

Title:	2022 Workforce Disability Equality Report (WDES)
Agenda item no:	
Meeting:	Workforce Committee
Date:	
Presented by:	Don Fairley (Chief People Officer)
Prepared by:	Pete Sandham (Head of OD, Engagement and Inclusion)

Purpose of the Report	<p>To provide the committee with oversight of Trust performance relative to the 10 indicators within the Workforce Disability Equality Standard.</p> <p>Seek approval for the publication of the performance indicators in line with National reporting requirements.</p>
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Report History	
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What action is required?	
Assurance	✓
Information	✓
Discussion/input	
Decision/approval	✓ (Approval for publication in line with National reporting requirements)

Resource Impact:	None
Relationship to Risk in BAF:	Failure to be a Great Place to Work
Corporate Risk Register (CRR) Reference /score	N/A
Title of CRR	Links To 4176/4177 - Staff Recruitment and Retention

Strategic objectives This report impacts on (tick all that apply)::	
Provide the highest quality care	✓
Invest in our staff and live out our values	✓
Drive the development of integrated services	
Cultivate innovation and transformation	
Achieve long-term financial sustainability	
Well Led Framework applicability:	
Not applicable <input type="checkbox"/>	
1. Leadership ✓	2. Vision & Strategy <input type="checkbox"/>
3. Culture ✓	4. Governance <input type="checkbox"/>
5. Risks, Issues & Performance <input type="checkbox"/>	6. Information Management <input type="checkbox"/>
7. Engagement ✓	8. Learning & Innovation <input type="checkbox"/>

Publication			
Published on website	✓	Confidentiality (FoI)	Private
			Public

1 Executive Summary

- 1.1 The Workforce Disability Equality Standard (WDES) enables organisations to review performance across 10 indicators and to develop plans to close gaps between the experience of disabled and non-disabled staff. In doing so, it provides impetus and structure for improvements in disability equality.
- 1.2 The ten indicators cover a range of areas including pay composition of the organisation; recruitment; involvement in capability processes in addition to a range of measures taken directly from the NHS Staff Survey. The final indicator relates to Board representation.
- 1.3 Data on the 10 indicators is **required** to be submitted and published on the Trust website having secured Board sign off, by the 31 October 2022.
- 1.4 The headline summary of performance across the relevant indicators is summarised below.
 - The experience of disabled staff at the RBFT benchmarks favourably against the reported experience of disabled staff across the NHS.
 - Consistent with National trends, disabled staff at the RBFT report a poorer experience at work than non-disabled staff.
 - Positive reduction in disabled staff experiencing bullying and harassment at work reported (although still higher than the experience of non disabled staff).
 - Deteriorating trends of concern as reported by our disabled staff include
 - (a) Feeling valued by the organisation
 - (b) Perceived fairness of career progression
 - (c) Satisfaction and perception of reasonable adjustments delivered.
 - Strong positive improvements in recruitment metrics, including more disabled applicants being shortlisted and then appointed into the organisation.
 - One in five staff still have no disability status recorded in ESR despite self service functionality that readily enables this
- 1.5 Our **WDES 2021-23 Improvement Plan** has been refreshed to address the key thematic improvement priorities and to maintain delivery on previous priority actions. The plan is included in Appendix 1.

2 Key Issues

1.1 The detail of each indicator is presented below.

Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and VSM compared with the percentage of staff in the overall workforce.

- **This indicator remains static**
- A little under 3% of the workforce have their self-reported status recorded in ESR as disabled in a picture unchanged from last year. 2% of the 8C and above workforce have a declared disability, comparable to the National NHS Average of 2.5% in 2020.
- The pay profile of the disabled workforce continues to show a proportionately representative picture in the senior non-clinical workforce. Within the senior clinical workforce, disabled staff remain under-represented in 8b+ senior clinical roles.
- 1 in 5 staff have no disability status recorded in ESR.

Indicator 2: Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

- **This indicator has improved**
- Non-disabled applicants are 1.16 times (down from 1.41) more likely to be appointed from shortlisting relative to disabled applicants, where 1 would indicate exactly the same relative likelihood. 41 applicants declaring a disability were appointed last year from 205 shortlisted candidates
- Represented in another way, 23% of non-disabled applicants were appointed following shortlisting, compared to 20% of disabled candidates in the last financial year. This represents a 3% closing of the gap compared to last year.
- 46% of disabled applicants are shortlisted for interview following application (a 10% increase and improvement since last year). 22% of non disabled applicants are shortlisted post application
- Performance on this indicator is favourable to the 2020 National position of a relative likelihood of 1.2. No National data beyond 2020 has yet been published

Indicator 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process.

- **This indicator evidence that staff with disabilities are not disproportionately represented in capability proceedings at the RBFT.**
- Capability process in this context refers solely to performance grounds, not ill health grounds. Of 15 formal capability cases in the relevant reference period (Mar 20 - Mar 22):8 cases involved staff with no disability; 0 cases involved staff with a disability; 7 cases had no disability status recorded.
- Nationally figures from 2020 show that across the NHS disabled staff are 1.54 times more likely to enter performance management/capability processes compared to non-disabled staff.

Indicators 4 – 9: Staff Experience metrics drawn from the 2020 Staff Survey

- Following the release of the full National Staff Survey data set in late March '22, the very strong benchmarked position of the Trust became clear as did the overall challenges seen across the NHS and the RBFT in terms of a general deterioration in the staff experience.
- The experience of disabled staff has **improved in five** of the staff survey metrics and **deteriorated in four**. The most significant declines in year mirror those areas where the overall staff experience has deteriorated at the Trust – particularly in terms of feeling valued and measure of fairness of career progression.
- Of specific concern is the deterioration in disabled staff feeling adequate reasonable adjustments have been delivered in year. This is particularly disappointing following improving experience reported over the two years prior to our latest survey. This metric is the only metric showing both in year deterioration and slightly worse than National Average.

