

Item 4.ii

Report to:	Trust Board	Date: 2 September 2021
Report from:	Oonagh Monkhouse, Director of Workforce and OD and Onika Patrick-Redhead, Head of EDI	
Principal Objective/Strategy:	Review and approval of the 2020/21 WDES Data submission and action plan	
Title:	WDES Data submission and Action Plan 2021/2022	
Board Assurance Framework Entries:	Staff Engagement Retention Recruitment Improve Equality, Diversity & Inclusion	
Regulatory Requirement:	WDES Equality Act Public Sector Equality Duty	
Equality Considerations:	Supports the delivery of the Trust's WDES and EDS goals. This report supports the requirements laid out in the Equality Act 2010 and the Public Sector Equality Duty. This report provides assurance that the Trust is complying with NHS Workforce Equality Standards as outlined in the NHS Standard Contract.	
Key Risks:	<ul style="list-style-type: none"> • Staff retention • Staff engagement • Patient experience • Quality and Safety of services provided • 	
For:	Noting the 2021/22 WDES data submission Approval of action plan	

1. Purpose of the report

The purpose of this report is to provide assurance that the Trust is meeting its compliance requirement under the NHS Workforce Disability Equality Standard (WDES). This report provides the Trust's data and analysis of its workforce in relation to disabled and non-disabled staff. The workforce data relates to the period April 2020 to March 2021.

The Quality and Risk Committee have reviewed and approved the action plan.

2. Background

The WDES, like the NHS Workforce Race Equality Standard enables NHS organisations to better understand the experiences of their disabled staff. The WDES is designed to improve workplace experience and career opportunities for disabled people working for or seeking employment within the NHS. It will also support positive change for all existing employees by creating a more inclusive environment for Disabled staff. Using the WDES,

WRES and the Gender Pay reports, as an organization we will be able to recognise and understand the importance of intersectionality within the workplace.

An important achievement to note for the Trust over the last year is the establishment of a Trust Disability Staff Network – DaD (which stands for Disability and Difference). The Network is focused on becoming a community of staff (disabled and non-disabled staff) that raises awareness of disabled people and supporting the Trust to transform culture and perceptions of disability and its ability.

The Network will help support the organisation to adopt a model of Disability, which will enable RPH to actively identify the barriers that exist within the Trust, that impede the aspirations and progress of disabled staff. This includes recognition, that barriers are not only physical; they are socially constructed through practice and policy.

Working co-productively with DaD, the Trust has an opportunity to drive real change and positively improve staff and patient experience for disabled colleagues.

2.1 Outcomes of WDES

What outcomes are intended by the WDES?

- Better understanding of the issues faced by disabled staff and an increased understanding of disabled patients' needs and patient outcomes.
- Key areas highlighted by the Metrics e.g. career development, appraisals, capability and recruitment processes are acted upon.
- Consideration of disabled staff representation at all levels throughout the organisation and reduction of any barriers which stand in the way of their career progression.
- Positive change through action plans to enable a more inclusive environment for disabled people working in the NHS.
- Support an increased focus on Disability and the voices of disabled staff.
- Improvement of disability declaration rates on Electronic Staff Records (ESR).

There are several initiatives in place at Royal Papworth Hospital (RPH) at improving the experience of staff with a disability:

- Mindful Employer - this promotes good mental health in the workplace, in the form of the Psychological Wellbeing Service and Employee Assistance Programme.
- Compassionate and Collective Leadership Programme, a programme that's aim is to embed a culture that enables the delivery of continuously improving, high quality, safe and compassionate care. The values and behaviour framework have been developed to support an inclusive and compassionate culture.

