

**WDES annual report 22-23**

**Non-Clinical** workforce -Metric 1 – 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.

	Disabled staff/LTC 2020	Disabled staff 2021	Disabled staff/LTC 2020/2021 % points difference	Non-disabled staff 2020	Non disabled staff 2021	Non disabled staff 2020/21 % points difference	Disabled staff 2022	Non disabled staff 2022	Disabled staff % points difference 2021/22	Non disabled staff 2021/22 % points difference	Unknown 2020 null	Unknown 2021 null	Unknown 22 null
Non Clinical Staff	%	%	% Points difference	%	%	% points difference	%	%	%points difference	%	%	%	%
Cluster 1 (Bands 1 - 4)	2.4%	2.2%	-0.2%	61.8%	57.0%	-4.8%	3%	61%	0.8+	+4%	35.8%	40.2%	36%
Cluster 2 (Band 5 - 7)	2.5%	4.7%	+2.2%	74.7%	70.1%	-4.6%	4%	75%	+1.5%	+4.9%	22.8%	25.1%	21%
Cluster 3 (Bands 8a - 8b)	0.0%	0.0%	0.0%	69.8%	74.6%	+4.8%	1%	73%	0.0% no change	-1.6	30.2%	25.4%	25%
Cluster 4 (Bands 8c – 9 & VSM)	0.0%	0.0%	0.0%	84.6%	91.3%	+6.7%	4%	86%	0.0 % no change	-5.3%	15.4%	8.7%	11%

## Clinical workforce

	Disabled staff/LTC 2020	Disabled staff/LTC 2021	Disabled staff /LTC Percentage points difference 20/21	Non disabled staff 2020	Non disabled staff 2021	Non disabled staff percentage points difference 2020/2021	Disabled staff/LTC 2022	Non Disabled staff 2022	Disabled staff points percentage difference 2021/2022	Non disabled staff points percentage difference 2021/2022	Unknown 2020	Unknown 2021	Unknown 2022
	%	%	% points difference	%	%	% points difference	%	%	% points difference	% points difference	%	%	%
Cluster 1 (Bands 1 - 4)	2.03%	2.5%	+0.47	64.61%	74.8%	+10.19%	3%	73%	0.5%	-1.8%	33.36%	22.6%	24%
Cluster 2 (Band 5 - 7)	3.12%	3.0%	-0.12	71.80%	73.4%	+1.6%	3%	77%	-no change	+3.6%	25.02%	23.6%	20%
Cluster 3 (Bands 8a - 8b)	0.72%	0.8%	+0.08	68.84%	67.7%	-1.14%	2%	76%	+1.2%	+8.3%	30.43%	31.5%	22%
Cluster 4 (Bands 8c – 9 & VSM)	5.26%	6.3%	+1.04	78.95%	68.8%	-10.15	7%	80%	+0.7%	+11.2%	15.79%	25.0%	13%
Cluster 5 (Medical and Dental staff, Consultants)	0.61%	0.58	-0.03	66.87%	68.42%	-1.55%	1%	72%	+0.42%	+3.58%	35.52%	30.99%	27%
Cluster 6 (Medical and Dental staff, non consultant career grades)	1.54%	1.22	-0.32	75.38%	65.85%	-9.53	1%	75%	-0.22%	+9.15%	23.08%	32.93%	24%
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	0.0%	0.0%	- no change	0.0%	-no change	no change	3%	66%	+3%	+66%	0.00%	32.93	31%

**Metric 2** – Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts (Data source: Trust’s recruitment data)

- a) This refers to both external and internal posts employed by the trust.
- b) A figure below 1.00 indicates that Disabled staff are more likely than non-disabled staff to be appointed from shortlisting.
- c) The greater the number, the larger the inequality in shortlisting.
- d) The relative likelihood figure for 2020 and 2021 is an automated calculation available through the WDES metrics data spreadsheet.
- e) The figures are what was reported by the trust in the NHSE WDES data collection.
- f) The difference in the relative likelihood score should also be provided to highlight any improvements that may have happened in last 12 months.

	Relative likelihood 2020	Relative likelihood 2021	Relative likelihood 2022
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	1.06	1.14	1.08

**Metric 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. (Data source: Trust’s HR data) b) A figure above 1.00 indicates that Disabled staff are more likely than non-disabled staff to enter the formal capability process (on grounds of performance). c) This metric is based on data from a two-year rolling average of the current year and the previous year. d) The relative likelihood figure for 2019/20 is an automated calculation available through the WDES metrics data spreadsheet.

