

Workforce Disability Equality Standard Annual Report 19/20

Caring for Walsall together



Introduction

The NHS Workforce Disability Equality Standard (WDES) came into force on 1 April 2019 and is a set of specific measures (metrics) that will enable Walsall Healthcare NHS Trust to compare the experiences of disabled and non-disabled staff. This information used to develop a local action plan, and enable Walsall Healthcare to demonstrate progress against the indicators of workforce disability equality.

The WDES is important, because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety. Currently only 2.4% of the workforce has declared a disability, therefore the implementation of the WDES will enable Walsall Healthcare NHS Trust to better understand the experiences of their disabled staff. It will support positive change for existing employees, and enable a more inclusive environment for disabled people working at the Trust.



Executive Summary

- There are nine workforce disability equality metrics which have been developed to capture information relating to the workplace and career experiences of Disabled staff in the NHS.
- Research shows that Disabled staff have poorer experiences in areas such as bullying and harassment and attending work when feeling unwell, when compared to non-disabled staff. The ten metrics have been informed by research by Middlesex and Bedford Universities, conducted on behalf of NHS England/Improvement, and by Disability Rights UK on behalf of NHS Employers.
- This report has been informed by the annual WDES return to NHS England and NHS Improvement and the data has been collated during the period from the 1st April 2019 to the 31st March 2020.



Workforce Disability Equality Metrics

<p>Metric 1</p> <p>Percentage of staff in AfC 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.</p>	<p>Metric 2</p> <p>Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.</p>	<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>Metric 4</p> <p>a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> i. Patients/Service users, their relatives or other members of the public ii. Managers iii. Other colleagues <p>b) 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>	<p>Metric 5</p> <p>Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.</p>	<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>Metric 8</p> <p>Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:</p> <ul style="list-style-type: none"> • By voting membership of the Board. • By Executive membership of the Board. 	<p>Metric 9</p> <p>Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</p>	<p>Metric 7</p> <p>Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work</p> <p>Metric 10</p> <ul style="list-style-type: none"> a) The staff engagement score for Disabled staff, compared to non-disabled staff. b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)



Headlines from the WDES data analysis

- Colleagues that have disclosed their disability are in the junior pay grades Cluster 1-4 which represents AFC pay grades 1-4 2.4% in total when compared to the 2.4% of colleagues overall that have disclosed their disability on ESR
- The second largest proportion of colleagues that have disclosed their disability are in Cluster 2 AFC pay grades 5,6,7 (2.5%)
- There is a small proportion of colleagues that have disclosed their disability in AFC pay grades 8a and above which includes VSM (0.0%) (Cluster 3)
- There isn't a wide statistical variance between non clinical colleagues and clinical colleagues that have disclosed their disability on ESR.

Headlines from the WDES data analysis

- There are more colleagues with a disability responding to the NHS staff survey questions about disability when compared to the number of disabled colleagues that have disclosed they have a disability on ESR which currently stands at 2.4%
- In the 2019 annual staff survey 37.4% of disabled colleagues said that they had experienced Harassment Bullying and Abuse from patients relatives and members of the public compared with 27.7% of non disabled colleagues
- 21.2% of disabled staff compared to 16.3% of non disabled colleagues said that they had experienced Harassment Bullying and Abuse from their manager in the 2019 annual staff survey results
- Only 32.9% of disabled colleagues said that they were satisfied with the extent to which the organisation values their work compared to 42.4% of non disabled colleagues



Conclusion

- Walsall Healthcare is on a journey to become a disability confident organisation and a great place to work by narrowing the gap between how Disabled and Non-Disabled staff report their experiences and satisfaction levels in the metrics of WDES and by increasing representation of Disabled staff across the organisation particularly at senior levels.
- In order to support culture change and become a disability confident organisation we need to adopt innovative ways to engage with our disabled colleagues and improve disclosure rates so that disabled colleagues feel confident to talk about their disability.
- The WDES action plan in appendix 2 set out the actions that Walsall Healthcare is going to take over the forthcoming year to improve disability equality in the workplace with support from Disability Equality Network Leads who form part of the Trust's Staff Inclusion Network.



