

Title:	Workforce Disability Equality Report (WDES)
Agenda item no:	
Meeting:	People Committee
Date:	
Presented by:	Don Fairley (Chief People Officer)
Prepared by:	Pete Sandham (Associate Director – Staff Experience 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 by 31.05.23. It is required to be published on the Trust website having secured Board sign off, by the 31 October 2023.
- 1.4 The headline summary of performance across the relevant indicators is summarised below.
 - The experience of disabled colleagues at the RBFT (as measured through 2022 Staff Survey measures) demonstrate a general improvement and benchmark 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.
 - A deteriorating trend of disabled staff experiencing higher levels of bullying and harassment at work (from patients and colleagues alike) is a trend requiring focused attention.
 - Despite higher numbers of disabled applicants being shortlisted, this has not translated into material improvements in terms of likelihood of being appointed
 - The pay profile of the profile of the disabled workforce continues to show a proportionately representative picture. High non declaration though rates pose a challenge to data reliability
- 1.5 Our **WDES 2023-25 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

2.1 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**
- 2.3% of the workforce have their self-reported status recorded in ESR as disabled (a very slight drop in last years reported figure and lower than the National Average position of 3.7%). 2% of the AfC Band 8a and above workforce have a declared disability, which **benchmarks consistently with the NHS average position.**
- 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 at 8b+ senior clinical roles.
- 23% of 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 deteriorated**
- Non - disabled applicants are 1.67 times more likely to be appointed from shortlisting relative to disabled applicants (a deterioration from the 1.16 times reported in 2022). A relative likelihood of '1' represents the 'equity position'. 36 applicants declaring a disability were appointed last year down from 41 in 21/22.
- Further investigation into the raw data driving the 'relative likelihood measure' surfaces a number contextual findings. The % of applicants declaring a disability and subsequently shortlisted has increased in year and is now over 50% (representing a near 15% increase in the past two years). Higher shortlisting rates however have not translated into higher appointment rates.
- Represented in another way, 26% of non-disabled applicants were appointed following shortlisting, compared to 15% of disabled candidates
- Performance on this indicator is adverse the 2021 National position of a relative likelihood of 1.11. No National data beyond 2021 has yet been published.

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

- **This indicator evidences 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 the formal capability cases in the past 12 months, 0 cases involved staff with a recorded disability.
- Nationally figures from 2022 show that across the NHS disabled staff are nearly twice as likely to enter formal capability processes compared to non-disabled staff.

Indicators 4 – 9: Staff Experience metrics drawn from the 2022 Staff Survey

- The release of the full National Staff Survey data set in late March '23, evidenced the very strong benchmarked position of the Trust.
- The experience of disabled staff is one of both general improvement and better than NHS average. Experience has **improved in seven** of the staff survey metrics and **deteriorated in two**. The most significant declines in year mirror those areas where the overall staff experience has deteriorated at the Trust – particularly in terms of staff experience of bullying and harassment – from patients and other colleagues alike.
- Particularly welcome improvements are seen in disabled staff feeling adequate reasonable adjustments have been delivered in year and also improving perceptions of the fairness of career progression
- The experience of disabled colleagues however is still adrift from that of non-disabled colleagues in 7 out of the 9 metrics pulled from the Staff Survey

	WDES INDICATOR	Disabled (2022 RBFT)	Disabled Trend (21/22 RBFT)	Non-Disabled (2022 RBFT)	% Disabled NHS Average (2022)
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	33.6%	▲(4.6%)	28.2%	33
	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	13.8%	▼(2.8%)	7.2%	17.1
	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	26.3%	▲(5.2%)	17%	26.9
	% 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	52.4	▲(6.2%)	51.9%	48.4
5	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	59.9	▲ (7%)	59.3%	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.	31%	▼(3.1%)	18.5%	30
7	% staff saying that they are satisfied with the extent to which their organisation values their work.	39.5	▲ (3.2%)	53.2%	32.5
8	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	73.9	▲ (3.2%)	/	71.8
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)	6.8	▲ (0.1)	7.3	6.4