	Relative likelihood 2020	Relative likelihood 2021	Relative likelihood 2022
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	0.00	0.00	0.00

**Metric 4** – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse. (Data source:

NHS Staff Survey)

	Disabled staff/LTC responses 2020	Non -disabled staff responses 2020	% points difference between disabled staff and non-disabled staff 2020	Disabled staff responses 2021	Non-disabled staff responses 2021	% points difference between disabled staff and non-disabled staff 2021
4a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	<b>35.3%</b>	26.4%	8.9%	<b>38.7%</b>	26.40%	12.3%
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	<b>23.8%</b>	15.6%	8.2%	<b>21.40%</b>	12.20%	9.2%
4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	<b>28%</b>	21.3%	6.7%	<b>29.40%</b>	20.80%	8.6%
4d) Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	<b>51.6%</b>	49.5%	2.1%	<b>50.80%</b>	48.80%	2%

**Metrics 5 – 8** (Data source: NHS Staff Survey) Metric 8 only relates to responses from Disabled staff

	Disabled staff responses 2020	Non-Disabled staff responses 2020	% points difference between disabled staff and non-disabled staff responses 2020	Disabled staff responses 2021	Non-disabled staff responses 2021	% points difference between disabled staff and non-disabled staff 2021
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	<b>46.10%</b>	49.30%	3.2%	<b>48.60%</b>	52.00%	3.4%
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	<b>35.20%</b>	25.00%	10.2%	<b>32.00%</b>	21.90%	10.1%
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	<b>32.50%</b>	44.10%	8.9%	<b>30.60%</b>	31.40%	0.8%
Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	<b>73.70%</b>	-	-	<b>65.30%</b>	-	-

**Metric 9** – Disabled staff engagement (Data source: NHS Staff Survey) The staff engagement score is based on the responses to nine (9) NHS Staff Survey questions. A score of ten (10) is the maximum score possible.

	Disabled staff engagement score 2020	Non-disabled staff engagement score 2020	The difference in % disabled staff and non-disabled staff engagement score 2020	Disabled staff engagement score 2021	Non-disabled staff engagement score 2021	The difference in % disabled staff and non-disabled staff engagement score 2021
a) The staff engagement score for Disabled Staff compared to non-disabled staff	<b>6.2</b>	6.8	0.6	<b>6.2</b>	6.7	0.5
<p>b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.</p> <p>Disability Network established in 2021. Recruitment for new chair and vice chair of disability staff network to take place in November 22 due to incumbents stepping down from role. Disability SMART assessment is due to take place in late October 2021. Joint Neuro Diversity group established between WHT and RWT NHS Trusts.</p>						

**Metric 10** – Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce (Data source: NHS ESR local data)

Percentage difference between the organisation’s Board voting membership and is organisation’s overall workforce	2020	2021	2022
	-2%	-2%	-2.95%

## ANNEX A

### WDES Action Plan 22-23

Metric	Objective	Action to be taken	Timescale	Accountability	Why is this necessary?	Expected outcomes
1.	Increase the number of staff sharing their disability status via the ESR from 3% to 5% by October 2023 and 2% annually	<p>Recruit for a replacement DisAbility Staff Network Chair and Vice Chair</p> <p>Work with the DisAbility staff network to develop a communications campaign highlighting the benefits of declaring. As part of the campaign alert line managers and colleagues about the functionality in ESR to support improvements in missing data sets related to disability and encourage uptake of usage.</p> <p>Work with Unison and the RCN to facilitate an engagement session with colleagues to explore any challenges that they may have encountered in relation to sharing their disability status.</p> <p>Work with the Business Disability Forum to identify any areas of best practice and implement them across the Trust.</p>	<p>November 2022</p> <p>October 2023</p>	<p>Staff Networks and EDI Manager</p> <p>Inclusion Lead</p> <p>Chair and Vice Chair of the Dis-Ability Network</p> <p>Staff side leads</p> <p>All line managers</p> <p>ESR team</p>	<p>It is necessary to ensure the Trust has an accurate picture of colleagues with a disability working at the Trust to support any reasonable adjustments and to prevent unlawful discrimination from taking place.</p>	<p>Improved data quality</p> <p>% of the unknown with a disability reduced.</p> <p>Year-on-year improvements in relation to colleagues sharing their disability status.</p>
2.	Reduce the inequality in recruitment shortlisting from 1.14 to 1.00.	<p>Develop a recruitment welcome pack and make information available to potential job applicants about the trust's commitment to inclusive recruitment and Anchor Employer approach and that the Trust welcomes applications from Disabled applicants.</p> <p>Review training offer provided to recruiting managers and panels to ensure the requirement to make reasonable adjustments in recruitment is understood and actioned.</p>	<p>April 2023</p> <p>March 2023</p>	<p>Resourcing Lead</p> <p>Talent &amp; Inclusion Lead</p> <p>Resourcing Lead</p>	<p>This is necessary to ensure that the Trust increases the number of disabled colleagues working at the Trust in line with the Trust's WDES annual reporting requirements and its commitment to be an Anchor Employer.</p>	<p>Annual improvements in the number of disabled colleagues employed at the Trust.</p> <p>Inclusive recruitment panels for disabled colleagues are established to</p>



