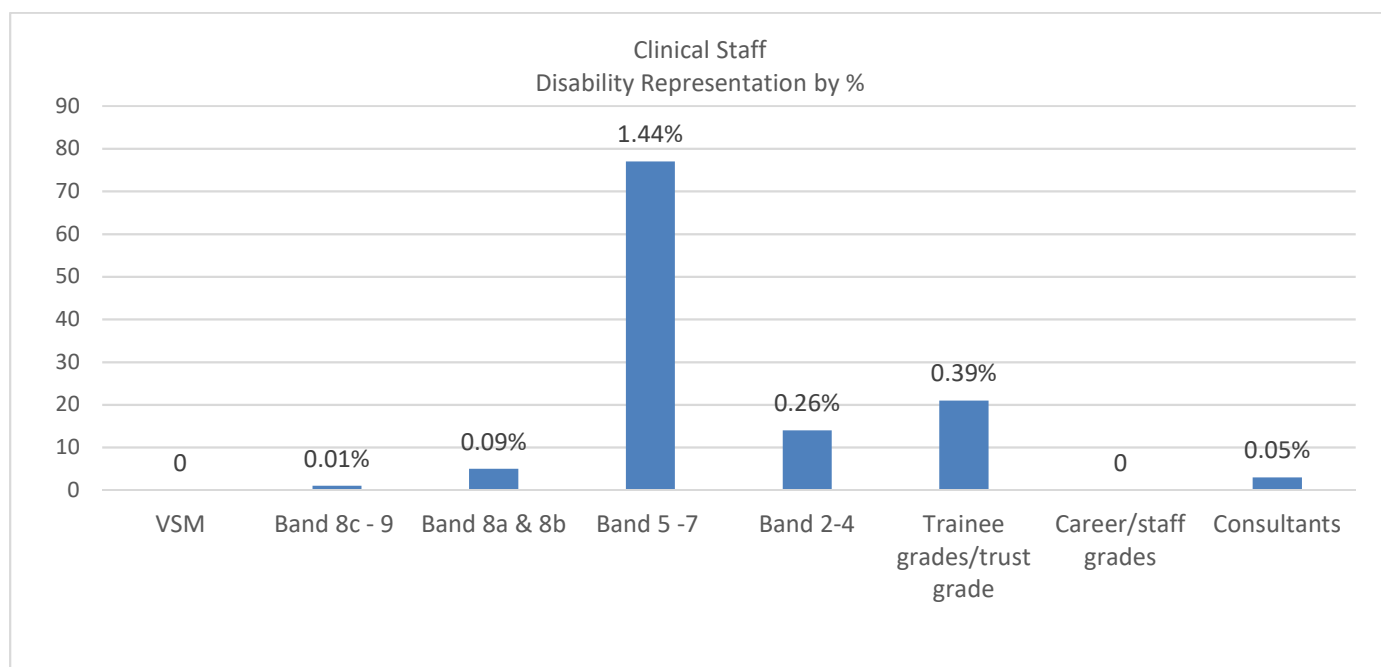
Overall Workforce	VSM	Band 8c-9	Band 8a & 8b	Band 5-7	Band 2-4
1294	0.07% (1)	0.00% (0)	0.30% (4)	0.69% (9)	1.23% (16)



Clinical staff make up 80.5% of the total workforce.

As at March 2022

Overall Workforce	VSM	Band 8c-9	Band 8a & 8b	Band 5-7	Band 2-4	Trainee grades/trust grade	Career/staff grades	Consultants
5339	0	0.01% (1)	0.09% (5)	1.44% (77)	0.26% (14)	0.39% (21)	0	0.05% (3)



WDES indicator 2 - Relative likelihood of disabled staff being appointed from shortlisting compared to that of non-disabled staff being appointed from shortlisting across all posts

Relative likelihood of Disabled staff being appointed following shortlisting	1.74 Times more likely
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WDES indicator 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

This indicator is measured by entry into a formal capability procedure.

Year	Metric 3 WDES result
2022	1.95 times more likely
On grounds of ill health only?	0.0 times more likely
2021	3.89 times more likely
2020	2.24 times more likely
2019	2.04 times more likely

Staff Survey & Board Indicators – Workforce Disability Equality Standard

WDES indicators 4 – 9 relate to staff survey findings

WDES Metric	Non-disabled staff score	Disabled staff score	Compared to 2020 disabled score
Metric 4a - Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:			
i. Patients/service users, their relatives or public	35.2%	45.7%	45.3%
ii. Managers	12.9%	19.2%	23.7%
iii. Other colleagues	21.5%	32.0%	31.3%
Metric 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.	50.6%	52.8%	47.4%
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	54.4%	42.3%	43.6%
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.	25.9%	36.7%	31.5%
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.	45.0%	30.2%	40.3%
Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	N/A	65.1%	75.4%
Metric 9a - The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	7.1	6.6	6.8
Metric 9b - Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)	Yes through staff networks and consultation.		

