



Workforce disability equality standard 2023

Chanel Anyanwu - EDI network and compliance officer



Report to:	Trust Board	Date: 7 September 2023
Report from:	Oonagh Monkhouse, Director of Workforce and OD and Chanel Anyanwu, EDI network and compliance officer	
Principal Objective/Strategy:	To approve the WDES data submission and 2022/23 WDES Action plan.	
Title:	WDES Data submission and Action Plan 2023	
Board Assurance Framework Entries:	<ul style="list-style-type: none"> • Staff Engagement • Retention • Recruitment 	
Regulatory Requirement:	<ul style="list-style-type: none"> • WRES • 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 2022/2023 WDES data submission Approval of action plan	

Contents		
Section	Heading Title	Page no.
1	Purpose	
1.1	Background	
2	Outcomes of WDES	
3	WDES indicators	
3.1	Royal Papworth workforce analysis	
3.2	Workforce Disability Equality Standard (WDES) – Analysis	
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 staff with a disability compared to staff without a disability being appointed from shortlisting across all posts.	
Metric 3	Relative likelihood of staff with a disability compared to staff without a disability entering the formal capability process, as measured by entry into the formal capability procedure.	
Metric 4	Harassment, bullying and abuse	
Metric 4b	Reporting harassment, bullying or abuse	
Metric 5	Organisation acts fairly about progression/promotion	
Metric 6	Experiencing pressure from your manager to attend work when you are unwell	
Metric 7	Staff satisfaction with extent work is valued by organisation	
Metric 8	Reasonable adjustments made for staff with long term condition or illness	
Metric 9	Staff engagement	
4	Next steps	
5	Recommendations	

1. Purpose of the report

The purpose of this report is to provide assurance that the Trust is complying with the requirements 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-staff with a disability. The workforce data relates to the period April 2022 to March 2023.

The data and action plan have been discussed by the EDI Steering committee and Disability and Difference and Working Carers Network.

1.1 Background

The WDES enables NHS organisations to better understand the experiences of their staff with a disability. The WDES is designed to improve workplace experience and career opportunities for disabled people working for or seeking employment within the NHS. The WDES, WRES and the Gender Pay reports enable us to recognise and understand the importance of intersectionality within the workplace.

With the Trust's Disability and Difference and Working Carers Network now being well established, it has been instrumental in supporting the organisation identify barriers experienced by staff with a disability, helping drive change and positively improving the experience of colleagues with a disability and patients.

The work of the network, along with the Trust's EDI and Employee Relations teams have meant that the Trust has met requirements for the level 2 disability confidence assessment.

2. Outcomes of WDES

What are the intended outcomes of the WDES report?

- Better understanding of the issues faced by staff with a disability 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 staff with a disability 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 staff with a disability.
- Improvement of disability declaration rates on Electronic Staff Records (ESR).

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

- **Purple passports** - The aim of the Purple Passport is to facilitate an open and honest conversation between an individual and their line manager about their health and wellbeing, creating a shared understanding of any health concerns, issues affecting work and any adjustments that are needed.

- **Disability and Difference and Working Carers Network** – Helps support the organisation to actively identify the barriers that exist within the Trust and drives real change and positively improves the experience for staff with a disability and patients.
- **Health and wellbeing Hub** - assists in identifying the right support for staff, whether it be internal or external. This includes mental, physical, financial support and Trust Initiatives and events.
- **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.
- **Disability confidence level 2** - Obtaining Disability Confident status is about creating a movement of change, encouraging us as employers to think differently about disability and take action to improve how we recruit, retain, and develop disabled people.

3 WDES Indicators

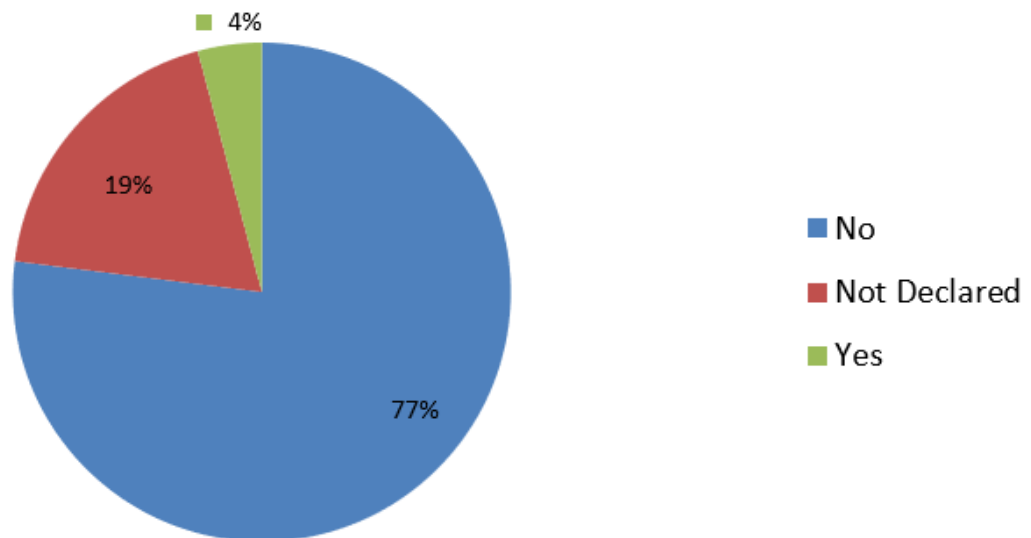
There are ten Metrics that make up the NHS WDES comprising:

