

# Workforce Disability Equality Standard (WDES)

## 2019 Report

## Executive Summary

The WDES came into effect on 1st April 2019. The standard is designed to improve the representation and experience of Disabled staff (staff with mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities<sup>1</sup>) at all levels of the organisation, focusing on experiences within their employment such as fair access, equality of opportunity and quality of staff experience. To provide a context this standard's focus is on staff comparison between disabled and non-disabled staff.

Overall there are ten indicators that make up the NHS WDES Standard. These are detailed on page 2 and comprises of workforce indicators (1 – 3, 5 and 8), staff survey indicators (4, 6 – 7, 9) and an indicator (10) focused on board representation.

Indicators 2 (appointment and shortlisting), 9A (views of disabled people) and 3 (formal capability process) are not included in the requirement for Year 1 Data submission for the Workforce Disability Standard by the National body on the following grounds:

Indicator 2 and 9B: This information is collected via a separate on-line form to ensure comparability between organisations

Indicator 3: this information is voluntary in Year 1 to enable organisations to build capacity for a two-year rolling average of the current year.

The report provides:

- A summary of the key findings in this reporting period (2018/19) against three workforce themes: workforce diversity; staff experience; leadership diversity.
- More detail on the ten indicators and any contributing factors.
- Areas of focus for the coming year, 2019/20.

A summary of the key findings based on most up to date workforce analytics include:

- The Trust's Workforce composite (based on the last financial year 2018/19) is 3% disabled staff, 18% unknown and 79% non-disabled staff.

---

<sup>1</sup> Equality Act, 2010

- In comparison to the whole workforce, 0.2% of the medical workforce is made up of disabled staff, 2.5% of the clinical workforce and 1% of the non-clinical workforce is made up of disabled staff
- Disabled representation within the Trust is much lower by 17% in comparison to Tameside and Glossop's local population where which is reported at 20% (JSNA 18/19)
- Disabled staff reporting adequate adjustments have been made to be enable them carry out work duties reported at 74.8%, higher than the national average at 73.4%

The areas of concerns are as follows:

- Staff with disabilities reporting experiences of harassment, bullying and abuse from Patients/ Visitors and Staff is 10.2% higher (32%) than for non-disabled staff (22.2%)
- Staff with disabilities experiencing harassment, bullying or abuse is 6.3% higher (25.6%) than for non-disabled staff (19.3%)
- Staff with disabilities personally experiencing discrimination at work from a manager / team leader is 4% higher (18.8%) than for non-disabled staff (14.8%)
- There are no reported staff with disabilities in senior leadership roles (Bands 8A to VSM)
- Non-disabled staff believe they have less access to equality of opportunity for career progression / promotion (78%) in comparison to the non-disabled colleagues (83.1%) by 5.1%

## NHS WORKFORCE DISABILITY EQUALITY STANDARD (WDES) 2018/19

### 1. Background

The WDES standard is designed to report on representation and experience of Staff with disabilities within the organisation, focusing on their employment such as recruitment, management, training development and opportunities.

The WDES standard was introduced to prompt an inquiry to better understand why Staff with disabilities often receive much poorer treatment than non-disabled staff in the workplace and to facilitate the closing of those gaps.

National research and evidence strongly suggest that less favourable treatment of Staff with disabilities occurs in the NHS, which ultimately leads to a negative impact on the efficiency and effective running of the NHS and the quality of care received by patients.

It is important that the Trust actively monitors performance locally, to fully understand any inequality or disparity that occurs and to take the necessary actions in light of the WDES findings.

This document reports on Trust's activity between 1<sup>st</sup> April 2018 and 31<sup>st</sup> March 2019, in accordance with three workforce themes: workforce diversity; staff experience; leadership diversity. A copy of this report will be made published on the Trust's Website.

### 2. Workforce Disability Indicators

There are a total of ten indicators that makes up the WDES, split across Workforce, Staff Survey and Board Representation. These are detailed in the following table 1.

