

Overview: Workforce Disability Equality Standard (WDES)

The Workforce Disability Equality Standard is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of Disabled and non-disabled staff. This information will then be used by the Trust to develop a local action plan to enable us to demonstrate year on year progress against the indicators of disability equality.

The 10 metrics cover such areas as the Board, recruitment, bullying and harassment, engagement and the voices of Disabled staff which take effect from 1 April 2019 based on 2018/19 financial year data.

The implementation of the WDES will enable us to better understand the experiences of disabled staff. We hope that it will support positive change for existing employees and enable a more inclusive environment for disabled people working in the NHS.

For more information please contact Nazir Makda, Equality, Diversity and Inclusion Lead via email: diversity@elht.nhs.uk

WDES metrics

This is the first reporting year for the WDES metrics, the data of which covers the 2018/2019 financial year. After this there will be subsequent reporting on an annual basis.

Essentially, the WDES will help ELHT to:

- a) Improve understanding of inequalities experienced by Disabled staff;
- b) Create fairer, more anti-discriminatory environments and culture which foster the engagement, involvement, inclusivity of Disabled staff;
- c) Ultimately provide better workplaces and services to patients' / service users;
- d) Enable NHS Trusts to meet the Equality Act's 'Public Sector Equality Duty'; and
- e) Help the NHS to deliver the Government's pledge to increase more Disabled people in employment.

There are 10 WDES metrics with a technical guidance to support their calculations. The metrics are based on: -

- Workforce data (3 metrics)
- Questions from the NHS Staff Survey (5 metrics)
- Engagement and voices of Disabled staff (1 metric)
- Disability representation on Boards (1 metric)

Appendix 1 - The implications of the data and any additional background explanatory narrative

	Indicator		Narrative – the implications of the data and any additional background explanatory narrative	Actions taken
1	Percentage of staff in AfC pay bands or medical and dental subgroups and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce.	See Data Below	<p>The tables below (Page 3) are data for metric 1 and show the percentage of disabled staff in both the non-medical and medical workforce.</p> <p>Metric 1 shows the percentage of ELHT staff who have classified themselves as having a disability compared to those staff who do not have a disability using three categories: Agenda for Change (AfC) pay bands, medical and dental subgroups and very senior managers (including Executive Board members). The percentages are clustered into 4 groups for non-clinical staff and 7 groups for clinical staff. This is due the small numbers of staff in each pay band.</p> <p>The data show that the percentage of disabled staff in both the non-medical and medical workforce is very low. It also highlights that there are high percentage of the workforce which state either “unknown” or a “null” response.</p> <p>Because only a small number of staff has declared a disability it’s not possible to get a full picture and so work is required to get a more accurate position.</p> <p>It is important to note that some staff may have a disability but may have chosen not to declare this for a number of reasons. Feedback has indicated that people may not report a disability for the following reasons:</p> <ul style="list-style-type: none"> • Perception that a declaration could have a detrimental impact upon the roles they hold • They may feel there is a potential for stigma from others about the nature of the disability • Not wanting to be perceived as being ‘different • In addition, there is also a culture of not disclosing disability for fear of impact on fitness to practice as well as applicants sometimes believing disclosing disability can be a barrier to getting a job so they will rather not disclose. <p>WDES is based on a social model of disability which recognises that disabled staff face significant social barriers at work and in the rest of the society because individuals tend to have the assumptions that a disabled person cannot generally perform a task or role as competently as a non-disabled person.</p> <p>Removing these societal barriers as well as at work enables disabled staff to have choice, more control over their work and creates a work environment that offers equality and inclusion. Therefore understanding that most staff disability status declarations may not be made at the beginning of a</p>	<ul style="list-style-type: none"> • Diverse Leaders / Shadow Board Leadership Development programs to increase leaders from a disability background

recruitment process as disabled applicants may want to avoid the assumptions of been seen as not been competent.

WDES provides a framework for ELHT to start seeing disabled staff as an asset that provides a positive impact in the workplace. This essentially requires a culture change that enables disabled staff to feel comfortable to disclose their disability status and be able to speak openly about their disability at work.

