

# NHS WORKFORCE DISABILITY EQUALITY STANDARD (WDES)

## ANNUAL REPORT 2020



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## INTRODUCTION

The WDES is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of Disabled and non-disabled staff. NHS trusts use the metrics data to develop and publish an action plan. Year on year comparison enables trusts to demonstrate progress against the indicators of disability equality.

This report is produced from SaTH data returns submitted from the Trust ESR data in March 2020 and from the 2019 Staff Survey. It is produced in a nationally mandated format as submitted to NHS England and covers data and report-ed experience from 2019-20.

The WDES demonstrates our clear commitment in developing the SaTH to be an exemplar employer and in supporting the UK Government's aims of increasing the number of Disabled people in employment.

Attached to this report as appendices, is data and the online report we have submitted.

## EXECUTIVE SUMMARY

We are committed to developing our Equality, Diversity and Inclusion work programme and recognise that during 2018-2019, the period to which this report relates, that the lack of a dedicated lead to drive this area of work, has impacted upon the pace of change and our ability to embed our work.

We want SaTH to be a workplace where staff feel a sense of belonging and are encouraged to bring their whole self to work, without fear or feeling unsafe or unsupported.

It is reassuring to see that our workforce demographic is changing. We appreciate that sharing information about a disability, seen or hidden, or any health condition can be difficult but we want to encourage more staff to do so. As a responsible employer, we want to support and enable our staff to be the best they can be at work.