Table 1 WDES 2018/ 19	
Workforce Indicators	
1	Percentage of staff in each of the AfC Bands 1-9, Medical and Dental and VSM staff groups compared by: <ul style="list-style-type: none"> <li>Non-Clinical staff &amp; Clinical staff</li> </ul>
2	Relative likelihood of staff being appointed from shortlisting across all posts (not included in reporting)

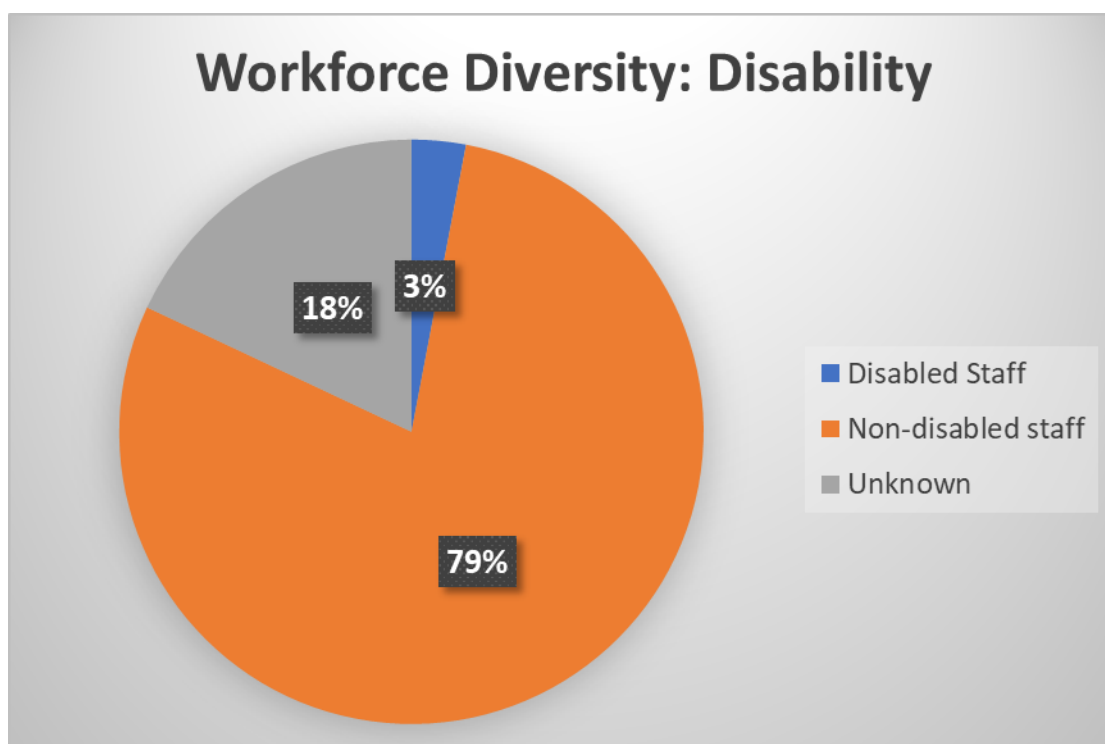
<b>3</b>	Relative likelihood of staff entering the formal disciplinary process (not included in reporting)
<b>5E</b>	Percentage believing that trust provides equal opportunities for career progression or promotion
<b>8</b>	Percentage of staff reporting that their employer has made reasonable adjustments to enable them to carry out their work
<b>National NHS Staff Survey correlated indicators</b>	
Comparison of responses from disabled and non-disabled staff	
<b>4Ai</b>	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
<b>4aii</b>	Percentage of staff experiencing harassment, bullying or abuse from Managers in last 12 months
<b>4Aiii</b>	KF 26. Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months
<b>4B</b>	Percentage of staff experiencing harassment, bullying or abuse, reported it or a colleague reported it
<b>6</b>	Percentage of staff reporting they felt pressure to come to work despite not feeling well enough to perform their duties
<b>7</b>	Percentage of staff reporting they are satisfied with the extent to which their organisation values their work
<b>9A</b>	Percentage of staff reporting they are overall engaged with their organisation
<b>9B</b>	Trust has taken action to facilitate the voice of disabled people (yes / no) (not included in reporting)
<b>Trust Board Representation Indicator</b>	
<b>10</b>	Percentage difference between the organisations' Board membership and its overall workforce disaggregated: <ul style="list-style-type: none"> <li>• By voting membership of the Board, and</li> <li>• By non-voting membership of the Board</li> </ul>

### 3. Workforce Diversity: WDES Results

This section provides a full breakdown of the WDES results by indicators 1 and 8 based on the reference period of 2018/19.

3.1 At the point of the WDES report submission for 18/19, the Trust employed 4003 made up of 3% disabled staff, 79% non-disabled staff and 18% unknown (disability not shared).

Fig 1



Based on the indicators highlighted in Table 1, please note the following definitions:

Agenda for Change (Band 1- 9) and Medical and Dental define different terms and conditions of the employment for employees within the NHS.