3. WDES Indicators

There are ten Metrics that make up the NHS WDES comprising:

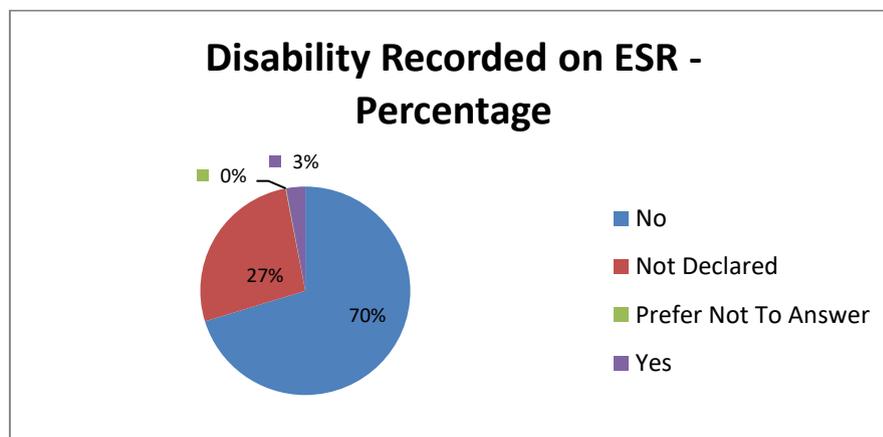
- Workforce Metrics 1 – 3, 5 and 8
- Staff Survey Metrics 4, 6 – 7, and 9
- Board representation Metric 10
- Engagement and Voices of Disabled staff Metric 9

The ten Workforce Disability Equality Standard Metrics are:

METRIC	WDES METRIC DESCRIPTION
The following three workforce metrics compare the data for both disabled and non-disabled staff.	
Metric 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.
Metric 2	Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.
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.
The following four NHS Staff Survey metrics compare the responses for both disabled and non-disabled staff.	
Metric 4	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 and iii) other colleagues. 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.
Metric 5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
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.
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.
The following NHS Staff Survey metric only includes the responses of disabled staff.	
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work.
Part a) compares staff engagement scores for disabled and non-disabled staff and the overall trust's score. Part b) will request trust's to explain what action is planned to address any gaps in their WDES annual reports.	
Metric 9	The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. Has your trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (Yes) or (No)
This metric compares the difference for disabled and non-disabled staff.	
Metric 10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by: <ul style="list-style-type: none"> ▪ Voting membership of the Board ▪ Executive membership of the Board

RPH Workforce analysis.

Disability	Headcount
No	1555
Not Declared	591
Prefer Not To Answer	
Answer	2
Yes	65
Grand Total	2213