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

METRIC	WDES METRIC DESCRIPTION
The following three workforce metrics compare the data for both disabled and non-staff with a disability.	
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 staff with a disability compared to staff without a disability being appointed from shortlisting across all posts.
Metric 3	Relative likelihood of staff with a disability compared to staff without a disability 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-staff with a disability.	
Metric 4	Percentage of staff with a disability, compared to non-staff with a disability, 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 staff with a disability compared to staff without a disability saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.
Metric 5	Percentage of staff with a disability compared to staff without a disability believing that the Trust provides equal opportunities for career progression or promotion.
Metric 6	Percentage of staff with a disability compared to staff without a disability 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 staff with a disability compared to staff without a disability 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 staff with a disability.	
Metric 8	Percentage of staff with a disability 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 staff without a disability 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 staff with a disability, compared to staff without a disability and the overall engagement score for the organisation. Has your trust taken action to facilitate the voices of staff with a disability in your organisation to be heard? (Yes) or (No)
This metric compares the difference for disabled and non-staff with a disability.	
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

3.1 Royal Papworth workforce analysis

Disability Recorded on ESR - Percentage



Disability	Clinical	Non-Clinical	Headcount
No	1226	409	1635
Not Declared	332	69	401
Yes	53	35	88
Grand Total	1611	513	2124

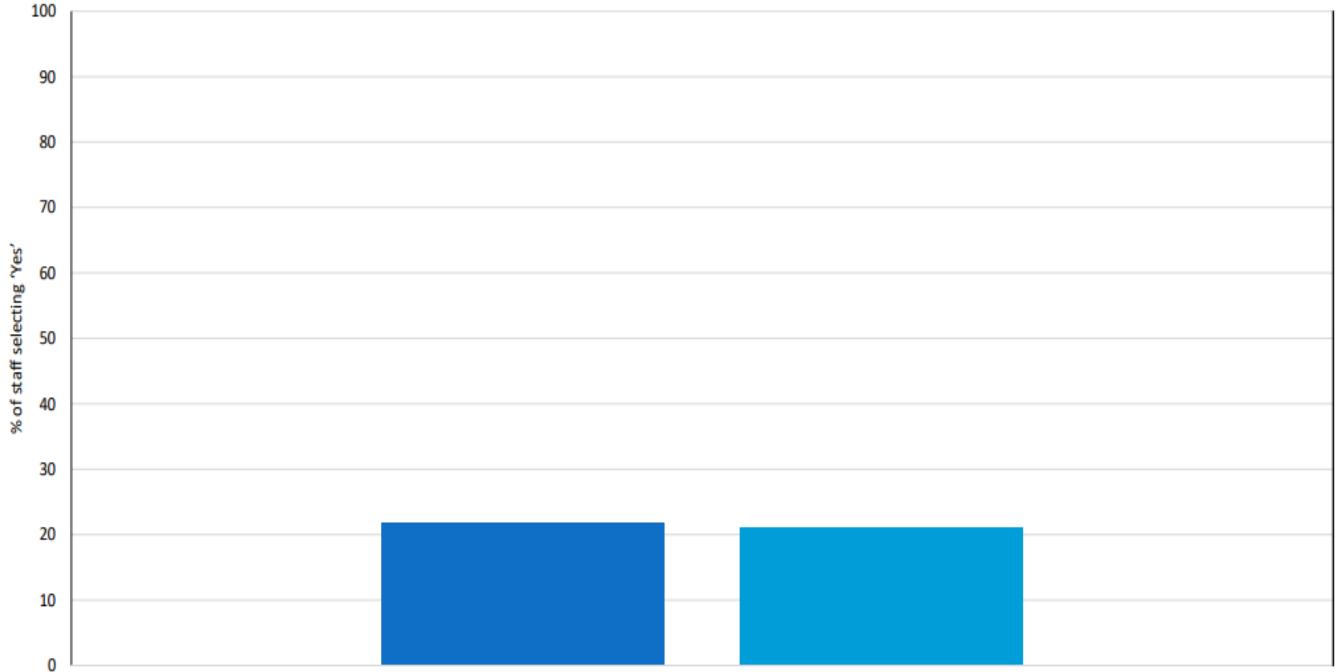
Source: Electronic Staff Records (ESR); Human Resources and workforce databases

Employees are asked at the recruitment stage to declare whether they consider themselves to have a disability. This can be updated during employment. 19% of our staff have opted not to declare whether they have a disability or not. 77% declare that they do not have a disability, and 4% of our workforce declare in their ESR record that they have a disability.