Better than Average

Worse than Average

Indicator 10: Board Membership

As of the 31.03.23, the differential in disabled workforce composition between board and the organisation as a whole is – 2.3% (0% Board; 2.3% Organisation)

3 Conclusion

- 3.1 Our 2023 WDES report combines a broadly improving trajectory from 2022, coupled with some deteriorating trends of note. In summary:
- (i) Accelerating positive improvements are reported in the majority of staff experience indicators, with the majority benchmarking favourably in National terms
 - (ii) Increasing disabled staff experience of bullying and harassment – from patients and other colleagues requires focussed attention
 - (iii) Our organisational pay profile and profile of capability management cases signal a generally representative and balanced position relative to National positions.
 - (iv) High level of non-declaration rates continue and have not improved since last year.
 - (v) The improvements delivered in 2021 in terms of likelihood of appointment post shortlisting have not been maintained. More disabled candidates are being shortlisted, but this is currently not translating into material improvements in appointment rates.
- 3.2 Our **WDES Improvement Plan 2023-2025** (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

- 4.1 The following are attached to this report:

(a) Appendix 1: Draft WDES Improvement Plan 2023-2025

Appendix 1: DRAFT WDES Improvement Plan 2023-25

Theme and objective	Action	Who and When	Measure	RAG
Declaration rates – Improve to support data reliability	Reinvigorated and continued promotion/awareness of ESR self-service functionality to encourage staff to review all information to ensure a representative picture is captured.	WFI and Inclusive Staff Experience Manager - ongoing	5% decrease in unknown/null declarations by April '24	
	Utilise Workvivo platform to grow communication, promotion and visibility of disability issues and support at work	OD and Comms	EDI to be a top 3 space on the Workvivo platform - by Apr '24	
Recruitment and Selection – Achieve the equity position in terms of likelihood of appointment post shortlisting	Continue promotion of refreshed Values Based Recruitment training which has significantly improved focus on inclusion and bias etc	Recruitment Team	10% increase in numbers accessing training	
	Deliver a range of actions as part of our overhaul of Recruitment and Selection practice including (1) Mandated appraisal objective for senior leaders to enhance workforce representation (2) Comply or explain process to drive accountability for Band 8A+ recruitment decisions (3) Inclusive improvements to adverts, JD's and PS.	Various	Measures signed off (by June '23 implemented and audited (Jan '24)	
	As part of our Neurodiversity Smart roadmap – develop focussed recruitment pathways for Neurodiversity Talent (C/F from 2022 plan)	Widening Participation Officer and Recruitment- Sept '23	Targeted Talent recruitment pipelines in place.	
	Audit of Guaranteed Interview Scheme to review efficacy and application	Inclusive Staff Experience Manager	Audit by Sept '23	

	Pilot advertising of Band 8A+ roles in dedicated inclusion platforms	Recruitment Team	Pilot of role advertising to commence and evaluated – Jun '23	
Staff Experience – Drive out B&H, maintain improving perception of career development and reasonable adjustments delivered	Continue to grow our staff networks and develop additional support structures to support disability groups e.g hearing impairment; neurodiversity etc	Inclusive Staff Experience Facilitator	Triple Network numbers	
	Delivery of our programme of interventions in pursuit of our aspirations to become a neuro-diverse inclusive organisation.	Various as per specific plan	Various as per specific plan	
	Expand our Coaching and Mentoring capacity	OD team – Apr '24	10% year on year increase	
	Delivery of Kindness Into Action programme	L&OD Team – by Oct '23	Roll out, evaluation - achieve a position where experience of B&H at work is amongst the lowest 10% of all acute trusts	
	Integrate into dedicated zero tolerance work stream on as part of the Promoting Positive Relationships programme, focussing on violence aggression and bullying from patients	Various -by July '23.	As above	
	Full roll out of Health Passports – documented records of agreed reasonable adjustment and support measures which are portable to enable easier transitions between roles etc	Employee Relations and OH – Sept '23	5% Improvement in Staff Survey perceptions/satisfaction of Reasonable Adjustment	
	Embed Leadership Behaviours Framework as mechanism promote positive behaviours at work with focus on inclusion, curiosity and civility	Various	Improvements in cultural measures extracted from staff survey relating to B&H	