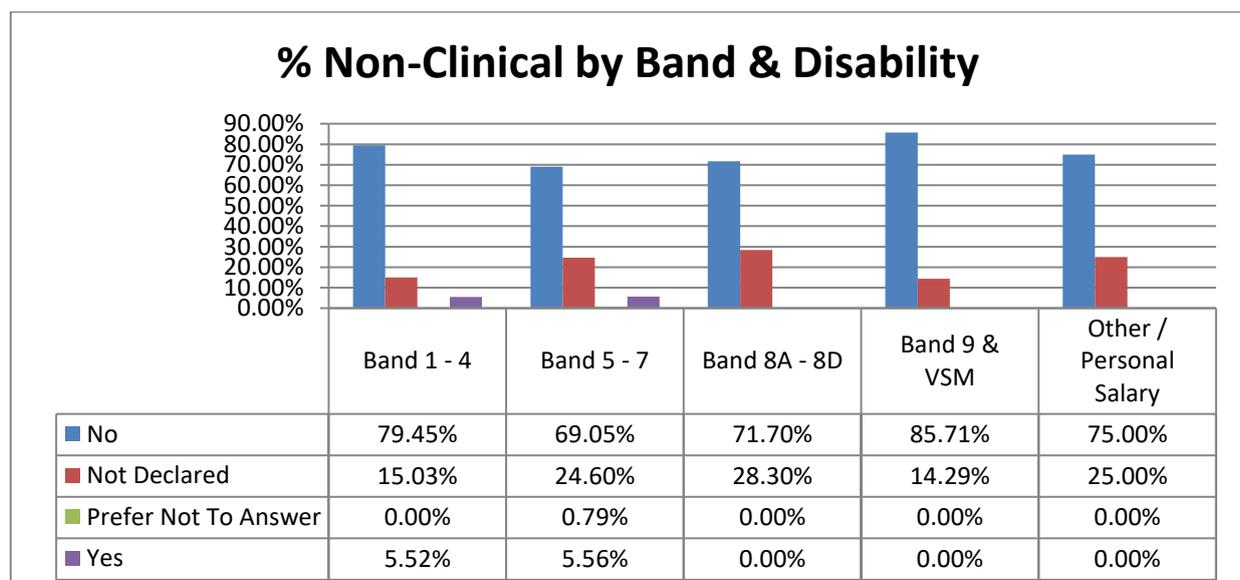
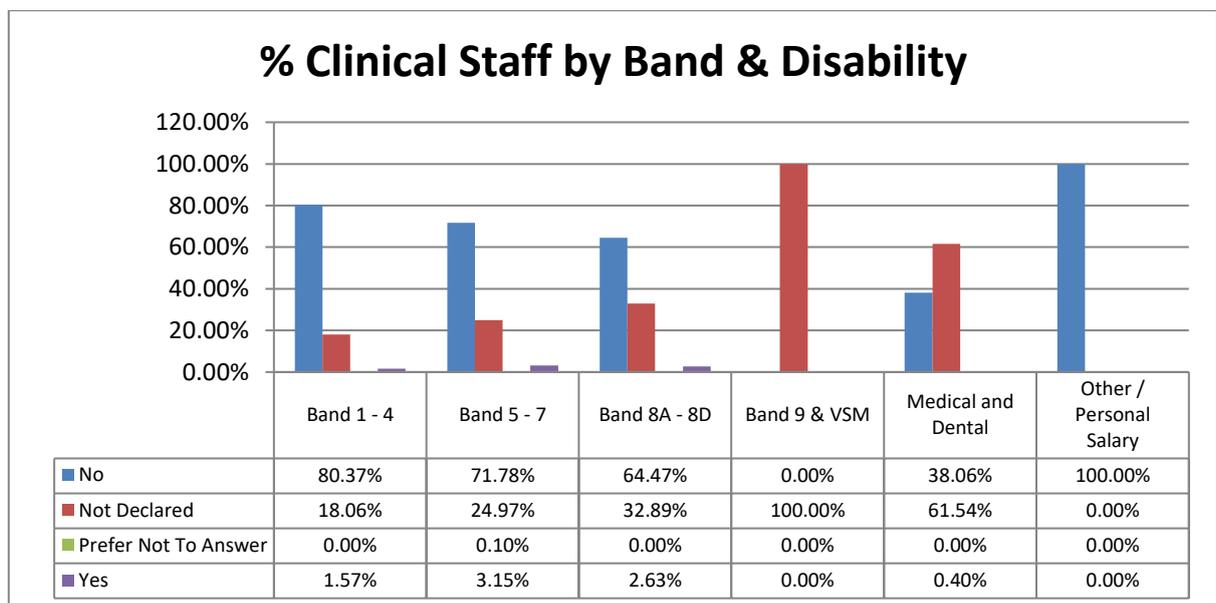
Source: Electronic Staff Records (ESR); Human Resources and workforce databases

Employees are asked at the recruitment stage to declare whether they consider themselves to have a disability. This can be updated during employment. 27% of our staff have opted not to declare whether they have a disability or not. 70% declare that they do not have a disability. Only 3% of our workforce declare in their ESR record that they have a disability. However in the annual staff survey staff a much higher percentage of staff (19%) state that they consider themselves to have a long term health condition. We do not fully understand the reason for this discrepancy; it could be because applicants are wary of declaring they have disability at the recruitment stage or it could be because the way the questions are asked is different. However it is important that we have a better understanding of this data so that we can ensure that we are providing appropriate support and services. This is a key priority for our Disability Staff Network and within the WDES Action Plan.

3.1 Workforce Disability Equality Standard (WDES) – Analysis

WDES Metrics 1-3 compare the data for both disabled and non-disabled staff:

Metric 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.