We have seen a 1% increase in staff who have declared their disability status, an 8% decrease in staff who did not declare their disability status and a 7% increase in those who

do not have a disability since last year. However, in the annual staff survey, 21.8% who completed the survey declared that they had a physical, mental health or long standing illness. This is a 2% increase from the comparison of last year's results.

Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?



Your org	21.8%
Average Responses	21.0%
	1200

Whilst we are unsure why there continues to be a discrepancy; it is a possibility that applicants may be uneasy about declaring they have disability at the recruitment stage and the Trust has been working on ways to improve the questions that are being asked at interview. This continues to be a key priority for our network and is an action within the WDES Action Plan.

3.2 Workforce Disability Equality Standard (WDES) – Analysis

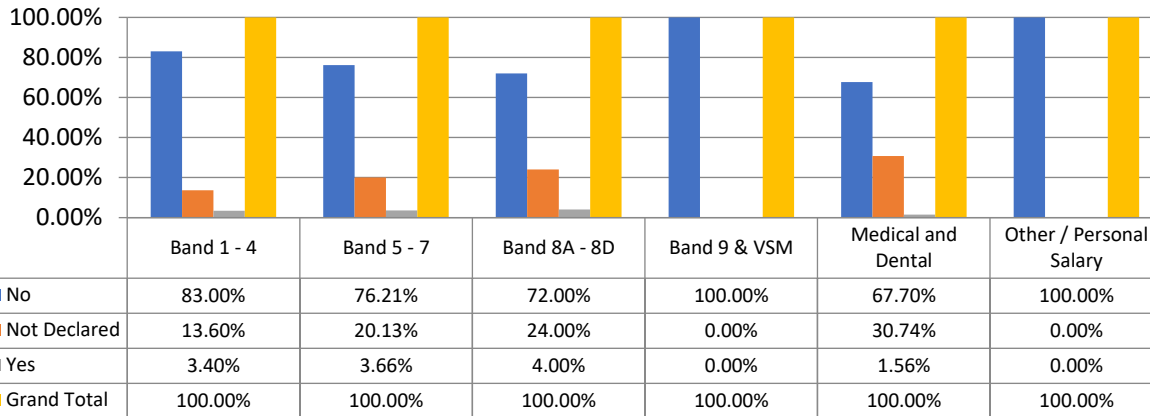
The Trust has used April 22 to March 23 data to produce this report, as per the national requirements.

