

Meeting of the Board of Directors in Public Thursday, 02 July 2020

Title of Report	Workforce Disability Equality Standard	Agenda Item	X
Lead Director	Leon Hinton, Executive Director of Human Resources and Organisational Development		
Report Author	Alister McClure, Head of Equality and Inclusion		
Executive Summary	<p>This report provides the second 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 each year, but extended to 31 August in 2020.</p> <p>Performance on the quantifiable indicators shows disabled people to be disadvantaged compared to non-disabled people in recruitment and senior representation. The staff perception indicators (drawn from the staff survey) consistently indicate that disabled employees are less satisfied than their non-disabled colleagues, but the direction of travel is both an improvement in the perceptions of disabled staff, and a narrowing of differentials between disabled and non-disabled staff.</p>		
Link to strategic Objectives 2020/21 <i>(Please mark X against the strategic goal(s) applicable to this paper - 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	Executive Group 30 June 2020 Human Resources and Organisational Development Senior Team, 12 June 2020		
Resource Implications	None at this stage. The action plan, when complete will be met from existing resources		
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 data report 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	Appendix 1 – Workforce profile charts and Staff Survey table Appendix 2 – Background information The WRES Data reporting template has been delayed by NHS Digital; if it becomes available it will form Appendix 3			

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 technical guidance published by NHS England in 2019. Performance on two of the quantifiable indicators (1 and 2) shows disabled people to be disadvantaged compared to non-disabled people in recruitment and senior representation. However, on indicator 3 there were no disabled staff in capability procedures (not including sickness absence). 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, but the direction of travel is both an improvement in the perceptions of disabled staff, and a narrowing of differentials between disabled and non-disabled staff.

1.3 This report is the second WDES report. Building on last year's baseline report, so longer term trends will not be known until later years. However, the assessment indicates that 3.5% of employees have declared that they are disabled, 78.5% have declared that they are not disabled, and 18% have not declared whether or not they are disabled. Just one 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 2020.

2 Key Findings

3.1 Indicators 1 and 10: Disabled representation across the workforce

The assessment indicates that just under 3.5% of employees have declared that they are disabled (a reduction from 5% last year), 78.5% have declared that they are not disabled, and 18% have not declared whether or not they are disabled. Just one employee on Agenda for Change band 8b or above has identified as disabled, although this is an increase from last year.

3.2 Indicator 2 (Relative likelihood of appointment from shortlisting)

The statistics show that non-disabled people were 1.22 times more likely than disabled staff to be appointed, which is a deterioration from 2019, when the likelihood was 1.15. 17% of disabled people and 21% of non-disabled people were appointed after shortlisting. This is close to parity, but nevertheless shows a marginal disadvantage for disabled people, and is a deterioration from last year.

3.3 Indicator 3 (Relative likelihood of being in capability procedures, other than sickness absence)

Just 12 people were involved in capability procedures, other than sickness absence, so it is not possible to consider the performance on indicator 3 as statistically significant. However, no disabled people were in these procedures.

3.4 Performance on the staff perception indicators. Guidance is still awaited concerning the reporting of these indicators. Trusts have been advised not to report the Ethnicity staff survey results with the Workforce Race Equality Standard (WRES) in 2020, but guidance on the Workforce Disability Equality Standard is pending. The results are provided for information, and will be considered in the WDES Action Plan, which will be brought to the Board of Directors in September. However, if the guidance states these are not to be reported on the Data Return, this information will be withdrawn.

Staff survey data is reported retrospectively, therefore the WDES 2020 uses the Staff Survey data from 2019. For almost all of the perception indicators there has been an improvement in performance from the previous survey, and a narrowing of differentials between disabled and non-disabled staff. The notable exception is the marginal increase (0.2 percentage points) in the proportion of disabled staff reporting they have experienced harassment, bullying or abuse from other colleagues in the previous 12 months.