Analysis: The data shows a disability disclosure across all pay grades and a high proportion of unknown disability data. Notably, the not declared rate increases with higher pay grades, medical staff.

Metric 2: Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

The table below shows the relative likelihood of disabled applicants compared to non-disabled applicants being appointed from shortlisting across all post.

Applicants Appointed from Shortlisting

Disability	Shortlisted	Hired	Ratio
No	867	476	0.55
Not Declared	14	6	0.43
Unspecified	6	6	1.00
Yes	26	13	0.50

Analysis: The data shows disabled staff are more likely to be appointed in comparison to non-disabled colleagues. However, considering the disproportionate number of staff disclosing disability, and unknown this indicator will be explored further in our WDES Action Plan.

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.

The table below shows data relating to staff who have entered the formal capability process:

Employees Entering the Formal Capability Process

Employee Disability Description	Headcount	Capability Headcount	Ratio
No	1557	0	0.00
Not Declared	631	0	0.00
Prefer Not To Answer	2	0	0.00
Unspecified	1	0	0.00
Yes	65	0	0.00

Analysis: The data shows there are no disabled staff entering formal capability process. The WDES calculation, states that if the relative likelihood figure is above 1, this would indicate that disabled staff were more likely to enter formal capability process. Further exploratory work will be undertaken in our WDES Action plan to understand disabled staff's experience of the capability process.

The following four WDES metrics are NHS Staff Survey¹ indicators that compare the responses for both disabled and non-disabled staff at RPH:

Metric 4, 5, 6, 7, 8 and 9a		2019 Staff Survey Results ²	2020 Staff Survey Results ³	Analysis
Metric 4 a	Percentage of disabled staff, compared to non-disabled staff, experiencing harassment, bullying or abuse from;	Patients/service users, their relatives or other members of the public:	Patients/service users, their relatives or other members of the public: Disabled - 20.2% Non-Disabled – 16.1%	Disabled and non-disabled staff experienced a similar proportion of bullying, harassment and abuse from patients and service users. However the results show a small increase from 2019, for staff groups, 1.1% for disabled and a decrease of 3.3% for non-disabled. Disabled staff experience a higher percentage of bullying and harassment from managers. There is a 5% point difference between disabled staff and non-disabled staff. An increase from 2019. Disabled staff experience a higher level of discrimination in terms of bullying, harassment and abuse from other colleagues, than their non-disabled colleagues do.
	i) patients/service users, their relatives or other members of the public,	Disabled - 19.1% Non-Disabled- 19.4%		
	ii) managers and	Managers: Disabled - 19.9% Non-Disabled – 15.1%	Managers: Disabled – 20.8% Non-Disabled – 14.9%	
	iii) Other colleagues.	Other colleagues: Disabled – 29.2% Non-Disabled – 21.8%	Other colleagues: Disabled – 26.2% Non-Disabled – 20.7%	
4 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.	Disabled – 53.6% Non-Disabled – 44.4%	Disabled – 44.4% Non-Disabled – 41.5%	Disabled staff are more likely to report an experience of harassment, bullying or abuse at work, than their non-disabled colleague. You can however see a decrease in reported incidents from 2019 to 2020 of 9.2%.
Metric 5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled – 75.5% Non-Disabled – 78%	Disabled – 77.4% Non-Disabled – 77.9%	There is no gap between the perception of disabled and non-disabled staff with regards career progression.
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.	Disabled – 27.2% Non-Disabled – 25.1%	Disabled – 29.7% Non-Disabled – 21.7%	There has been an increase from 2019 to 2020 data relating to feeling pressured to come to work by 2.5% points. The gap between disabled staff and non-disabled staff feeling pressured to come to work has also widened.
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.	Disabled – 47% Non-Disabled – 47.8%	Disabled – 51.2% Non-Disabled – 43.6%	Disabled staff were less likely to feel valued in comparison to their non-disabled colleagues, with 7.6% difference in experience.
Metric 8	Percentage of disabled staff saying that their employer has made	Disabled – 75%	Disabled – 82.9%	The figure increased by 7.9% from 2019.