This is a journey the Trust is embarking on to recognise that disability can affect any staff at any point in their career and its everyone's business to improve the disabled staff experiences especially as an healthcare provider working with the vast majority of disabled people in the society

METRIC	INDICATOR	Disabled		Non disabled		Undisclosed		Total
		Verified data	%	Verified data	%	Verified data	%	
<i>Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2019</i>	1a) Non Clinical Staff							
	Bands 1	0	0%	0	0%	0	0%	0
	Bands 2	35	3%	630	56%	454	41%	1119
	Bands 3	24	5%	371	71%	128	24%	523
	Bands 4	20	4%	360	79%	78	17%	458
	Bands 5	11	3%	267	64%	140	33%	418
	Bands 6	18	4%	331	66%	156	30%	505
	Bands 7	7	2%	231	72%	81	26%	319
	Bands 8a	2	2%	96	76%	29	22%	127
	Bands 8b	1	2%	30	63%	17	35%	48
	Bands 8c	1	4%	11	48%	11	48%	23
	Bands 8d	0	0%	8	67%	4	33%	12
	Bands 9	0	0%	6	67%	3	33%	9
	VSM	0	0%	6	29%	15	71%	21
Other	0	0%	9	50%	9	50%	18	

	Cluster 1 (Bands 1 - 4)	88	4%	1428	64%	714	32%	2230	
	Cluster 2 (Band 5 - 7)	36	3%	829	67%	377	30%	1242	
	Cluster 3 (Bands 8a - 8b)	3	2%	126	72%	46	26%	175	
	Cluster 4 (Bands 8c - 9 & VSM)	1	2%	31	48%	33	50%	65	
	1b) Clinical Staff								
	Bands 1	0	0%	0	0%	0	0%	0	
	Bands 2	20	3%	376	50%	354	47%	750	
	Bands 3	21	4%	432	69%	169	27%	622	
	Bands 4	4	2%	110	67%	51	31%	165	
	Bands 5	34	3%	685	54%	542	43%	1261	
	Bands 6	23	3%	677	72%	239	25%	939	
	Bands 7	7	2%	224	74%	72	24%	303	
	Bands 8a	4	4%	71	67%	30	29%	105	
	Bands 8b	0	0%	7	58%	5	42%	12	
	Bands 8c	0	0%	2	50%	2	50%	4	
	Bands 8d	0	0%	4	100%	0	0%	4	
	Bands 9	0	0%	0	100%	0	0%	0	
	VSM	0	0%	1	33%	2	67%	3	
Medical & Dental Staff, Consultants	1	0%	261	87%	43	14%	305		

	Medical & Dental Staff, Non-Consultants career grade	2	1%	158	91%	14	8%	174
	Medical & Dental Staff, Medical and dental trainee grades	2	1%	134	98%	1	1%	137
	Cluster 1 (Bands 1 - 4)	45	3%	918	60%	574	37%	1537
	Cluster 2 (Band 5 - 7)	64	3%	1586	63%	853	34%	2503
	Cluster 3 (Bands 8a - 8b)	4	3%	78	67%	35	30%	117
	Cluster 4 (Bands 8c - 9 & VSM)	0	0%	7	64%	4	36%	11
Cluster 5 (Medical & Dental Staff, Consultants)	1	0%	261	86%	43	14%	305	

			Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	2	1%	158	91%	14	8%	174	
			Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	2	1%	134	98%	1	1%	137	
2.	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts	0.70 times more likely to be appointed	<p>The data shows the relative likelihood of disabled applicants compared to non-disabled applicants being appointed from shortlisting across all posts. The Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff is 0.70.</p> <p>A figure above 1.00 indicates that Disabled staff are less likely than Non-Disabled staff to be appointed from shortlisting. Although The data for metric 2 shows that the likelihood of non-disabled staff being appointed from short listing is 0.7 times higher when compared with non-disabled groups. This shows that there is a higher likelihood of Disabled staff appointments after shortlisting, than Non-Disabled staff. This is a positive outcome to build upon as we continue to promote ourselves as a 'Disability Confident Employer in our recruitment initiatives.</p> <p>It should be noted that the Trust is part of the Department of Work and Pensions scheme are a Disability Confident Employer, and therefore operate a guaranteed interview scheme for disabled applicants who meet the minimum person specification.</p>	<ul style="list-style-type: none"> Implemented the NHS Employers Apprenticeships for All Programme to increase the number of apprentices from a disability background. Disability Confident Committed Level 2 Guaranteed Interview Scheme Princes Trust Programmes to provide people with disabilities work experience 							

				<ul style="list-style-type: none"> Step into the NHS initiative to provide job opportunities for disabled people who have been in long term un-employment 								
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.	2.83 times more likely to enter the capability	<p>Note: This Metric will be based on data from a two-year rolling average of the current year and the previous year.</p> <p>During 2017/18 and 2018/19 data the number of disabled staff who have entered the formal capability process is currently 1 compared to 8 non-disabled.</p> <p>The low disability declaration rate may account for the lack of data for this metric. It is possible that there may be staff with disabilities that are going through the formal capability procedure but they did not disclose that they have a disability, hence the need to focus on raising the profile of staff declaring their disabilities to help Trust collate their data to help address any gaps.</p>	<ul style="list-style-type: none"> Developed the Supporting staff with disabilities policy and disability leave so any sickness related to a disability is discounted as part of the trigger level. Developed the Wellness Action Plan toolkit Reasonable adjustments and Access to work support 								
<p>National NHS Staff Survey Metrics -In order to report on the NHS Staff Survey related metrics, it is important to take into account the total number of Disabled and Non-Disabled staff respondents to 2018 (latest) staff survey. This gives a background and context analysing the data for each metrics. See table below:Staff Survey Respondents by Disability (2018 Staff Survey)</p> <table border="1"> <tr> <td>Overall total response to whole survey</td> <td>3655</td> </tr> <tr> <td>Total Non-Disabled Respondents</td> <td>2815</td> </tr> <tr> <td>Total Disabled respondents</td> <td>516</td> </tr> <tr> <td>Total Disability 'Not Declared'</td> <td>47</td> </tr> </table> <p>It is important to note that only 47 staff opted to not to declare whether or not they have a disability, so they are not included in our reporting.</p>				Overall total response to whole survey	3655	Total Non-Disabled Respondents	2815	Total Disabled respondents	516	Total Disability 'Not Declared'	47	
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4	<p>a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <p>i. Patients/Service users, their relatives or other members of the public</p> <p>i. Managers</p> <p>i. Other colleagues</p> <p>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</p>	Refer to narrative	<p>i) 32% disabled staff 22.9% non-disabled staff. Disabled staff experience harassment, bullying or abuse from Patients/Service users, their relatives or other members of the public 9.1% higher than non-disabled staff.</p> <p>ii) 18.3% disabled staff 9.4% non-disabled staff. Disabled staff is 8.9% more likely to be harassed / bullied by managers than non-disabled staff.</p> <p>iii) 25.5% disabled staff 15.7% non-disabled staff. Disabled staff are 9.8% more likely to experience harassment, bullying than non-disabled staff.</p> <p>b) 46.6% disabled staff 49.1% non-disabled staff.</p> <p>Disable and non-disabled staff are equally likely to report harassment, bullying or abuse at work.</p> <p>The outcomes of this metric highlight the need to sustain and strengthen our efforts to address unhealthy and unwanted behaviours across the organisation.</p> <p>A key priority emerging from the latest staff surveys is to address staff health and wellbeing. As part of this commitment we need to sustain our efforts to communicate and promote the work of 'Freedom to Speak Up' Champion and our Anti-Bullying and Harassment Champions to encourage reporting of bullying, harassment or abuse at work.</p> <p>It is important that as we focus on our efforts, we engage with our Disabled staff, to better understand their experience, their perceptions of reporting such experiences, assessing whether there are barriers that prevent reporting, and working to reduce incidents</p>	<ul style="list-style-type: none"> • Bullying and harassment policy reviewed and a new resolution policy developed • Fair Treatment Champions, Staff Guardian and Mediation service in place and have had positive impact on helping staff to address conflict and reduce the number of cases reaching a formal level. • Corporate Induction includes a section on what we expect of staff at work in relation to dignity and respect for one another. All staff are expected to carry out their work in ways which are consistent with the trust values and behaviours. • Managers evaluate staff performance against the Trust values and behaviours through the performance
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				<p>appraisal process.</p> <ul style="list-style-type: none"> • Bullying & Harassment training for staff & managers • 12 staff has completed Accredited Mediation Training to support with resolving disputes and conflicts at work • Promotion of zero tolerance via the National Bullying & Harassment week • Ongoing promotion of Staff Guardian and Mediation service • In areas where bullying is identified as an issue, interventions have been put in place including anti-bullying training, which sets out the Trust's expectations regarding acceptable and unacceptable behaviours • The Trust is working with the Police to reduce hate crimes
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				<p>and a zero tolerance campaign is ongoing against harassment, bullying or abuse.</p> <ul style="list-style-type: none"> Implementing the culture and leadership programme this includes creating an inclusive culture
5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	<p>79.1 disabled staff</p> <p>87.1</p>	<p>The responses shows that Disabled staff are conscious of equality of opportunity in career development and 79.10% of respondents feel positive about this. This also resonates for Non-Disabled staff.</p> <p>All staff have an annual PDR/appraisal which provides disabled staff to discuss career progression or promotion with their manager. The trust will soon launch reverse mentoring scheme where senior managers will be mentored by a disabled staff this will engage in honest, open and respectful dialogue about the talent of people from diverse backgrounds and the barriers they can face. The insights generated will contribute to improving the educational and professional experience of our disabled staff and managers and contribute to the overall inclusive culture and performance of the Trust. The Trust will improve engagement with disabled employees via establishment of Disability staff network group. A project is underway to capture disabled staff stories of working in ELHT and highlight best practice or barriers to career progression or promotion.</p>	<ul style="list-style-type: none"> Annual Appraisal Big Conversations with disabled staff
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	<p>25.3 disabled staff</p> <p>22.3</p>	<p>The outcome of the metric indicates that both disabled staff and non-disabled staff are equally likely to feel pressure to come to work from their managers, despite not feeling well enough to perform their duties.</p> <p>We have recently reviewed our Sickness Absence Policy and now have an 'Supporting staff with disability policy' which includes a best practice tool on supporting and managing staff who have a disability and / or long term health conditions.</p> <p>However, we still need to understand what Disabled staff perceptions are on presenteeism and what cultural changes are needed within the organisation from their perspectives.</p>	<ul style="list-style-type: none"> Staff are provided with a number of support mechanisms including occupational health and Managers are also being supported through training initiatives which help them to understand how best to support staff.

