






Trust Board (Public) – 1 December 2022

Agenda item:	5.3				
Presented by:	Padraig Brady – Head of people business partnering				
Prepared by:	Padraig Brady – Head of people business partnering, Nathaniel Williams – people information manager				
Date prepared:	9 November 2022				
Subject:	Workforce Disability Equality Standard (WDES) 2022				
Purpose:	Approval		Decision	x	Information
Key issues: please don't expand this cell; additional information should be included in the main body of the report	<p>The number of staff identifying as disabled in the Trust has increased compared to the previous reporting period.</p> <p>The Trust has appointed a dedicated lead for equality, diversity and inclusion.</p> <p>The Trust has established the Disability and Wellbeing Network (DAWN).</p> <p>There is still a significant information gap of staff declaration relating to disability on the Electronic Staff Record (ESR).</p>				
Recommendation:	To present the Board with key findings of the Trust's Workforce Disability Equality Standard (WDES) report and subsequent action plan 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	x
Previously considered by:	Equality, diversity and Inclusion steering group PC.28.11.22				
Risk / links with the BAF:	2.1 Workforce capacity 2.3 Internal engagement 2.4 Workforce capabilities				

Legislation, regulatory, equality, diversity and dignity implications:	The WDES forms part of the Trust's statutory duties under the broader equality and inclusion landscape – Equality Act 2010.
Appendices:	

1.0 Purpose

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 (not required this reporting period) and the final one considers disabled and non-disabled representation on the Trust Board. The report is from April 2021 – March 2022.

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. This will be an essential step in helping to bring about a workplace that is free from discrimination.

This report provides a breakdown of PAHT data against the 4 workforce disability equality standard (WDES) indicators for 2021/2022:

Indicator 1

Percentage of staff in AFC (agenda for change) 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.

Table 1 shows percentage of all staff by bands compared to last year.

	2021					2022				
All staff	Band 1-4	Band 5-7	Band 8a-8b	Band 8c-VSM	M and D	Band 1-4	Band 5-7	Band 8a-8b	Band 8c-VSM	M and D
Disabled	2%	1%	3%	3%	0%	2%	2%	4%	4%	0%
Non-Disabled	46%	40%	44%	52%	33%	55%	49%	48%	61%	58%
Unknown	52%	59%	53%	45%	67%	43%	49%	48%	35%	42%

Table 2 shows headcount and percentage of disabled and non-disabled **non-clinical** staff by bands.

Non-clinical staff	Bands 1-4		Bands 5-7		Bands 8a-8b		Bands 8c-9 and VSM		Non-executives	
Disabled	13	2%	2	1%	4	6%	2	6%	2	20%
Non-Disabled	413	51%	104	50%	36	55%	22	63%	5	50%
Unknown	390	47%	102	49%	26	39%	11	31%	3	30%

Table 3 shows headcount and percentage of disabled and non-disabled **clinical** staff by bands and grade.

Clinical	Bands 1-4		Bands 5-7		Bands 8a-8b		Bands 8c-9 and VSM	
Disabled	10	2%	25	2%	3	2%	0	0%
Non-Disabled	403	61%	690	49%	58	45%	11	58%
Unknown	244	37%	700	49%	11	53%	8	42%

Table 4 identified the headcount and percentage of disabled and non-disabled medical staff.

Medical staff	M and D consultants		M and D career grade		M and D trainee grade	
Disabled	0	0%	0	0%	2	1%
Non-Disabled	76	37%	73	57%	161	79%
Unknown	127	63%	55	43%	40	20%

Indicator 2

Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts. This refers to both external and internal posts.

Relative likelihood declines to 1.14 compared to last year (0.87). A figure below 1.00 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting.

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.

During this reporting period a total of two staff identifying as disabled entered into a formal capability process, compared to a nil return for staff entering a capability process in the last reporting period. Due to the significantly small number of staff involved, the

indicator reports as zero (0.00). A figure above 1.00 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process.

Indicator 4

Headcount and percentage of the organisations board voting membership and executive board members.

	By voting membership of the Board		By executive membership of the Board	
Disabled	1	9%	0	0%
Non-Disabled	8	73%	6	67%
Unknown	2	18%	3	33%

What the data tells us

2.25% of our total workforce have identified as disabled. This is an increase on the previous reporting period.

We have seen an increase of staff identifying as disabled in the Bands 8a through to VSM compared to the previous year.

Staff identifying as disabled in non-clinical staff has stayed the same as compared to last year.

We have seen an increase in staff identifying as disabled in clinical staff compared to last year.

Achievements from 2021/22

1. Equality, diversity and inclusion champions on all interview panels at band 8a and above
2. Inclusive recruitment training rolled out across the Trust - 155 recruiting managers trained to date.
3. Appointment of a dedicated EDI lead role in January 2022.
4. Recognition of the establishment of a formal staff forum – Disability and Wellbeing Network (DAWN)

Identified areas of action for 2022/23:

Action	Actions	Responsibility	Timescale
1	Equality, diversity and inclusion representation on all interview panels (currently in place for 8a and above)	People team/ division	By June 2023
2	Promote positive action to address representation at the board membership when board vacancies arise	Recruitment team	Review in June 2023

3	To work with an external partner in developing the DAWN staff network to increase their membership, participation and visibility within the Trust, as part of an overall EDI staff engagement strategy	Trust Board and relevant stakeholder representation	Review in March 2023
4	Develop and implement an action plan to evidence that the Trust meets the requirements to increase its Disability Confident accreditation from Level 1 to Level 2	EDI Steering Group /Trust Board	March 2023
5	Annual agenda to deliver awareness events that are positively promoting disability in the workplace	EDI Steering Group	Review quarterly
6	Increase the Trust offer to support work placements/experience for people with learning disabilities	Recruitment/ learning and organisational development	By March 2023
7	A rolling campaign during the year to educate and encourage staff to provide declaration information	People team/division	Review quarterly