		Disabled staff to be trained to participate in recruitment panels. • Undertake a quarterly review of recruitment activity and present analysis to senior leaders and the Disabled staff network for feedback	April 2023	Resourcing Lead		reduce bias and discrimination in the recruitment process. Career development opportunities for disabled colleagues are available.
3.	Reduce the relative likelihood of Disabled colleagues entering the capability process (on the grounds of performance) from 1.18 to 1.00.	Currently the likelihood of disabled colleagues entering into the disciplinary process is 0.00 The Trust will carry out a review of the HR casework data to understand whether this figure is an accurate reflection of the actual number of disabled colleagues entering into a disciplinary process.	April 2023	HR Managers	It is necessary to ensure that accurate data is being reported as part of the annual WDES submission.  It is also necessary to ensure that disability data is being accurately captured and reported on.	Improvements in data quality related to disability and capability / disciplinary processes.
4.	Reduce the incidence of Disabled colleagues experiencing harassment, bullying and abuse from patients and the public (currently stands at 32.5%)	As part of the Violence and aggression policy ensure managers support disabled colleagues to report incidences of HBA from patients via Datix and ensure appropriate action is taken. Develop a training package for managers and colleagues on how to deal with Violence and aggression from patients which should incorporate the views and perspectives of disabled colleagues.  Develop a zero tolerance communications campaign to HBA on the grounds of disability working with the local police and DisAbility Network chairs to ensure that patients understand the Zero tolerance approach at the Trust.  Work with the Business Disability Forum to develop case studies/ comms campaign for use in management training to help build an understanding of actions they can take to help reduce incidents and support	April 2023  April 2023  April 2023	Estates Lead Dis- Ability Network Chairs  DisAbility Network Chairs Staff Networks & EDI Manager  DisAbility staff network chairs and Staff Networks and EDI Manager in	This is necessary to ensure disabled colleagues do not suffer detriment on the grounds of their disability and are not disproportionately affected by incidences of HBA .  The Zero tolerance campaign will ensure that patients and members of the public are clear about the organisation's stance in relation to Harassment Bullying and Abuse.	Improvements in WDES data. Colleagues with a disability do not suffer detriment on the grounds of their disability.

		<p>disabled colleagues at work subjected to these behaviours.</p> <p>Roll out the civility and respect modules and facilitate face-to-face sessions making these available to all colleagues. Ensure at least 60% of patient-facing colleagues have undertaken the kind life modules</p>	October 2023	<p>partnership with Unison</p> <p>OD &amp; Staff Engagement Lead</p>		<p>Improvements in WDES data. Colleagues with a disability do not suffer detriment on the grounds of their disability.</p>
5.	Reduce inequality in career progress opportunities (between Disabled and non-disabled colleagues) as per staff survey results	<p>Develop greater transparency by putting in place processes to monitor selection processes for acting up and secondment positions to identify the number of disabled colleagues accessing opportunities.</p> <p>Review appraisal paperwork to ensure information can be captured about the experiences of Disabled staff in relation to reasonable adjustments and career progression opportunities</p> <p>Develop a talent management data base for each divisional area which should include information about disabled colleagues and access to career development programmes that will support Disabled colleagues to progress in their careers.</p>	<p>October 2023</p> <p>December 2022</p> <p>October 2023</p>	<p>Resourcing Lead and Workforce Intelligence Lead</p> <p>Talent and Inclusion Lead</p> <p>Talent and Inclusion Lead and Workforce Intelligence Team</p>	This is necessary to ensure that career development opportunities are available for disabled colleagues. This will ensure greater transparency about access to opportunities.	Disabled colleagues can access career development opportunities.

6.	Reduce level of presenteeism experienced by Disabled staff as per staff survey results	<p>Roll out Disability SMART Assessment survey across the organisation</p> <p>Dis- Ability Network Chairs to review Attendance Management Policy to ensure disability leave considerations are explicit.</p> <p>Dis- Ability Network to work with the Business Disability Forum to review the findings from the Disability SMART Assessment and develop an organisational-wide action plan</p> <p>Carry out a review of flexible working options and review the Working from Home policy to ensure that it is fully supportive of those colleagues with a disability/long-term health condition who wish to work from home.</p> <p>Develop disability leave guidance/A guide to reasonable adjustments in partnership with the DisAbility staff network and Staff Side</p>	<p>November 2023</p> <p>July 2023</p> <p>April 2023</p> <p>July 2023</p> <p>July 2023</p>	<p>Talent and Inclusion Lead</p> <p>Dis- Ability Network</p> <p>DisAbility Network in partnership with the Talent and Inclusion Lea DisAbility Network</p> <p>DisAbility Network</p> <p>DisAbility Network in partnership with HR Managers</p>	<p>This is important as the aim will be to reduce presenteeism for disabled colleagues.</p> <p>The Disability SMART assessment will support organisational-wide improvements in relation to disability equality.</p> <p>This is important to ensure a flexible working approach to support disabled colleagues is in place as and when required.</p>	<p>Reduced presenteeism amongst disabled colleagues.</p> <p>Improvements in the organisation's approach to managing disability equality.</p>
----	--	--	---	--	--	--