¹ All staff survey data has been sourced from <https://public.tableau.com/app/profile/piescc/viz/NHSStaffSurvey2020/2019WDESandWRESdashboards/Aboutthesurvey>

² <https://public.tableau.com/app/profile/piescc/viz/NHSStaffSurvey2020WDESandWRESdashboards/Aboutthesurvey>

Metric 4, 5, 6, 7, 8 and 9a		2019 Staff Survey Results ²	2020 Staff Survey Results ³	Analysis
	adequate adjustments to enable them to carry out their work.			
Metric 9a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	Disabled – 7.1 Non-Disabled – 7.1	Disabled – 7.1 Non-Disabled – 7.4	The figure has stayed relatively consistent over the two years.
Metric 9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)	Yes	Yes	Yes, the Trust launched its Disabled Staff Network in October 2020 called DaD, Disability and Difference Network. The Network, Chair and Co-chair have been working with the Trust to update our WDES Action Plan 2021/22.
Metric 10 Board Representation				Analysis
Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by:		Total number of Board members – 15 Total number of disabled staff – 0 Total number of non – disabled staff – 11 Total number unknown data relating to disability – 4		The data shows that a proportion of the Trust Board data is unknown in relation to disability, 26.67%. Notably, 73.33% of the Trust Board declared their disability status.
▪ Voting membership of the Board		Disabled – 0 Non-Disabled – 10 Unknown – 3		
▪ Executive membership of the Board		Disabled – 0 Non-Disabled – 5 Unknown - 2		
▪ Non-Executive directors		Disabled – 0 Non-Disabled – 6 Unknown - 2		
▪ % difference between the voting membership and overall workforce		Disabled- 4% Non-Disabled- 3% Unknown- 1%		

4. Next Steps

The data provided in this report will be submitted to NHS England by the 31st August, in addition to the WDES data submission, the 2021/2022 Action Plan (Appendix 1) will also be submitted.

The WDES Action plan has been reviewed and updated in collaboration with the Disability and Difference Network. The Network have identified the following priorities, which were also identified in the 2020 plan. Due to Covid19, progress has been significantly delayed. The work will be supported by the Equality, Diversity and Inclusion Team to ensure our revised WDES Action Plan focuses activity on:

- Improving staff declaration rate.
- Addressing stigma associated with disability disclosure and widen understanding of what constitutes a disability.
- Enabling disabled staff voices to be heard and valued at RPH.
- Improving Line management training, in relation to Health and Wellbeing and sickness absence management.
- Supporting the engagement activities for disabled staff and non-disabled staff to learn about barriers that exist for staff and service users.
- Supporting the organisation to be more accessible and inclusive in its policies and practices.
- Career Coaching, to help career planning, resume building, negotiation and interviewing skills.
- Reciprocal Mentoring, this is an 18 month mentoring programme modelled on STP approach. Communication/ engagement/ training and review.
- Ensure the Trust is Disability Confident, as per the DWP aspiration that every organisation should be a Disability Confident Committed, or a Disability Confident Employer or Leader.. This promotes getting the right people for your business, keeping, and developing your disabled staff.
- Focus on reducing bullying and harassment.

Please also note that when reviewing Appendix 1, WDES Action plan, there are actions taken that will underpin more than 1 indicator, for example Reciprocal Mentoring etc.

5. Recommendations

The Board is asked to:

- Ratify the publication of this report and the WDES Summary Report, to be submitted to NHS England by the 31st August.
- Endorse the updated WDES Action Plan that has been reviewed by the new Disability and Difference Staff Network.

- To fulfil our Public Sector Equality Duties (PSED), RPH are required to demonstrate that Disabled Staff are involved in reviewing these findings and in informing and developing the actions arising from the annual data findings. The Board can note that we reviewed the data and developed the action plan in conjunction with the DaD Network.
- Ratify the publication of the updated WDES Action Plan and this report by 31st August 2021