Meeting of the People Committee

Wednesday, 31 July 2024

Workforce Disability Equality Standards Data Report for 2024

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Executive Summary

1.1 The main purpose of the WDES is:

* + - to help local, and national, NHS organisations (and other organisations providing NHS services) to review their data against the ten WDES indicators,
    - to produce action plans to close the gaps in workplace experience between disabled and non-disabled staff, and,
    - to improve representation at the Board level of the organisation.

1.2 The WDES assessment has been prepared following technical guidance first published by NHS England in 2019, and amended in 2021 and 2022. Performance on two of the quantifiable indicators (1 and 2) shows disabled people are under-represented in the workforce compared to non-disabled people, and less likely to be appointed from shortlist. The staff perception indicators (4 to 9) were reported to the Committee earlier in the year, and have not been repeated here. They were drawn from the staff survey and consistently indicate that disabled employees are less satisfied than their non-disabled colleagues, but the direction of travel has improved compared to the previous year. Disabled people’s reporting of experiencing bullying and harassment by patients, community and colleagues is of particular concern.

* 1. The Trust will maintain its current action plan for Equality, as set out in the People Strategy

**2 Key Findings**

2.1 **Indicators 1 and 10: Disabled representation across the workforce**

The assessment indicates that 3.6% of employees have declared that they are disabled (74% have declared that they are not disabled).

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| --- | --- | --- |
| **Cluster (Bands)** | **Non-Clinical** | **Clinical** |
| 1. 1-4 | 5.2% | 3.9% |
| 2. 5-7 | 6.6% | 3.5% |
| 3. 8a-8b | 7.7% | 3.3% |
| 4. 8c-VSM | 5.0% | 5.3% |
| Average | 5.6% | 3.6% |

|  |  |
| --- | --- |
| **Cluster** | **Medical and Dental** |
| Trainees | 2.16% |
| Non-Consultant | 0.89% |
| Consultant | 1.5% |
| Total | 1.6% |

2.2 **Indicator 2 (Relative likelihood of appointment from shortlisting)   
Current performance 0.61**

The statistics show that disabled people were less likely than non-disabled staff to be appointed, a reversal of the case in 2023. However, the low declaration rate of disability amongst applicants and staff could be a significant factor in this statistic.

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| --- | --- | --- |
| **2023** | **2024** | **Comment** |
| 0.61 | 1.71 | Deterioration in both performance and equity |

2.3 **Indicator 3 (Relative likelihood of being in capability procedures, other than sickness absence, in the past two years): n/a**

There were no staff in these procedures who identified as disabled

2.4 **Board Representation**

This indicator compares the disabled/non-disabled representation of the Board to the workforce as a whole.

|  |  |  |
| --- | --- | --- |
| **Disabled** | **Not Disabled** | **Comment** |
| 13.5% over | 10.4% under | Maybe affected by 5 of 16 Board members not declaring either way |