7.	Increase percentage of Disabled staff satisfaction rate as per staff survey results	<p>Staff Survey Oversight to work with the DisAbility staff network and other key partners, to explore issues and identify interventions to improve the satisfaction rate for disabled colleagues.</p> <p>Work with the BDF to commission training for middle managers to explore their responsibility in relation to workplace disability equality: what they should be doing about it and how they can set expectations for leadership.</p> <p>Work with the DisAbility staff network and the communications team to produce a campaign highlighting staff with a disability who are positive about working in the trust and feel valued.</p>	<p>June 2023</p> <p>June 2023</p> <p>August 2023</p>	<p>Staff Survey Oversight group DisAbility Network</p> <p>DisAbility Network in partnership with the Business Disability Forum</p> <p>Communications Team and DisAbility Network</p>	<p>This is to ensure that staff satisfaction rates for disabled colleagues are comparable with non-disabled colleagues.</p> <p>This is necessary to ensure managers are aware of their responsibilities in relation to disability equality at work.</p>	<p>Improved satisfaction rates for disabled colleagues.</p> <p>Improved knowledge and awareness for managers regarding disability equality.</p>
8.	Increase the percentage of Disabled staff that feel that their request/s for reasonable adjustments have been adequately managed.	<p>Review and develop a more supportive and effective approach to the management of requests for reasonable adjustments. Develop guidance for line managers on how to arrange reasonable adjustments for their staff.</p> <p>Adopt and roll out the reasonable adjustments' passport created by NHS Employers.</p> <p>Commission the BDF to deliver several workshops on the duty to make reasonable adjustments and target line managers to attend.</p>	<p>August 2023</p> <p>October 2023</p> <p>August 2023</p>	<p>DisAbility Network in partnership with the Business Disability Forum</p> <p>DisAbility Network Staff Networks and EDI Manager</p> <p>Talent and Inclusion Lead</p>	<p>Managers are aware of the requirement to provide reasonable adjustments and support disabled colleagues when required.</p> <p>Reasonable adjustments passport is in place for disabled colleagues particularly if they move job roles.</p>	<p>An increase in staff survey responses in relation to reasonable adjustments.</p> <p>Improved knowledge and awareness for managers regarding reasonable adjustments and their role and responsibilities.</p>

9.	Reduce gap in staff engagement scores from -0.92 to at least -0.50.	<p>Hold workshop sessions with Disabled staff network to explore the data and develop actions to reduce the gap in staff engagement scores.</p> <p>Develop an engagement plan that will provide opportunities for all staff to provide input into development of the OD and staff engagement plan (targeting all staff recognising that there are some Disabled colleagues who have not yet shared their disability/long-term condition).</p>	April 2023	DisAbility Network OD and Staff Engagement Manager	This is necessary to ensure an effective engagement plan is in place to engage disabled colleagues about issues that are important to them.	Improved engagement scores for disabled colleagues.
10.	Reduce the gap between Board representation and overall representation of Disabled staff in the workforce from 1.5 percentage points to at least 1.0.	<p>Ensure the process for appointment of non executive directors encourages diverse applications, including those who identify as Disabled.</p> <p>In partnership with the Disabled staff network organise a board development session focused on EDI which will include staff stories about the inequalities experienced by Disabled staff.</p> <p>Share recruitment information through recognised diverse organisations and recruitment agencies.</p> <p>As a demonstration of trust commitment to disability inclusion ensure disabled colleagues are targeted and approached to put themselves forward on the reciprocal mentoring scheme.</p>	<p>April 2023</p> <p>December 2023</p> <p>June 2023</p> <p>January 2023</p>	<p>Resourcing Lead</p> <p>Talent and Inclusion Lead</p> <p>Resourcing Lead</p> <p>Talent and Inclusion Lead</p>	<p>This is necessary to ensure there is increased representation at Board level in relation to disability.</p> <p>This is necessary to ensure that Board members hear about the lived experience of disabled colleagues working at the Trust and can provide support .</p>	Improved representation of disability at senior levels.