	WDES INDICATOR	Disabled (2021 RBFT)	Disabled Trend (21/20 RBFT)	% Non-Disabled (2021 RBFT)	% Disabled NHS Average (2021)
4	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	29	▼(0.2%)	23.5	32.4
	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	16.6	▼(2.1%)	8.3	18
	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	21.2	▼(7.8%)	15.6	26.6
	% 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	46.2	▲(2.4%)	48.4	47
5	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	52.9	▼(4.5%)	56.2	51.4
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.	34.1	▼(1.4%)	22.9	32.2
7	% staff saying that they are satisfied with the extent to which their organisation values their work.	36.3	▼(13.5%)	50	32.6
8	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	70.7	▼(7.5%)	/	70.9
9a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. (1-10; 10 Best)	6.7	▼(0.4)	7.2	6.4

Better than Average

Worse than Average

Indicator 9: Board Membership

- As of the 31.03.22, the differential in disabled workforce composition between board and the organisation as a whole is - 3% (0% Board; 3% Organisation)

3 Conclusion

- Our 2022 WDES report continued the trend of our 2021 report of a broadly improving trajectory.
 - Positive improvements are reported in a range of staff experience indicators although some trends of concern.
 - Positive improvement in recruitment related metrics are reported
 - Our organisational pay profile and profile of capability/performance management cases signal a generally representative position relative to National positions
- The four key areas requiring priority focus in the year ahead are:
 - Improve our non-declaration rates which have been consistently at 17-20% for the past two years.
 - Building on and consolidating the improvements in recruitment indicators.
 - Refocus on deteriorating staff reports of reasonable adjustments at work.
 - Opportunities for career development and perceptions of being valued by the organisation – both of which demonstrate in year decline.
- Our **WDES Improvement Plan 2021-2023** (Appendix 1) has been refreshed to address the key themes and to maintain delivery on previous priority actions. We will consult with staff forums and with system partners on this improvement plan and further develop accordingly.

4 Attachments

The following are attached to this report:

- (a) **WDES Improvement Plan 2021-2023**

Appendix 1: WDES Improvement Plan 2021-23

Theme and objective	Action	Who and When	Measure	RAG
Declaration rates	Refreshed promotion/awareness of ESR self-service functionality to encourage staff to review all information to ensure a representative picture is captured.	Workforce Information - by April '23	5% decrease in unknown/null declarations	
	Increase in communication and promotion of disability at work e.g. network events; staff stories and videos, promotion of support etc.	OD and Comms	Improved Communications profile	
Recruitment - increase in number of disabled applicants and deliver equity in prospects of appointment post shortlisting	Develop existing and secure further accreditations to evidence and promote the Trust as a disability positive organisation. Specific focus on the National Autistic Society Inclusion Accreditation	Learning and OD and Tricia Pease – by Apr '23	Accreditations secured and promoted to prospective applicants	
	Continue promotion of refreshed Values Based Recruitment training which has significantly improved focus on inclusion and bias etc	Recruitment Team	Training refresh completed	
	As part of our Neurodiversity Smart roadmap – develop focussed recruitment pathways for Neurodiversity Talent (building on the success of our Route to Recruit programme).	Widening Participation Officer and Recruitment- Sept '22	Targeted Talent recruitment pipelines in place.	
	Deliver the recommendations of the ICS developed 'Inclusive Recruitment Checklist' as part of Nationally driven requirement for recruitment overhaul	Head of Resourcing October '22	All recommendations implemented	

<p>Staff Experience – feeling valued by organisation; improving perception of career development; reasonable adjustments at work</p>	<p>Grow our staff Disability Network and develop additional support structures to support disability groups e.g hearing impairment; neurodiversity etc</p>	<p>Inclusive Staff Experience Facilitator Ongoing</p>	<p>Triple Network numbers</p>	
	<p>Continued focus on delivery of our programme of interventions in pursuit of our aspirations to become a neuro-diverse inclusive organisation.</p>	<p>Various as per specific plan</p>	<p>Various as per specific plan</p>	
	<p>Expand our Mentoring+ programme, enabling under-represented groups to develop mentoring relationship with exec leaders</p>	<p>OD team – Sept '22</p>		
	<p>Deliver our portfolio of reward and recognition initiatives set out in our 2021 National Staff Survey improvement plan</p>	<p>Various - by April '23</p>	<p>Initiatives delivered and 4% increase in NSS recognition metrics</p>	
	<p>Commission additional support via our Route to Recruit partnership to enhance organisational utilisation of Access to Work provision to support reasonable adjustments.</p>	<p>To begin May '22</p>	<p>5% Improvement in Staff Survey perceptions/satisfaction of Reasonable Adjustment</p>	
	<p>Develop Health Passports – documented records of agreed reasonable adjustment and support measures which are portable to enable easier transitions between roles etc</p>	<p>Employee Relations and OH - Sept '22</p>	<p>5% Improvement in Staff Survey perceptions/satisfaction of Reasonable Adjustment</p>	
	<p>Deliver our refreshed Behaviours Framework behaviours framework; promote a culture of value, respect and inclusion.</p>	<p>Launch Apr 22 - Ongoing</p>	<p>Continue improvement in cultural measures extracted from staff survey relating to B&H</p>	
	<p>Targeted action on Career Development as a priority within our newly developed Education Strategy 2022-2027 - career surgeries, L&D promotion; career pathways across admin and clerical and E&F pathways etc</p>	<p>Various</p>		