	enough to perform their duties		<p>The HR team will ensure that line managers understand the relationship between absenteeism and presenteeism, that they're supported to adopt a more flexible approach to absence, and that they provide support to employees making a return to work after a period of illness.</p> <p>ELHT will encourage use of disability leave policy so any sickness related to a disability is discounted as part of the trigger level.</p>	<ul style="list-style-type: none"> Disability leave has been incorporated in the supporting staff with disabilities policy
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	<p>44.3 disabled staff</p> <p>57.2</p>	<p>This metric shows that for both Disabled and Non-Disabled staff being valued at work is important. However, the percentage of positive responses for disabled staff is less than 50%. The establishment of Disability staff network group will improve engagement with disabled employees hence contribute to staff with disabilities being valued.</p>	<ul style="list-style-type: none"> Staff engagement via Big Conversations
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	<p>76.3</p>	<p>Of the total number of respondents, the majority of Disabled staff responses have been positive. This supports our status as 'Disability Confident Employer'.</p> <p>It is important to note that not every Disabled member of staff will require adjustments, and this may be reflected in the fact that 225 out of the total 516 Disabled staff respondents did not complete the question relating to this metric.</p> <p>The Trust has produced a 'Reasonable Adjustment Guidance' for both managers and staff, which aims to guide staff through having discussions relating to adjustments, the kind of adjustments needed, thinking about what is 'reasonable', recording and processes to follow for requesting adjustments.</p> <p>We are aware that on some occasions the time taken to implement adjustments relating to ordering of specialist equipment or IT software can be lengthy. This is often relates to supply chain and or compatibility of IT software with our internal IT and security systems. We are monitoring this through the E&D lead.</p> <p>A new supporting staff with disability policy and disability resource guides has been produced including a wellness action plan that identifies any adjustments that the disabled staff requires,</p>	<ul style="list-style-type: none"> A staff Wellness Action plan has been developed to support staff moving roles within the Trust which will assist managers to ensure required reasonable adjustments are in place