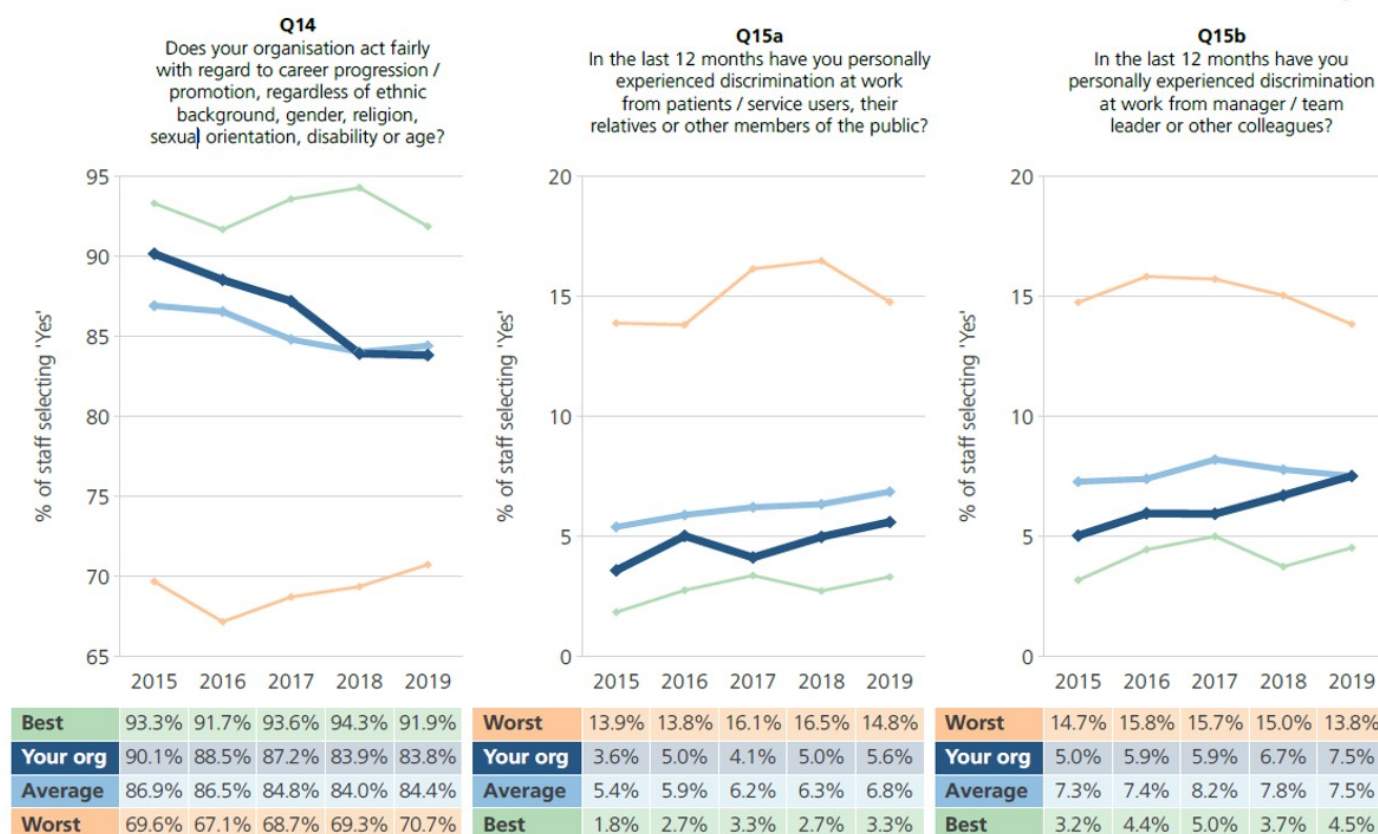
## WDES PROGRESS IN 2019/20

### Staff Survey Findings:

Survey  
Coordination  
Centre

2019 NHS Staff Survey Results > Theme results > Detailed information > Equality, diversity & inclusion 1/2

NHS  
England



## WDES FINDINGS

### Positive staff survey feedback: WDES

- Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months has **decreased from 37.3% to 29.2%**
- Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties has **decreased from 34.8% to 30.2%**

- Percentage of staff satisfied with the extent to which their organisation values their work **increased from 29% to 37%**

### Areas of special concern identified relate to the experience of colleagues with disabilities include:

- harassment and bullying internally
- shortlisting and appointment of disabled applicants

## CONCLUSION AND NEXT STEPS

Having a dedicated lead has allowed us to identify key priorities and make some genuine progress at SaTH, our new staff network being a great example.

During COVID-19 pandemic, our staff have had to adopt new ways of working, meeting and delivering our services and the health and wellbeing of our staff is at the fore front of our minds. We are very conscious that staff have been feeling vulnerable, unsettled and concerned for themselves, their family and friends.

Staff engagement is a priority and communicating clearly and in ensuring messages are accessible for all staff has been a real focus.

Working with our staff, and in line with our new People Strategy, we are developing a new behaviours framework linked to our new vision and values. We will continue to listen to our staff and address the issues concerning bullying and harassment and review our recruitment selection processes to identify and implement improvements.

Using the findings of the staff survey and our ESR data, we will work with our new staff network to deliver the agreed actions detailed in our action plan.



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## APPENDIX 1: WDES METRICS REPORT

Detailed below is the organisation's WDES data which was submitted in August 2020 covering the period April 2019- March 2020.

**Metric 1** Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce.

(Data source: ESR).

### 1a. Non-clinical workforce

	Disabled staff in 2019	Disabled staff in 2020	Disabled staff in 2019/2020	Non-disabled staff in 2019	Non-disabled staff in 2020	Non-disabled staff in 2019/2020	Unknown/null staff in 2019	Unknown/null staff in 2020	Unknown/null staff in 2019/2020	Total staff in 2019	Total staff in 2020
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	3%	3%	-	78%	80%	-2%	19%	17%	-2%	1144	1178
Cluster 2 (Band 5 - 7)	3%	3%	-	78%	80%	-2%	19%	17%	-2%	271	296
Cluster 3 (Bands 8a - 8b)	1%	2%	+1	84%	85%	-1%	15%	13%	+2%	68	73
Cluster 4 (Bands 8c - 9 & VSM)	-	5%	+5%	91%	91%	-	9%	4%	+5%	41	49

### 1b. Clinical workforce

	Disabled staff in 2019	Disabled staff in 2020	Disabled staff in 2019/2020	Non-disabled staff in 2019	Non-disabled staff in 2020	Non-disabled staff in 2019/2020	Unknown/null staff in 2019	Unknown/null staff in 2020	Unknown/null staff in 2019/2020	Total staff in 2019	Total staff in 2020
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	3%	3%	-	80%	82%	+2%	17%	15%	-2%	1512	1658
Cluster 2 (Band 5 - 7)	3%	3%	-	78%	82%	+4%	19%	15%	-4%	2277	2379
Cluster 3 (Bands 8a - 8b)	1%	1%	-	76%	80%	+4%	23%	19%	-4%	136	156
Cluster 4 (Bands 8c - 9 & VSM)	0	0	-	92%	87%	+5%	8%	13%	+5%	26	22
Cluster 5 (Medical and Dental staff, Consultants)	0	0.3%	-	84%	85.7%	+1%	16%	13.92%	+3%	256	273
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	0	1.69%	-	96%	94.38%	-2%	4%	3.93%	-	156	178
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	7%	3.02%	-4%	91%	94.7%	+3%	2%	2.01%	-	190	199

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## Metric 2 – Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts

(Data source: Trust's recruitment data)

	Relative likelihood in 2019	Relative likelihood in 2020	Relative likelihood difference (+/-)
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	1.92	1.36	-0.32

## Metric 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.

(Data source: Trust's HR data)

	Relative likelihood in 2018/19	Relative likelihood in 2019/20	Relative likelihood difference (+/-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	Not Collected	1.95	

## Metric 4 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.

(Data source: Question 13, NHS Staff Survey)

