Agenda item:	6.1
Presented by:	Ogechi Emeadi, director of people, organisational development and communications
Prepared by:	Nathaniel Williams, people information and systems lead
Date prepared:	16.09.2019
Subject / title:	Workforce Disability Equality Standard
Purpose:	Approval X	Decision	Information	Assurance	
Key issues:	There is significant disparity with staff who declare their disability on the Electronic Staff Record and those that complete the staff survey. There is little or no evidence of disabled staff entering the formal capability process on the grounds of ill health and capability as to non-disabled staff as the data is not held centrally. There is a misrepresentation of staff in AfC Band 8a and above and VSM that have no self-declaration of disability reported. Board members are asked to note that there is no detailed action plan at this time as it is a new report. However, we will pursue achieving disability confident employer status.
Recommendation:	To present the workforce committee with key findings of the trust's first Workforce Disability Equality Standard (WDES) report for approval.

Trust strategic objectives: please indicate which of the five Ps is relevant to the subject of the report	Patients	People	Performance	Places	Pounds
	X	X	X	X	

Previously considered by:	Equality and inclusion steering group (02.09.19) Workforce committee (23.09.19)
Risk/links with the BAF:	Increase risk of high turnover and the inability to recruit. This could also lead to reputation risk. BAF 2.1 nurse recruitment BAF 2.3 inability to recruit, retain and engage our people

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Legislation, regulatory, equality, diversity and dignity implications:	The WDES was introduced in April 2019 and it is mandated through the NHS Standard Contract and is restricted to NHS trusts and foundation trusts for the first two years of implementation.
Appendices:	WDES data

Purpose

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff. This information will then be used by to develop a local action plan, and enable us to demonstrate progress against the indicators of disability equality.

The WDES has been commissioned by the Equality and Diversity Council (EDC) and developed through a pilot and extensive engagement with trusts and key stakeholders. It is mandated through the NHS Standard Contract and is restricted to NHS trusts and foundation trusts for the first two years of implementation.

This paper presents recommendations which build on from staff survey actions and equality and inclusion steering group key objectives for 2019/20.

Context

The WDES forms part of the trust's statutory duties under the broader equality and inclusion landscape – Equality Act 2010.

WDES is assessed against 10 evidence based metrics, three of which relate specifically to workforce data, six are based on data from the national NHS Staff Survey questions and the final one considers disabled and non-disabled representation on the trust board. The report takes effect from 1 April 2019 based on 2018/19 financial year data.

WDES is to improve workplace experience and career opportunities for disabled people working or seeking employment within the NHS.

The data is to enable the trust to adopt a 'learning organisation' approach and produce an action plan to build a culture of continuous improvement. These will be essential steps in helping to bring about a workplace that is free from discrimination.

This year's action plan looks at areas for improvement but also areas where we feel we are performing well, to ensure we continue to evidence this.

Report by: Nathaniel Williams

Date: 16.09.19

WDES indicator no.	WDES report March 2019
Proportion of staff who have self-reported their disability	1.7%

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. **Non-clinical** 　　AfC Band 1, 2, 3 and 4 　　AfC Band 5, 6 and 7 　　AfC Band 8a and 8b 　　AfC Band 8c, 8d, 9 and VSM (including executive board members) **Clinical** 　　AfC Band 1, 2, 3 and 4 　　AfC Band 5, 6 and 7 　　AfC Band 8a and 8b 　　AfC Band 8c, 8d, 9 and VSM (including executive board members) 　　Medical and dental staff, consultants 　　Medical and dental staff, non-consultant career grade 　　Medical and dental staff, medical and dental trainee grades	2% disabled compare to 43% non-disabled 1% disabled compare to 42% non-disabled 6% disabled compare to 56% non-disabled 6% disabled compare to 42% non-disabled 2% disabled compare to 51% non-disabled 2% disabled compare to 49% non-disabled 1% disabled compare to 48% non-disabled 0% disabled compare to 50% non-disabled 0% disabled compare to 31% non-disabled 0% disabled compare to 32% non-disabled 0% disabled compare to 19% non-disabled
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 staff are 1.16 times less likely to be appointed from shortlisting across all post compared to non-disabled staff.
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 0.00 times more likely to enter a formal capability process compared to non-disabled staff.
4a) Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:	Disabled **37.4%**, non-disabled **26.7%**

• Patients/service users, their relatives or other members of the public • Managers • Other colleagues	Disabled **19.6%**, non-disabled **15.0%** Disabled **25.6%**, non-disabled **19.0%**
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 **50.5%**, non-disabled **45.0%**
5) Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion	Disabled **75.7%**, non-disabled **85.5%**
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 **32.7%**, non-disabled **26.0%**
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 **36.0%**, non-disabled **48.0%**
8) Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Disabled **68.9%**
9a) The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	Disabled **6.6**, non-disabled **7.1**
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: • By voting membership of the board • By executive membership of the board	 Disabled **0%**, non-disabled **20%** Disabled **0%**, non-disabled **25%**

Key findings

- There is significant disparity with staff who declare their disability on the Electronic Staff Record and those that complete the staff survey
- There is little or no evidence of disabled staff entering the formal capability process on the grounds of ill health and capability as to non-disabled staff as the data is not held centrally
- Non-disabled staff are likely to be appointed from shortlisting compared to disabled staff. It should be less than 1.00 times
- There is a misrepresentation of staff in AfC Band 8a and above and VSM that have no self-declaration of disability reported. Staff at these bandings will require training, coaching and support on how to manage and or work alongside disabled staff/colleagues.