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

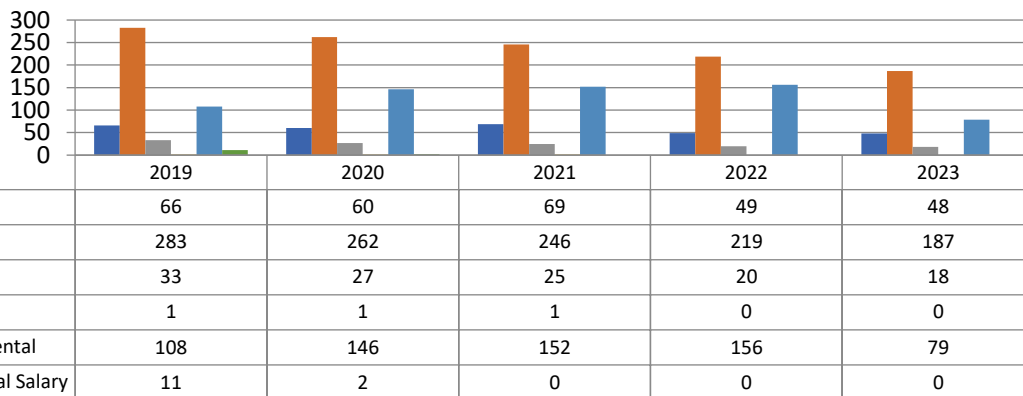
Metric 1

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

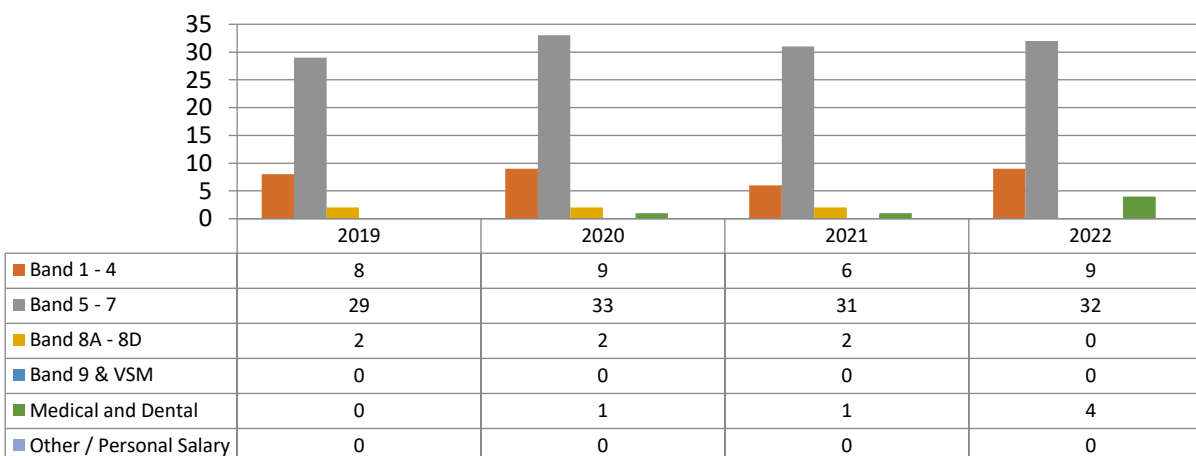
% Clinical Staff by Band & Disability



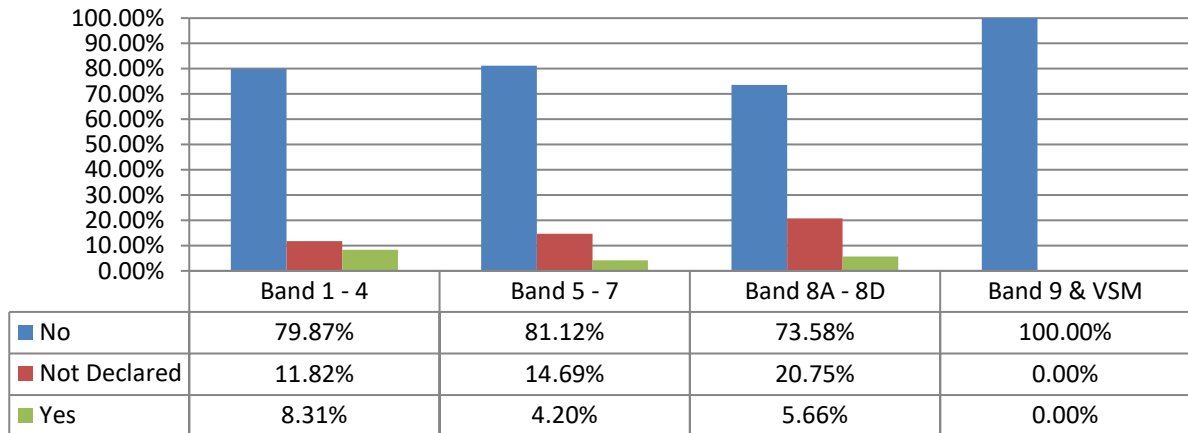
Clinical Staff by Band & Disability = Not Declared



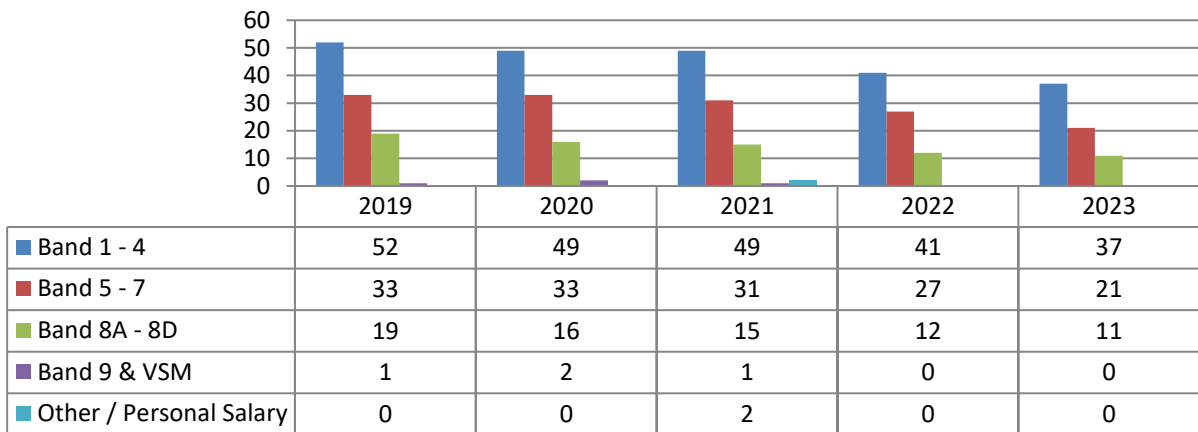
Clinical Staff by Band & Disability = Yes