WDES Indicator 9– Percentage difference between HPFT’s Board voting membership and its overall workforce

This indicator is identical for both WRES and WDES reporting

- By voting membership of the Board
- By executive membership of the Board

	Disabled voting board membership
2022	10%
2021	0%
2020	0%
2019	0%
National Average 2021	3.7%
NWL Average 2021	3.2%

WDES programme for 22/23

We are committed to the continuing of the following actions to help to close the differential experience of disabled staff when compared to the experiences of non-disabled staff:

- We will publish a WDES action plan along with its data, via our website, by 31st October 2022.
- The Trust will continue to lead on work through a project-based approach which aims at achieving better disability declaration rates for our staff and achieving results for our disabled staff.
- The Trust will continue to lead on work with our Disability Staff Network to strengthen the voice and the impact of the network.
- The Trust will work towards achieving Disability Confident Leader as part of the Disability Confident Scheme.

Conclusion

The next steps on the journey of the WDES are to move the NHS on to the stage of advancing disability equality by using detailed demographic analysis at organisational level to encourage local, regional and national operations to implement bespoke improvement measures. System-wide learning is a key ambition for future implementation of the WDES. We will continue to work collaboratively with our partner EDI Leads across the system to identify WDES priorities that can be undertaken at a system level.

Action plan

WDES Project Plan – August 2022 – March 2024

Key targets:

- WDES indicators - improve our data and disability declaration rates
- WDES indicators - improve staff differential experience based on staff with a disability compared to staff who have declared no disability

Objective		Key Actions	Intended Impact/Outcome	Measure of Impact	Owner
1. Organisational culture creating an organisation that is culturally aware and inclusive	1.1	Review of Equality & Diversity training offer to ensure fit for purpose and, where necessary, development of new programmes	Improved skills amongst staff and staff reporting equity of experience Staff reporting a positive impact of this learning on service and workplace culture	Staff Experience Questions People Promise Element 5 People Promise Element 7 Evidence of training CQC Well Led domain	CPO
	1.2	All staff have access to resources to support their understanding of organisational culture and their role in supporting people from all backgrounds and identities	Staff are clear how to approach complex cultural scenarios as and how to support others to do so	People Promise Element 1 People Promise Element 2 People Promise Element 4	Deputy Chief People Officer and Deputy Director of OD and Learning Development
2. Recruitment and retention	2.1	Enhanced understanding of people's experience of the Trust recruitment process (in a way that shows feedback for different protected groups and between external and internal applicants)	The Trust has a clear baseline for how different groups see the process to enable clear action planning	Staff Experience Staff Morale WDES Indicators 1-4	Associate Director of Resourcing
	2.2	Positive action is used throughout Trust recruitment processes to promote the importance to the workforce of diversity and inclusiveness used in	Targeted messaging is more frequently used in recruitment adverts and performance of the process improves as a result	Staff Experience Staff Morale WDES Indicators 1-4	Associate Director of Resourcing

		recruitment adverts and performance			
3. Improving disability declaration rates	3.1	Support staff to update their Electronic Staff Record (ESR)	Understanding the narrative of workforce culture issues and take further action	Staff Experience People Promise Element 3 WDES Indicators 5-9	Head of Workforce Intelligence
4. Bullying and harassment - to eliminate the gap between disabled and non-disabled staff and their experience of this	4.1	Leaders across our organisations are equipped with the skills necessary to identify, tackle and prevent opportunities for bullying and harassment occurring (knowledge includes understanding of poor behaviours motivated by prejudice – consciously or unconsciously)	Targeting messaging in relation to prejudice (racial, gender based, homophobia etc.) is seen to impact on the Trust gaining a better understanding of how to tackle issues head on	Staff Experience People Promise Element 1 People Promise Element 3 WDES Indicators 5-9	Head of Inclusion, Wellbeing and Engagement
		New Diversity Champions programme developed with a focus on support for staff from protected groups	Dynamic programme of communication between Diversity Champions and staff members that quantifies types of issues that require action and reports on how issues are resolved, to be reported via new operational/working group	People Promise Element 1 People Promise Element 3 WDES Indicators 5-9	Head of Inclusion, Wellbeing and Engagement