

Meeting of the Board of Directors in Public Wednesday, 03 July 2019

Title of Report	Workforce Disability Equality Standard	Agenda Item	X
Lead Director	Leon Hinton, Executive Director of HR and OD		
Report Author	Alister McClure, Head of Equality and Inclusion		
Executive Summary	<p>This report provides the first annual Workforce Disability Equality Standard summary (WDES). This is an obligation under the NHS Standard Contract, and also provides the Trust with information to help achieve greater disability equality, as required by the Equality Act 2010. Under the NHS Standard Contract (schedule 6a) the Executive Group and Board are required to consider and approve the WDES report prior to publication by 31 July 2019</p> <p>As this is the first year of reporting, this report is a baseline assessment.</p>		
Link to strategic Objectives 2019/20 <i>(Please choose ALL that applies - this could be more than one)</i>	Innovation: We will embrace innovation and digital technology to support the best of care		<input type="checkbox"/>
	Finance: We will deliver financial sustainability and create value in all we do		<input type="checkbox"/>
	People: We will enable our people to give their best and achieve their best		<input checked="" type="checkbox"/>
	Integrated Health Care: We will work collaboratively with our system partners to establish an Integrated Care Partnership		<input type="checkbox"/>
	High Quality Care: We will consistently provide high quality care		<input type="checkbox"/>
Committees or Groups at which the paper has been submitted	Human Resources and Organisational Development Senior Team, 13 June 2019 Executive Group, 19 June 2019		
Resource Implications	None identified. Actions will be contained within existing budgets.		
Legal Implications/Regulatory Requirements	The Equality Act 2010 requires all employers to demonstrate equality of opportunity for staff, as measured against nine Protected Characteristics, including Disability. The Public Sector Equality Duty, contained within the Equality Act 2010, requires all public sector organisations to publish equality performance data on an annual basis; and the NHS Standard Contract requires all provider organisations to publish information on disability equality in the form of the WDES summary		

Quality Impact Assessment	Not applicable			
Recommendation/ Actions required	It is recommended that the Workforce Disability Equality Summary be approved for submission to the NHS England WRES Portal and the Trust's website			
	Approval <input checked="" type="checkbox"/>	Assurance <input type="checkbox"/>	Discussion <input type="checkbox"/>	Noting <input type="checkbox"/>
Appendices	The WDES Reporting Template (Spreadsheet)			

1 Executive Overview

- 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 revised technical guidance published by NHS England in 2018. There are 10 performance indicators. Performance on the quantifiable indicators (2, 3 and 10 shows disabled people to be disadvantaged compared to non-disabled people in recruitment, capability procedures and senior representation. The staff perception indicators (4 to 9) are drawn from the staff survey and consistently indicate that disabled employees are less satisfied than their non-disabled colleagues.
- 1.3 This report is a baseline report, so trends will not be known until later years. However, the assessment indicates that 5% of employees have declared that they are disabled, 77% have declared that they are not disabled, and 18% have not declared whether or not they are disabled. No employee on Agenda for Change band 8b or above has identified as disabled.
- 1.4 An action plan to address concerns and improve performance will be developed by the Trust's Inclusion Steering Group, by September 2019.

2 Background

- 2.1 The NHS Workforce Disability Equality Standard (WDES) was made available to the NHS from December 2018, following sustained engagement and consultation with key stakeholders including a widespread of NHS organisations across England. The WDES is included in the NHS standard contract, and this year's report forms the baseline assessment for the Trust.
- 2.2 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 nine 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.
- 2.3 It is now a mandatory requirement in NHS standard contracts (Schedule 6a) to report on the WDES, including sign-off at Board level, before 31 July each year. The Trust must, therefore, publish its WDES following the Trust Board meeting on 3 July 2019.
- 2.4 The WDES Summary assessment is attached with this paper and the key findings are set out below.

3 Key Findings

3.1 Indicators 1 and 10: Disabled representation across the workforce

The assessment indicates that 5% of employees have declared that they are disabled, 77% have declared that they are not disabled, and 18% have not declared whether or not they are disabled. No employee on Agenda for Change band 8b or above has identified as disabled.

3.2 Performance on the quantifiable indicators (2 and 3) shows disabled people to be disadvantaged compared to non-disabled people in recruitment and capability procedures.

3.2.1 Indicator 2 (Relative likelihood of appointment from shortlisting)

The statistics show that non-disabled people were 1.15 times more likely than disabled staff to be appointed. 20% of disabled people and 23% of non-disabled people were appointed after shortlisting. This is close to parity, but nevertheless shows a marginal disadvantage for disabled people.

3.2.3 Indicator 3 (Relative likelihood of being in capability procedures)

It should be acknowledged that, as just 18 people were involved in capability procedures, it is not possible to consider the performance on indicator 3 as statistically significant.

3.3 Performance on the staff perception indicators (4 to 9), drawn from the staff survey, consistently indicate that disabled employees are less satisfied than their non-disabled colleagues. More work is needed to understand the reasons for this, and further engagement with disabled staff will take place in 2019/20.

Staff Survey Question, 2018	Disabled	Non-disabled
% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	37.6%	28.5%
% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	29.2%	18.2%
% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	29.9%	21.5%
% of 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	45.1%	44.0%
% of staff believing that the Trust provides equal opportunities for career progression or promotion.	66.3%	76.8%

Staff Survey Question, 2018	Disabled	Non-disabled
% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	37.9%	29.7%
% staff saying that they are satisfied with the extent to which their organisation values their work.	24.0%	36.0%
% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	60.1%	
The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	5.8	6.5

4 Next Steps

- 4.1 The next steps fall into two categories: actions for the Trust to implement to improve on the WDES indicators in future years; and ensuring the publication of the WDES summary by 31 July 2019. This must be on the NHS England WDES portal and the Trust's website.
- 4.2 Actions to improve performance must be published on the Trust website in September 2019, and will be worked up by the Trust's Inclusion Steering Group. These actions will be incorporated in the Trust's EDS2 (equality delivery system) action plan, which is published annually as a part of the Trust's management information on equality, diversity and inclusion.

5 Recommendation

- 5.1 It is recommended that the Workforce Disability Equality Summary be approved for submission to the NHS England WRES Portal and the Trust's website