Very Senior Managers (VSM) are employees who are paid above Band 9 or on spot salaries, including Executive Board members.

Clinical Staff are individuals who are employed in roles such as Health Care Assistant, Staff Nurses, Midwives, Sister, Therapist etc. Those employees who would provide direct clinical care to patients.

Non-Clinical Staff are individuals who are employees in roles such as Administrative Assistants, Reception staff, Domestic and Portering etc. Those employees who provide a support function within the Trust.

### 3.2 Indicator 1 - Percentage of staff who are employed on Agenda for Change (AFC) Medical and Dental and VSM (Very Senior Managers)

Tables 2 and 3 provide an overview of the workforce breakdown for both Clinical and Non-Clinical Staffing within the Trust

Table 2: Breakdown of Clinical staff by Disability

WDES Banding	Headcount			%		
	Disabled	Non-disabled	Not Stated/Not Given	Disabled	Non-disabled	Not Stated/Not Given
Band 1	1	10	0	9	91	0
Band 2	24	511	103	4	80	16
Band 3	6	110	17	5	83	13
Band 4	6	123	26	4	79	17
Band 5	31	499	92	5	80	15
Band 6	27	462	79	5	81	14
Band 7	40	247	34	1	87	12
Band 8a	0	60	11	0	85	15
Band 8b	0	14	0	0	100	0
Band 8c	0	0	1	0	0	100
Band 8d	0	5	0	0	100	0
Band 9	0	0	0	0	0	0
VSM	0	5	4	0	56	44
Medical & Dental Consultant	1	59	64	1	48	52
Other	1	6	0	14	86	0
Medical & Dental Non-Consultant Career Grade	2	54	30	2	63	35
Medical & Dental Trainee Grades	5	55	2	8	89	3
	107	2220	463	3.9	79.5	16.6

Table 3: Breakdown of Non-Clinical staff by Disability

WDES Banding	Headcount			%		
	Disabled	Non-disabled	Not Stated/Not Given	Disabled	Non-disabled	Not Stated/Not Given
Band 1	9	109	147	3	41	55
Band 2	10	258	46	3	82	15
Band 3	3	194	17	1	91	8
Band 4	6	144	36	3	77	19
Band 5	1	45	8	2	83	15
Band 6	3	31	3	8	84	8
Band 7	6	47	2	11	85	4
Band 8a	1	22	2	4	88	8
Band 8b	0	24	3	0	89	11
Band 8c	0	8	4	0	67	33
Band 8d	0	6	0	0	100	0
Band 9	0	2	0	0	100	0
VSM	0	7	2	0	78	22
	39	897	270	3.2	74.4	22.4

The data shows:

- Disability diversity across all roles is extremely low
- No reported disability diversity across senior leadership roles (Bands 8A – VSM)
- Highest levels of disability diversity reported in ‘other’ category of clinical roles (14%) and Band 7 non-clinical roles (11%)
- Bands 6 and 7 non-clinical roles have higher levels of disability diversity than any other staff in this group
- High levels of underreporting of disability across all roles, with a 5.8% disparity in reporting of disability between clinical (16.6%) and non-clinical (22.4%) staff
- The highest level of underreporting of disability is by Band 1 non-clinical staff and Band 2 clinical staff