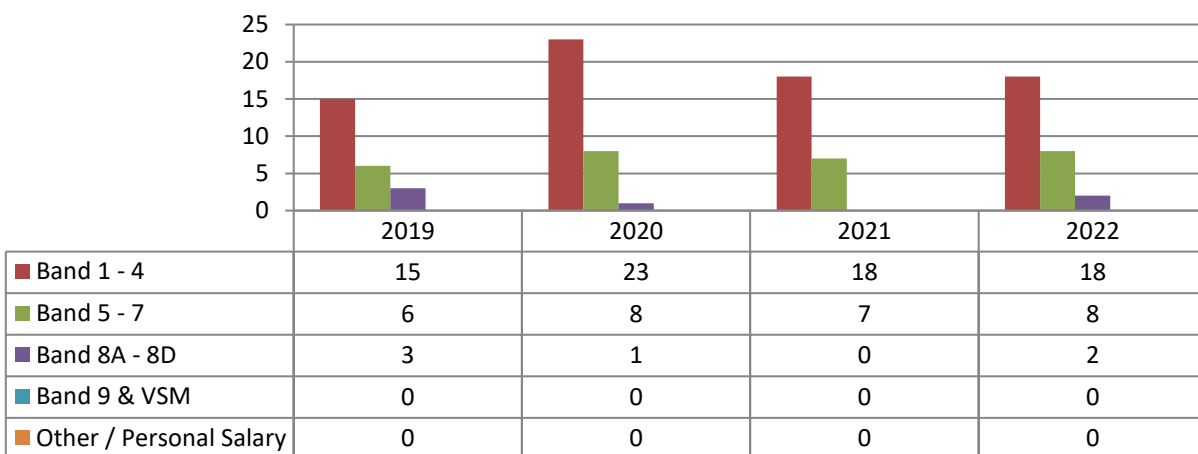
% Non-Clinical by Band & Disability



Non-Clinical by Band & Disability = Not Declared



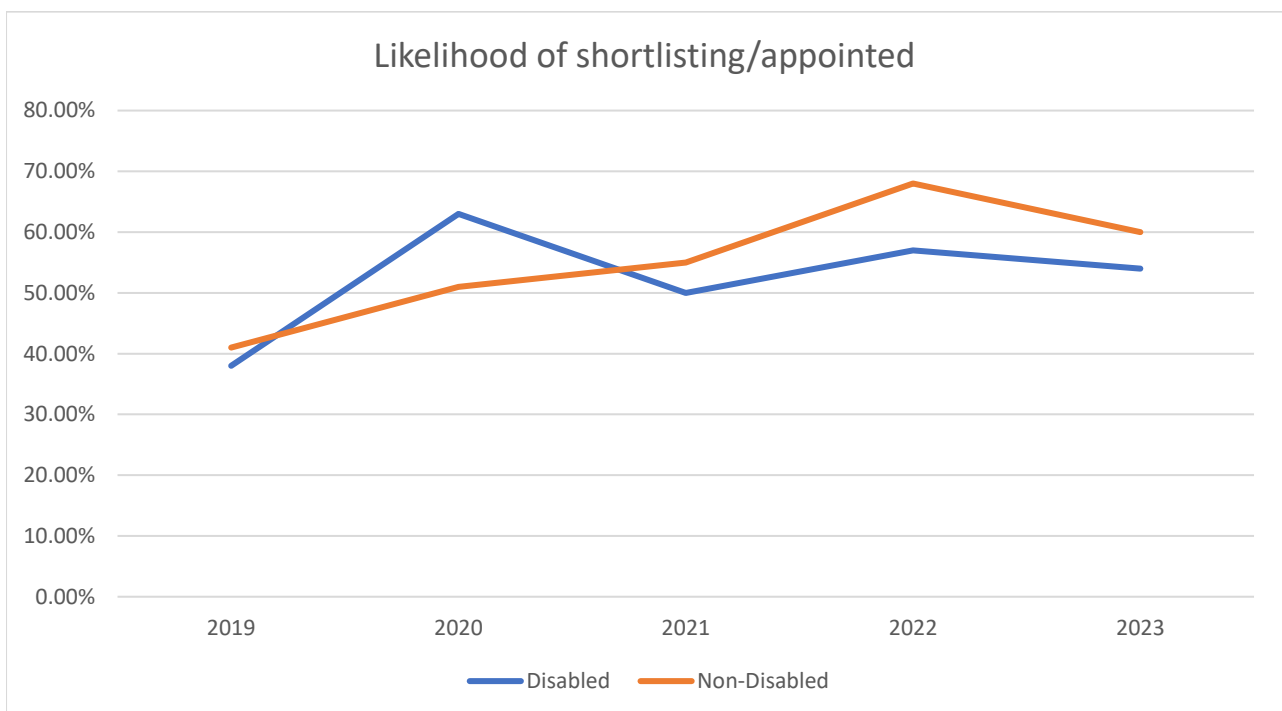
Non-Clinical by Band & Disability = Yes



Analysis: The data above shows the disability disclosure rates across all pay grades. To note, whilst there has not been significant change over the past four years, this year we see the numbers of clinical staff who did not declare disability status decrease, with medical staff dropping from 156 to 79. We also saw a slight decrease with the non-clinical staff. The action plan sets out actions the Trust will be taking to help with this.

Metric 2

Relative likelihood of staff with a disability compared to staff without a disability being appointed from shortlisting across all posts.

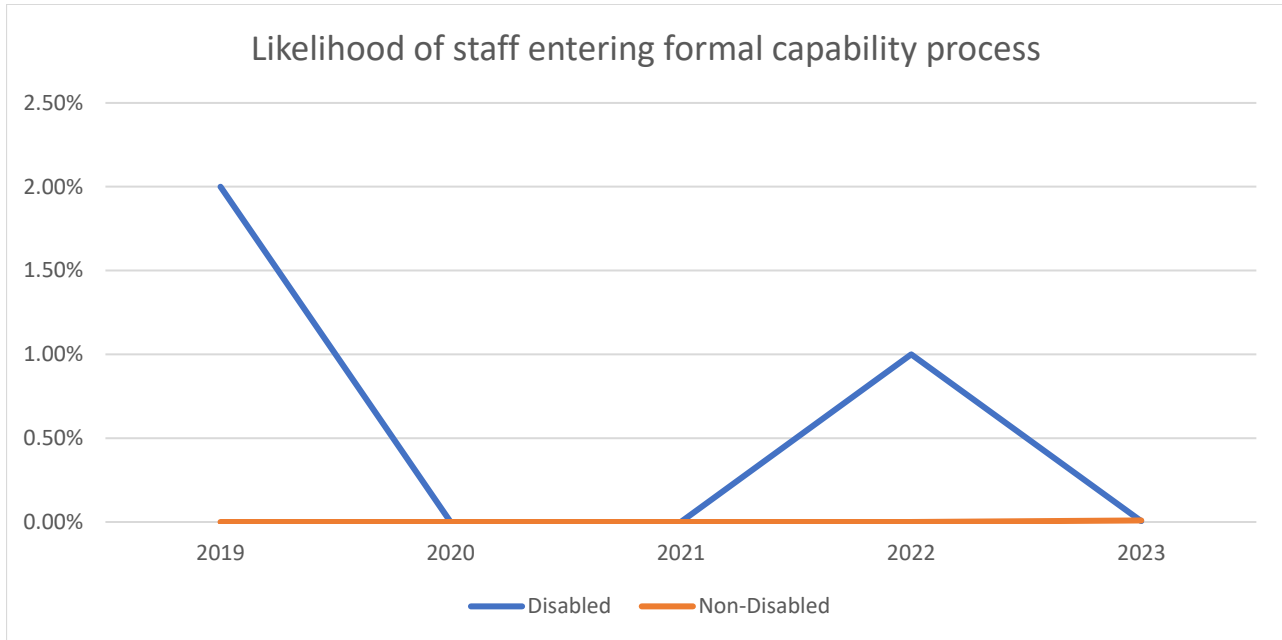


Likelihood of shortlisting/appointed					
Year	2019	2020	2021	2022	2023
Disabled	38.00%	63.00%	50.00%	57.00%	54.00%
Non-Disabled	41.00%	51.00%	55.00%	68.00%	60.00%

Analysis: The data shows whilst there was a significant improvement from 2019, we have seen a 4% drop this year. As part of the fairer recruitment work that is ongoing in the Trust, this is something we will continue to improve on.

Metric 3

Relative likelihood of staff with a disability compared to staff without a disability entering the formal capability process, as measured by entry into the formal capability procedure.



Likelihood of staff entering formal capability process					
Year	2019	2020	2021	2022	2023
Disabled	2.00%	0.00%	0.00%	1.00%	0.01%
Non-Disabled	0.00%	0.00%	0.00%	0.00%	0.01%

Analysis: The data above shows the average percentage of staff entering the formal capability over the last four years. Further exploratory work will be undertaken in our WDES Action plan to understand staff with a disability's experience of the capability process.