3 Next Steps

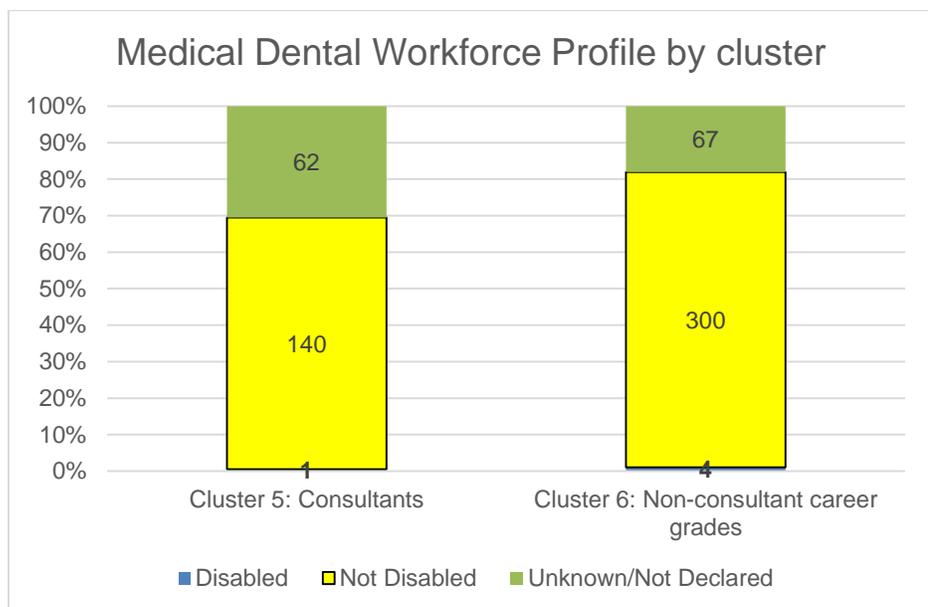
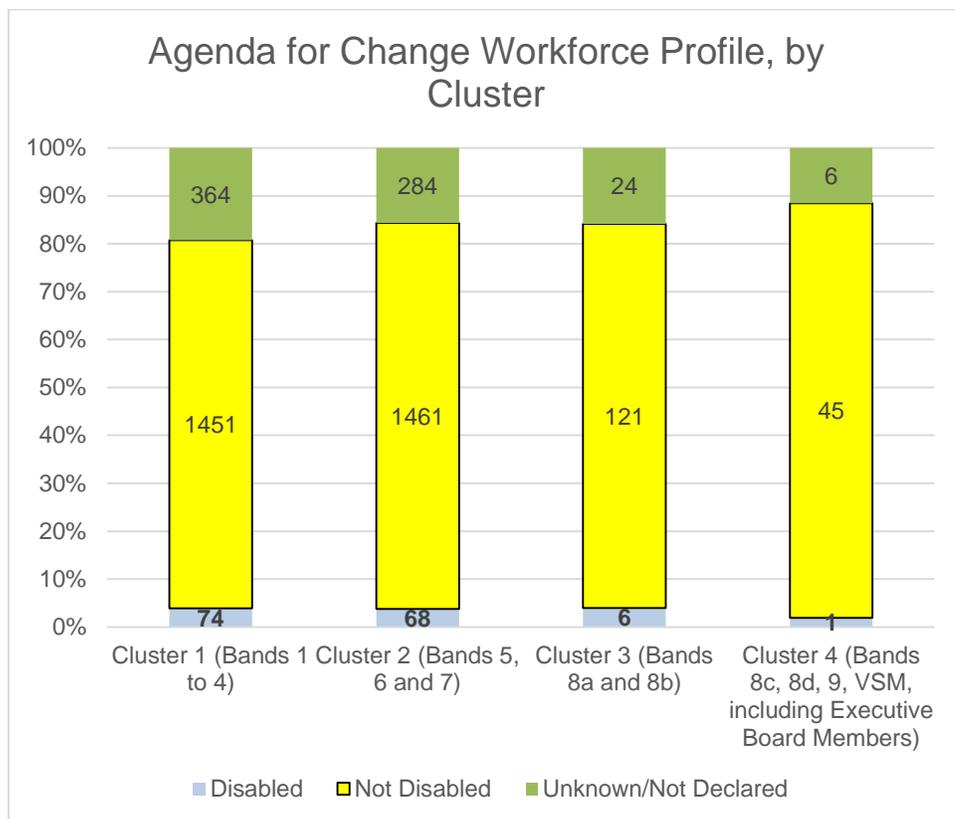
- 3.1 The next steps fall into two categories: firstly to ensure the publication of the WDES summary by 31 August 2020, on the NHS England WDES portal and the Trust's website; and secondly to prepare an Action Plan for publication on the Trust's website before 31 October 2020.
- 3.2 These actions will 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.
- 3.3 The Action Plan will be developed in consultation with the Disabled Staff Network. Staff Networks exists across the NHS as part of staff engagement, in this instance with disabled staff across this Trust. The Disabled Staff Network is an existing group, open to all disabled staff (including staff who are carers of disabled people), although is not currently meeting. It will be reconvened to consider and inform the WDES Action Plan, and current and ongoing priorities, such as the increased impact of Covid-19 on people with long term limiting illnesses.

4 Recommendation

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

Appendix 1 – CHARTS AND TABLES

Workforce profiles



WDES PERCEPTION INDICATORS

Staff Survey Question, 2019		Disabled		Non-disabled		Direction of Travel	
WDES Indicator	Staff Survey Question, 2019	2018	2019	2018	2019	For Disabled Staff	Gap between Disabled and Non-Disabled
4a	% 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%	36.5%	28.5%	27.5%	Improvement	Narrowed
	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	29.2%	22.3%	18.2%	14.4%	Improvement	Narrowed
	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	29.9%	30.1%	21.5%	19%	Deterioration	Widened
4b	% 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%	47.3%	44.0%	45.6%	Improved Reporting Rate	Narrowed
5	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	66.3%	76.3%	76.8%	79.8%	Improvement	Narrowed
6	% 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%	33.2%	29.7%	24.7%	Improvement	Narrowed
7	% staff saying that they are satisfied with the extent to which their organisation values their work.	24.0%	35.1%	36.0%	43.6%	Improvement	Narrowed
8	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	60.1%		70.2%		Improvement	
9	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	5.8	6.5	6.5	7.1	Improvement	Narrowed

Appendix 2 – BACKGROUND INFORMATION

- 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 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.
- 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. However in 2020, the data reporting deadline was extended to 31 August, and the action plan deadline was extended to 31 October.