Fig 2

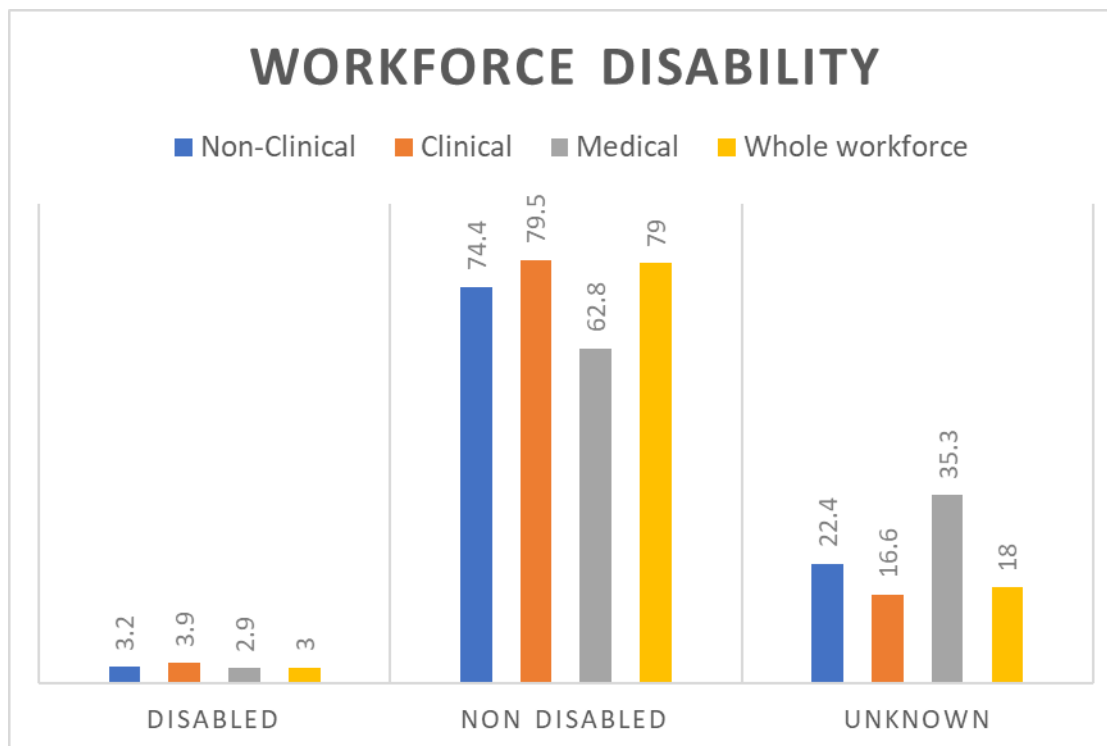


Fig 2 shows:

The clinical workforce has the highest percentage of disabled staff

The medical workforce has the lowest percentage of disabled workforce

The highest level of underreporting of disability is evident in the medical and non-clinical workforce

### Indicator 8: Adequate Adjustment

The findings within this indicator show that 74.8% of disabled staff reporting in the survey, believed that adequate adjustments were made to enable the successful undertaking of work-related duties. This is slightly above the national average at 73.4% but below the Trust performance of the previous year at 76.8%

#### 4. Staff Experience: WDES Results

### National Staff Survey Findings

#### Indicator 4Ai - Staff experiencing harassment, bullying or abuse from Patients/ Public

The NHS staff survey question (KF25) explores responses relating to staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

The findings within the indicator has highlighted that 22.2% non-disabled and 32% disabled staff have reported such experiences. 8.7% disparity exists between the experience of non-disabled and disabled staff, demonstrating that disabled staff are more likely to face bullying, harassment or abuse from patients / public.

#### Indicator 4Aii - Experience of discrimination from Managers/ Team Leaders

This last staff survey question explores staff experiences of discrimination within the workplace by a manager or senior, in the last 12 months. (Q17)

The results of this staff survey questions show that 18.8% of disabled staff reported discrimination within the workplace from a manager compared to 14.8% of no-disabled Staff.

#### Indicator 4Aiii - Staff experiencing harassment, bullying or abuse from other colleagues

This indicator provides the percentage of staff experiencing harassment, bullying or abuse from other colleagues in the Trust in last 12 months. (KF 26)

This indicator's results show that disabled staff experience greater incidents of harassment, bullying or abuse from staff (25.6%) in comparison to their non-disabled counterparts (19.3%), highlighting a 6.3% disparity in experience based on disability.

#### Indicator 4B – Reporting by disabled staff or their colleague of bullying, harassment or abuse they have experienced in the last 12 months

This indicator provides the percentage of staff or colleague reporting experience of harassment, bullying or abuse from other colleagues in the Trust in last 12 months. (KF 26)

This indicator's results show that disabled staff or colleagues of disabled staff are more likely to report incidents of bullying, harassment or abuse (58.4%) than non-disabled staff (49.7%) by 8.7%.