	Disabled staff responses to 2018 NHS Staff Survey	Non-disabled staff responses to 2018 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2018	Disabled staff responses to 2019 NHS Staff Survey	Non-disabled staff responses to 2019 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2019
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
4a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	37.3%	26.7%	+10.6%	29.2%	24.8%	+4.4%
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	24.6%	11.9%	+12.7%	24.8%	12.6%	+12.2%
4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	25.5%	18%	+7.5%	32.6%	18.6%	+14%
4d) 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	41.4%	39.1%	+2.3%	39.4%	41.3%	-1.9%

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## Metrics 5 – 8

(Data source: Questions 14, 11, 5, 28b, NHS Staff Survey)

	Disabled staff responses to 2018 NHS Staff Survey	Non-disabled staff responses to 2018 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2018	Disabled staff responses to 2019 NHS Staff Survey	Non-disabled staff responses to 2019 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2019
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	76.2%	85.4%	-9.2%	75.9%	85.4%	-9.5%
Metric 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 enough to perform their duties.	34.8%	21.3%	+10.5%	30.2%	22.4%	+7.8%
Metric 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.	29%	41%	-12%	37%	41.6%	-4.6%
Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.		N/A	N/A		N/A	N/A

## Metric 9 – Disabled staff engagement

(Data source: NHS Staff Survey)

	Disabled staff engagement score for 2018 NHS Staff Survey	Non-disabled staff engagement score for 2018 NHS Staff Survey	Difference (+/-) between disabled staff and non-disabled staff engagement scores 2018	Disabled staff engagement score for 2019 NHS Staff Survey	Non-disabled staff engagement score for 2019 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2019
a) The staff engagement score for Disabled staff, compared to non-disabled staff.	6.1	6.7	-.6	6.2	6.7	-.5

b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes)

Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.

**Example 1:** New Staff with Disabilities Network established to help shape and drive the work programme for SaTH

**Example 2:** Disability /Health Passport to support Health and Wellbeing of our staff and assist with any reasonable adjustments required.

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## Metric 10 – Percentage difference between the organisation's board voting membership and its organisation's overall workforce

(Data source: NHS ESR and/or trust's local data)

Data not held by SaTH ESR at present

	Disabled Board members in 2019	Non-disabled Board members in 2019	Board members with disability status unknown in 2019	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce	Disabled Board members in 2020	Non-disabled Board members in 2020	Board members with disability status unknown in 2020	% points difference (+/-) Between Disabled and non-disabled Board members in 2020
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)		
Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.	Exec =	Exec =	Exec =	Total Board =	Exec =	Exec =	Exec =	Total Board =
	Non-exec =	Non-exec =	Non-exec =	Overall workforce =	Non-exec =	Non-exec =	Non-exec =	Overall workforce =
	Voting =	Voting =	Voting =	Difference =	Voting =	Voting =	Voting =	
	Non-voting =	Non-voting =	Non-voting =		Non-voting =	Non-voting =	Non-voting =	Difference = percentage points

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## APPENDIX 2: WDES ACTION PLAN 2020/21

### WDES Action Plan 2020-2021

Objective	Intention	Responsibility	By
<p>Develop the new Staff with Disabilities staff network and seek Chair/Co -Chair from within the network.</p> <p>Ensure members feel supported and encouraged to participate.</p> <p>Develop a robust communications and marketing plan for the networks and highlight that not all disabilities are visible</p>	To increase staff voice and engagement from key staff groups	Equality, Diversity & Inclusion Lead	Dec 2020
Conduct confidential survey and Listening Events of Staff with Disabilities in conjunction (FTSU) Guardians.	To increase staff voice and engagement from key staff groups and understand the harassment and bullying figures	Equality Diversity & Inclusion Lead & FTSU Lead	February 2021
Embed the new 'Health Passport' and ensure provide guidance for managers	To improve the experiences of our staff with disabilities	Head of Employee Relations	April 2021
<p>Campaign to raise awareness of Hidden Disabilities:</p> <p>Workforce messages and displays</p> <p>Training for staff</p>	To increase awareness and be more supportive of colleagues	Equality ,Diversity & Inclusion Lead & Communications Lead	Dec 2020
Statutory and Mandatory Training to be developed to support staff who have Special Educational Needs	To improve understanding and awareness, creating a more inclusive organisation	Head of Workforce Transformation, ODU and Workforce Equality, Diversity & Inclusion Lead	April 2021
To review Level 1 of the Disability Confident Scheme and draft action plan with new Network, to move to Level 2	Demonstrate commitment to inclusive workplace and supporting our workforce	Head of Recruitment & Equality Diversity & Inclusion Lead	Aug 2021
Review Implement Diversity elements of Leadership Academy and Manager Training.	To ensure our managers and Leaders are skilled and trained in diversity management.	Head of Workforce Transformation, ODU and Workforce Equality, Diversity & Inclusion Lead	April 2021