			and information on access to work support is also available for managers. We will encourage all Line Managers to complete the wellness action plan for all disabled staff with an annual review.	
9	<p>a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.</p> <p>b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)</p>	<p>6.9 disabled staff</p> <p>7.4</p>	<p>The staff engagement score is a composite score which is drawn from 9 individual questions in the NHS Staff Survey. Further information about the engagement score, the questions that are included and how it is calculated, is available in the WDES Technical Guidance (https://www.england.nhs.uk/wp-content/uploads/2019/03/wdes-technical-guidancev1.pdf)</p> <p>There is no significant difference in the engagement scores between Disabled, Non-Disabled and the overall engagement score for the Trust.</p> <p>We need to consider our data in relation to our peer NHS Trusts to see how we fare.</p> <p>Part B</p> <p>We currently do not have a specific channel to facilitate the voices of Disabled staff. Whilst we have staff engagement initiatives such as the Trust-wide and locality based staff engagement big conversations, there is a need to specifically engage with Disabled staff.</p> <p>Establishing a Disabled and Mental health staff network group would mean their involvement in delivering improvements in relation to our performance against the WDES, and also in relation to overall staff experience.</p> <p>A project is underway to capture disabled staff stories of working in ELHT and highlight lived experience, best practice or barriers at work.</p>	<ul style="list-style-type: none"> The 2019 annual festival of inclusion conference, was disability focused and included celebrity Juliet Burton as key note speaker
10	<p>Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:</p> <ul style="list-style-type: none"> By Voting 	<p>Disabled 3%</p> <p>Non-Disabled 53%</p> <p>Not declared 44%</p>	<p>This metric relates to the visibility and leadership, and the value that engaged Board members will have on Disabled staff and their perception of the organisation.</p> <p>The data shows that 3% have a disability, 44% have not disclosed their disability status and there is also no disabled staff in the Trust's Executive membership.</p>	<ul style="list-style-type: none"> Executive sponsor for Disability on the Trust Board

	membership of the Board By Executive membership of the Board			
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Workforce Disability Equality Standard Action Plan 2019

	Action planned	Lead/ Responsible for action	Completion Date
1	Development of a 5 year Equality, Diversity and Inclusion strategy	Equality & Diversity Lead / Operational Director of HR/OD	May 2020
2.	Engagement plan in relation to the theme of disability	Equality & Diversity Lead / Head of Engagement & wellbeing	Start from Oct 2019
3.	Data cleanse exercise to focus on reducing the large percentage of staff who record unknown or null in their disability/ability status	Equality & Diversity Lead/ Senior Workforce Information Analyst	May 2020
4	To improve recruitment and retention of disabled people via Equality Impact Assessment of the whole employee lifecycle (i.e. recruitment and retention, performance reviews, development, ER cases, exit questionnaires, staff engagement) in relation to disability	Equality & Diversity Lead/ Deputy Director HR/OD	Sep 2020
5	Education (for both staff with disabilities and for managers) and breaking down stigma	Equality & Diversity Lead	Started Aug 2019