Fig 3

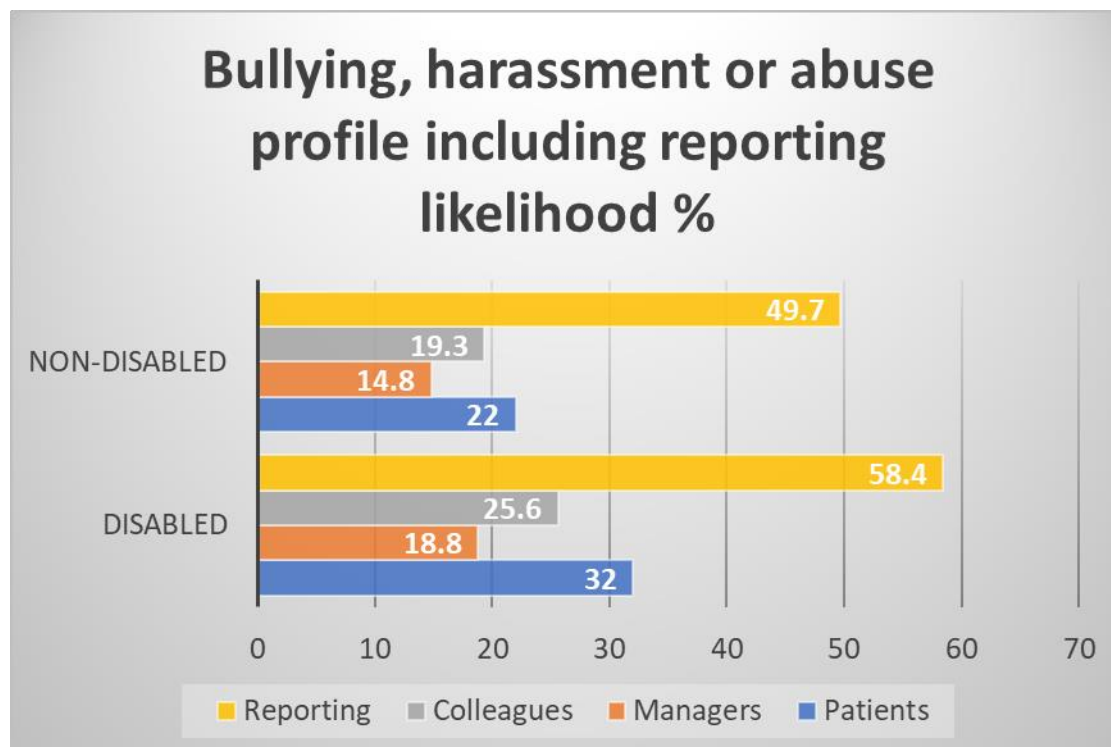


Fig 3 shows:

- Disabled staff are more likely to experience bullying, harassment or abuse from patients / public, managers and colleagues than their non-disabled colleagues.
- The greatest disparity in experience of bullying, harassment or abuse for disabled staff in comparison to non-disabled is from patients / public
- However, the data also shows that disabled staff are 8.7% more likely to report bullying, harassment or abuse than non-disabled staff in the last 12 months.

### Indicator 5 – Career Progression and Promotion

This staff survey question asks for staff perceptions of equal opportunities for career progression or promotion within the Trust.

The findings are that 83.1% of non-disabled staff compared to 78% of disabled staff view that equal opportunities for career progression / promotion exist within the Trust for them, highlighting a negative 5.1% disparity in the experience of disabled staff.

### Indicator 6 – Pressure to work whilst unwell

This staff survey question asks for staff perceptions of feeling pressurized by managers to attend work, despite not feeling well enough to perform work duties.

The findings in this indicator are that 27.3% of disabled staff compared to 20.9% of non-disabled staff feel pressure to work whilst too unwell to perform their duties by their managers.

### Indicator 7 – Work is valued

This staff survey question asks for staff perceptions of how satisfied they are with the extent to which their work is valued by the Trust.

The findings in this indicator are that 40.5% of disabled staff compared to 47% of non-disabled staff feel that their work is valued by their organisation

### Indicator 9A – Staff engagement

This staff survey question asks for staff perceptions of how engaged they feel with the Trust. The findings in this indicator are disabled staff scored their overall engagement with the organisation at 6.8 out of 10 compared to 7.1 out of 10 by non-disabled staff.