WDES Metric 1

Staff Type	Pay Band	Yes	No	Unspecified	Not Declared	Disability %	Unspecified / Not Declared %	
Overall	Overall	101	2839	1178	63	2.4%	29.7%	
	Apprentice	0	19	2	0	0.0%	9.5%	
	Band 1	1	3	4	0	12.5%	50.0%	
	Band 2	19	743	355	16	1.7%	32.7%	
	Band 3	11	193	99	4	3.6%	33.6%	
	Band 4	11	184	122	3	3.4%	39.1%	
	Band 5	24	543	150	7	3.3%	21.7%	
	Band 6	24	527	159	1	3.4%	22.5%	
	Band 7	7	250	122	5	1.8%	33.1%	
	Band 8A	1	95	44	1	0.7%	31.9%	
	Band 8B	0	24	9	2	0.0%	31.4%	
	Band 8C	1	12	2	0	0.7%	13.3%	
	Band 8D	0	2	1	0	0.0%	33.3%	
	Band 9	0	2	1	0	0.0%	33.3%	
	VSM	0	8	1	0	0.0%	11.1%	
	Trainee Grade	0	38	19	0	0.0%	33.3%	
	Career Grade	1	87	35	22	0.7%	39.3%	
	Consultant	1	109	53	2	0.6%	33.3%	
	Non-Clinical	Apprentice	0	15	2	0	0.0%	11.8%
		Band 1	0	2	3	0	0.0%	60.0%
Band 2		12	351	250	16	1.9%	42.3%	
Band 3		6	127	74	3	2.9%	36.7%	
Band 4		6	82	74	0	3.7%	45.7%	
Band 5		6	55	18	3	7.3%	25.6%	
Band 6		2	41	13	0	3.6%	23.2%	
Band 7		0	44	16	4	0.0%	31.3%	
Band 8A		0	31	7	1	0.0%	20.5%	
Band 8B		0	16	6	2	0.0%	33.3%	
Band 8C		0	5	0	0	0.0%	0.0%	
Band 8D		0	2	0	0	0.0%	0.0%	
Band 9		0	0	1	0	0.0%	100.0%	
VSM		0	7	1	0	0.0%	12.5%	
Clinical (Non-Medical)	Apprentice	0	4	0	0	0.0%	0.0%	
	Band 1	1	1	1	0	33.3%	33.3%	
	Band 2	7	392	105	0	1.4%	20.8%	
	Band 3	5	66	25	1	5.2%	26.8%	
	Band 4	5	102	48	3	3.2%	32.3%	
	Band 5	18	488	132	4	2.8%	21.2%	
	Band 6	22	486	146	1	3.4%	22.4%	
	Band 7	7	206	106	1	2.2%	33.4%	
	Band 8A	1	64	37	0	1.0%	36.3%	
	Band 8B	0	8	3	0	0.0%	27.3%	
	Band 8C	1	7	2	0	10.0%	20.0%	
	Band 8D	0	0	1	0	0.0%	100.0%	
	Band 9	0	2	0	0	0.0%	0.0%	
	VSM	0	1	0	0	0.0%	0.0%	
Medical & Dental	Trainee Grade	0	38	19	0	0.0%	33.3%	
	Career Grade	1	87	35	22	0.7%	39.3%	
	Consultant	1	109	53	2	0.6%	33.3%	



WDES Metric 2 and 3

Relative likelihood of non disabled staff being appointed from shortlisting compared to disabled staff

1.06

Relative likelihood of disabled staff entering the formal capability process compared to non disabled staff

0.00



Safe, high quality care



Care at home



Partners



Value colleagues



Resources



Respect
Compassion
Professionalism
Teamwork

WDES Metrics 4,5,6,7,8

WDES Metrics	Disabled staff	Non Disabled Staff
<p>WDES Metric 4 a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: i. Patients/Service users, their relatives or other members of the public ii. Managers iii. Other colleagues b) 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>	37.4% 21.2% 28.9% 50.4%	27.7% 16.3% 21.7% 48.2%
<p>WDES Metric 5 Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.</p>	74.0%	76.0%
<p>WDES 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.</p>	28.5%	25.7%
<p>WDES 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</p>	32.9%	42.4%
<p>WDES Metric 8 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</p>	-2%	-2%



WDES Metric 9 and 10

WDES Metric	Disabled staff	Non disabled staff
WDES Metric 9 Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	69.3%	73.5%
WDES Metric 10 The staff engagement score for Disabled staff, compared to non-disabled staff. b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)	6.2 Yes	6.7 yes



ANNEX 2 WDES ACTION PLAN



Safe, high
quality care



Care at home



Partners



Value
colleagues



Resources



Respect
Compassion
Professionalism
Teamwork