Note: As required by NHSE the data collected for this metric is based on a two-year rolling average of the current and previous year. (April 2021 to March 2022 and April 2022 to March 2023). The data is then auto calculated to give the average and ratio.

Metrics 4, 5, 6, 7, 8 and 9a		2020 Staff Survey Results	2021 Staff Survey Results	2022 Staff Survey Results	Analysis
4a	Percentage of staff with a disability, compared to non-staff with a disability, experiencing harassment, bullying or abuse from.	Patients/service users, their relatives, or other members of the public: Disabled - 20.2% National Benchmark - 21.9% non-Disabled – 18.2% National Benchmark - 16.3%	Patients/service users, their relatives, or other members of the public: Disabled – 24.1% National Benchmark - 24.1% non-Disabled –18.5 % National Benchmark - 17.3%	Patients/service users, their relatives, or other members of the public: Disabled – 22.2% National Benchmark - 25.1% non-Disabled –21.3% National Benchmark - 18.2%	This year's results show a decrease of 1.9% for staff with a disability who have had this experience, compared to last year. A 2% increase from 2020 and below the national benchmark. However, staff without a disability who have had this experience has increased by 2.8% over the last year.
	i) patients/service users, their relatives or other members of the public	Managers: Disabled – 20.8% National Benchmark - 18.7% non-Disabled – 14.9% National Benchmark - 9.8%	Managers: Disabled –20.3 % National Benchmark - 16.6% non-Disabled – 11.6% National Benchmark - 9.1%	Managers: Disabled –15.7% National Benchmark - 15.2% non-Disabled – 14.7% National Benchmark - 9.6%	We have seen a decrease of 4.6% in staff with a disability who have experienced bullying from managers compared to last year, 0.5% above the national benchmark. A 3.1% increase from staff without a disability compared to last year, 5.1% above the national benchmark.
	ii) managers	Disabled - 54 % National Benchmark - 54.0% non-Disabled –46.9 % National Benchmark - 48.8%	Other colleagues: Disabled – 29% National Benchmark - 26.5% non-Disabled – 19.4% National Benchmark - 16.5%	Other colleagues: Disabled – 25.6% National Benchmark - 24.2% non-Disabled – 24.1% National Benchmark - 15.4%	We have seen a decrease of 3.4% in staff with a disability who have experienced bullying from other colleagues compared to last year, 1.4% above the national benchmark. A 4.7% increase in staff without a disability compared to last year, 8.7% above the national benchmark.
iii) other colleagues.					
Metrics 4, 5, 6, 7, 8 and 9a		2020 Staff Survey Results	2021 Staff Survey Results	2022 Staff Survey Results	Analysis
4b	Percentage of staff with a disability compared to staff without a disability saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	Disabled – 44.4% National Benchmark - 49.3% non-Disabled – 41.5% National Benchmark - 48.4%	Disabled - 54 % National Benchmark - 54.0% non-Disabled –46.9 % National Benchmark - 48.8%	Disabled - 54.2 % National Benchmark - 54.2% non-Disabled –43.8% National Benchmark - 52.5%	An increase of 0.2% has been seen in staff with a disability reporting these incidents, matching with the national benchmark. There has been a decrease of 3.1% in staff without a disability reporting, 8.7% below the national benchmark.
	5	Organisation acts fairly about progression/promotion	Disabled – 51.3% National Benchmark - 51.2% non-Disabled – 53.4%	Disabled – 53.3% National Benchmark - 52.3% non-Disabled – 58.5%	Disabled – 50.8% National Benchmark - 52.3% non-Disabled – 52.2%