Fig 4

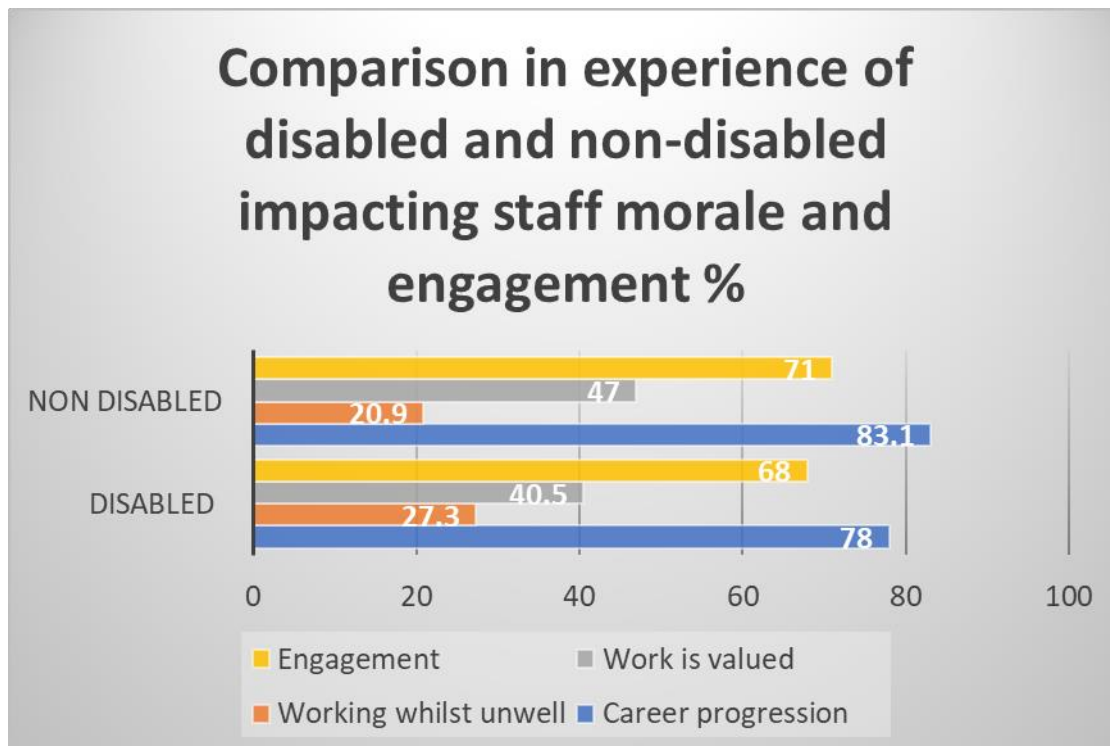


Fig 4 shows

- Again, disabled staff are demonstrating a poorer staff experience with regard to the four specified indicators in comparison to non-disabled staff
- Disabled staff are reported to feel more likely to work whilst unwell
- Disabled staff are reporting to feel less engaged with the Trust
- Disabled staff are reporting to feel their work is less valued by the Trust

## 5. Leadership Diversity: WDES Results

### Indicator 10 - Trust Board Representation

This indicator compares the disabled complement on the Trust Board in comparison of the overall workforce.

For the purpose of this indicator, Board membership includes all voting and non-voting members of the Board and includes Executive and Non-Executive members.

As of 31st March 2019:

- The Trust's Disabled workforce representation was 3%
- All board members (including voting and non-voting members) are non-disabled British. There are 12 members on board, 1 Chair, 5 Non-Executive Directors and 6 Executive Directors. 11 members of board are voting members and 1 member is non-voting.
- There is no reported disability diversity at Board level.

Based on the findings within this indicator, the Board disabled staff composite does not reflect the local population (which is reported at 20%) or the overall disabled workforce which is 3%.

## Summary of Key Findings

Workforce Diversity	Staff Experience	Leadership Diversity
Disability workforce diversity is lacking across all levels of the organisation	Staff experience is poorer overall for disabled staff compared to non-disabled staff	There is no disability workforce diversity at Board level or Bands 8A to VSM
There is a significant underreporting of disability across Band 1 non-clinical roles, Consultant body and Bands 2 and 4 clinical staff	Disabled staff are more likely to report bullying, harassment or abuse	
Disability workforce diversity is highest in clinical roles and lowest in medical roles	Disabled staff are reported to be most likely to be bullied, harassed or abused by patients / public in comparison to non -disabled staff	

## AREAS OF FOCUS FOR 2019/20

The area of focus relates to the following:

- The development of a staff equality network to provide Disabled staff with a forum to address bullying, harassment and abuse with psychological safety
- The development of a community of Equality Champions to challenge discrimination in the workplace and advocate for the health and wellbeing of Disabled staff
- Talent pipelining, management and succession planning for Disability diversity in senior leadership roles
- Workforce diversity at all levels of the organisation
- Review of the employment cycle to create fair access to employment and promote equality of opportunity for Disabled staff.

The findings of the WDES report will be shared with the Trust's Workforce Committee and Equality and Diversity Steering Group that will provide strategic and operational oversight for the delivery of a programme of work designed to meet the above areas of focus as detailed in the EDI Workforce Strategy 2019 – 22.