		National Benchmark - 59.3%	National Benchmark - 59.3%	National Benchmark - 59.3%	disability.
6	Experiencing pressure from your manager to attend work when you are unwell	<p>Disabled – 29.7%</p> <p>National Benchmark - 29.8%</p> <p>non-Disabled - 21.7%</p> <p>National Benchmark - 21.6%</p>	<p>Disabled – 34.1%</p> <p>National Benchmark - 29.8%</p> <p>non-Disabled – 24.3%</p> <p>National Benchmark - 20.4%</p>	<p>Disabled – 28.9%</p> <p>National Benchmark - 26.6%</p> <p>non-Disabled – 25.1%</p> <p>National Benchmark - 20.1%</p>	Staff with a disability feeling pressured to come into work when they are ill, is down by 5.2%, however, there is a gap of 3.8% between staff without a disability feeling pressured to come into work when sick which is 5% above the national benchmark, whilst staff with a disability is 3.8% above the national benchmark.
7	Staff satisfaction with extent work is valued by organisation	<p>Disabled – 43.6%</p> <p>National Benchmark - 44.3%</p> <p>non-Disabled – 51.2%</p> <p>National Benchmark - 55.6%</p>	<p>Disabled – 45.4%</p> <p>National Benchmark - 39.1%</p> <p>non-Disabled – 50.5%</p> <p>National Benchmark - 48.9%</p>	<p>Disabled – 43.5%</p> <p>National Benchmark - 39.9%</p> <p>non-Disabled – 43.1%</p> <p>National Benchmark - 51.0%</p>	<p>There has been an increase of 2.1% in staff satisfaction with extent work is valued by organisation compared to last year.</p> <p>Staff without a disability decreased by 7.4% compared to last year, 7.9% below the national benchmark.</p>
8	Reasonable adjustments made for staff with long term condition or illness	<p>Disabled – 82.9%</p> <p>National Benchmark -</p>	<p>Disabled – 80.9%</p> <p>National Benchmark -</p>	<p>Disabled – 81.2%</p> <p>National Benchmark - 76.4%</p>	Staff with a disability feeling reasonable adjustments had been made was up by 0.3% compared to last year, 4.8% above the national benchmark.
9a	Staff engagement	<p>Disabled – 7.0</p> <p>National Benchmark - 7.1</p> <p>non-Disabled – 7.4</p> <p>National Benchmark - 7.5</p>	<p>Disabled – 6.9</p> <p>National Benchmark - 6.9</p> <p>non-Disabled – 7.3</p> <p>National Benchmark - 7.4</p>	<p>Disabled – 7.0</p> <p>National Benchmark - 7.0</p> <p>non-Disabled – 7.0</p> <p>National Benchmark - 7.3</p>	<p>Staff engagement for staff with a disability was up by 0.1 points, in line with the national benchmark.</p> <p>Staff without a disability engagement decreased by 0.3 points and making it 0.3 points below the national benchmark.</p>
9b	Has your Trust taken action to facilitate the voices of Staff with a disability i your organisation to be heard? (Yes) or (No)	Yes	Yes	Yes	<p>The Trust's Disability and Difference and Working Carers Network has continued to make strides in ensuring the voices of staff with a disability is heard. Some of the examples include:</p> <ul style="list-style-type: none"> • Neurodiversity focused Schwartz round. • Obtaining level 2 disability confidence. • Introducing BSL lessons for staff to effectively communicate with hearing impaired patients and colleagues. • Introduced a men's health group that is a subset from the disability network.
Metric 10 Board representation				Analysis	

<p>Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by:</p>	<p>Total number of Board members – 14 Total number of staff with a disability – 1 Total number of non – staff with a disability – 11 Total number unknown data relating to disability – 2</p>	<p>This years data shows that 2 of the Trust Board members data is still unknown in relation to disability, making the overall percentage 14.29%</p>
<p>Voting membership of the Board</p>	<p>Disabled – 1 non-Disabled – 9 Unknown – 2</p>	
<p>Executive membership of the Board</p>	<p>Disabled – 0 non-Disabled – 7 Unknown - 0</p>	
<p>Non-Executive directors</p>	<p>Disabled – 1 non-Disabled – 5 Unknown - 2</p>	
<p>▪ % difference between the voting membership and overall workforce</p>	<p>Disabled- 4% non-Disabled- -2% Unknown- -2%</p>	

¹ All staff survey data has been sourced from https://public.tableau.com/app/profile/piescc/viz/ST22_wres_wdes_with_tables_2023-03-09_FINAL/Aboutthesurvey

4. Next steps

The data provided in this report was submitted to NHS England by the 31 May 2023. The action plan (attached as an appendix) will be submitted by 31 August 2023 as required.

The WDES Action plan has been reviewed and updated in collaboration with the Disability and Difference and Working Carers Network. The work in carrying out these actions will be supported by the Equality, Diversity, and Inclusion Team. Our 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 staff with a disability to be heard and valued at Royal Papworth Hospital.
- Improving line management training, in relation to Health and Wellbeing and sickness absence management.
- Supporting the engagement activities for staff with a disability and staff without a disability 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.
- Transformational Reciprocal Mentoring, an 18-month mentoring programme. Communication/ engagement/ training and review, understanding deep issues around disability.
- 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.

5. Recommendations

The Committee is asked to:

- Receive and approve the publication of this report and the WDES Summary Report, submitted to NHSE.
- Endorse and approve the WDES Action Plan for 2023/2024.
- Approve publication of the updated WDES Action Plan and this report by 1st September 2023.
- Note progress of the 2022/2023 WDES Action Plan.
- To fulfil our Public Sector Equality Duties (PSED), RPH are required to demonstrate that Staff with a disability are involved in reviewing these findings and in informing and developing the actions arising from the annual data findings. The Committee can note that we reviewed the data and developed the action plan in conjunction with the DaD and working carers network.