

SWYPFT WDES Annual Summary Report 2020

The WDES is the Workforce Disability Equality Standard that enables NHS organisations to compare experiences of disabled/non-disabled staff. It is mandated in the NHS standard contract and is made up of ten evidence based metrics. NHS organisations are required to publish the data and develop action plans. It will enable organisations to undertake year on year comparisons, highlight areas of improvement and areas where further work is needed to improve the experiences of disabled staff. The trust is required to complete and submit a pre-populated WDES spreadsheet to NHS England and NHS Improvement via the Strategic Data Collection Service by 31st August 2020. For ease of reading the data contained in the spreadsheet is duplicated below and summarised where appropriate. The WDES data submission spreadsheet can be supplied on request.

The information contained in this report is based on ESR data as at 31st March 2020 and the 2018 and 2019 staff survey results.

| Metric 1 – Workforce representation based on staff in post 31.03.20 | | | | | | | |
|---|-----------------------|-------------------|---------------------------|-----------------------|----------------------|------------------|----------------------|
| Non Clinical Staff | Total Disabled | % Disabled | Total Non Disabled | % Non Disabled | Total Unknown | % Unknown | Total Overall |
| Cluster 1 (bands 1-4) | 34 | 4.3% | 588 | 75.1% | 161 | 20.6% | 783 |
| Cluster 2 (bands 5-7) | 10 | 4.4% | 165 | 73.5% | 50 | 22.2% | 225 |
| Cluster 3 (bands 8a-8b) | 4 | 6.8% | 39 | 66.1% | 16 | 27.1% | 59 |
| Cluster 4 (bands 8c-9 & VSM) | 0 | 0% | 24 | 82.8% | 5 | 17.2% | 29 |
| Clinical Staff | Total Disabled | % Disabled | Total Non Disabled | % Non Disabled | Total Unknown | % Unknown | Total Overall |
| Cluster 1 (bands 1-4) | 71 | 6.65% | 725 | 67.95% | 271 | 25.4% | 1067 |

| | | | | | | | |
|---|-----|-------|------|--------|-----|--------|------|
| Cluster 2 (bands 5-7) | 141 | 7.57% | 1465 | 78.64% | 257 | 13.79% | 1863 |
| Cluster 3 (bands 8a-8b) | 14 | 7.04% | 143 | 71.86% | 42 | 21.11% | 199 |
| Cluster 4 (bands 8c-9 & VSM) | 1 | 3.33% | 20 | 66.67% | 9 | 30% | 30 |
| Cluster 5 (medical and dental consultants) | 1 | 1.23% | 53 | 65.43% | 27 | 33.33% | 81 |
| Cluster 6 (medical and dental, non- consultants career grade) | 3 | 5.56% | 38 | 70.37% | 13 | 24.07% | 54 |
| Cluster 7 (medical and dental, trainee grades) | 0 | 0% | 24 | 85.71% | 4 | 14.29% | 28 |

Overall, 4% of the non-clinical and 7% of the clinical workforce (excluding medical and dental staff have declared a disability through the NHS Electronic Staff Record.

For medical and dental staff, 0% of trainee grades, 6% of non-consultant career grade and 1% of consultants had declared a disability.

There remains a significant percentage (19%) of staff with an undeclared/unknown status.

Metric 2 – Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts based on recruitment data year to 31.03.20

| | Disabled | | Non disabled |
|---|------------------------|------------------------|------------------------|
| Number of shortlisted applicants | 394 | | 5340 |
| Number appointed from shortlisting | 62 | | 580 |
| Relative likelihood of shortlisting/appointed | 0.16 (0.19 prev. year) | | 0.11 (0.25 prev. year) |
| Relative likelihood of disabled staff being appointed from shortlisting compared to non disabled* | | 0.69 (1.29 prev. year) | |

*A figure below 1:00 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting.

Based on the recruitment data for the year to 31 March 2020, disabled staff are more likely to be appointed from shortlisting compared to non-disabled staff. This is a significant improvement on the previous year.

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. N.B Metric based on data from a two year rolling average (2018/19 and 2019/20)

| | Disabled | | Non disabled | Unknown |
|--|----------|------|--------------|---------|
| Number of staff in workforce | 279 | | 3284 | 855 |
| Number of staff entering the formal capability process | 1 | | 2 | 1 |
| Likelihood of staff entering the formal capability process | 0.00 | | 0.00 | 0.00 |
| Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff* | | 5.89 | | |

*A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.

The above figure appears to suggest that disabled staff are more likely than non-disabled staff to enter the formal capability process. However, as the total number of staff entering the formal capability process over the reporting period is very low (4 in total and only 1 with a declared disability) it is not possible to draw any firm conclusions from the data.

| WDES 2018 and 2019 Staff Survey Data | | | | | | | | | | | | |
|---|------------|-----|----------------|------|-------|------|------------|----------------|-------|--------------------|----------------------------------|----------------|
| | 2019 | | | | | | 2018 | | | | 2019 Benchmarking Group average* | |
| Metric/Indicator | % Disabled | N= | % Non-disabled | N= | Trust | N= | % Disabled | % Non-disabled | Trust | Change in position | % Disabled | % Non-disabled |
| 4a) % experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months | 36.6 | 424 | 26.8 | 1359 | | | 39.0 | 25.6 | | Improved | 33.1 | 24.4 |
| 4a) % experiencing harassment, bullying or abuse from managers in the last 12 months | 16.2 | 421 | 8.3 | 1356 | | | 15.4 | 7.6 | | Worsened | 16.9 | 8.7 |
| 4a) % experiencing harassment, bullying or abuse from colleagues in the last 12 months | 21.1 | 417 | 12.2 | 1345 | | | 23.5 | 12.1 | | Improved | 22.7 | 13.8 |
| 4b) % reporting harassment, bullying or abuse | 53.5 | 200 | 55.5 | 427 | | | 51.4 | 58.0 | | Improved | 57.2 | 58.3 |
| 5) % believing that the Trust provides equal opportunities for career progression or promotion | 76.7 | 262 | 87.4 | 916 | | | 80.9 | 87.6 | | Worsened | 78.9 | 87.2 |
| 6) % experiencing pressure from manager to attend work when unwell | 25.2 | 302 | 15.6 | 675 | | | 29.8 | 17.0 | | Improved | 24.2 | 15.3 |
| 7) % staff satisfaction with extent work is valued by organisation | 37.1 | 423 | 50.6 | 1359 | | | 36.7 | 47.6 | | Improved | 41.3 | 51.9 |
| 8) % of disabled staff saying that adequate adjustments have been made | 71.6 | 250 | n/a | n/a | | | 75.3 | n/a | | Worsened | 76.9 | n/a |
| 9a) staff engagement score | 6.6 | 425 | 7.1 | 1370 | 7.0 | 1836 | 6.4 | 6.9 | 6.8 | Improved | 7.2 | 7.0 |

*Combined mental health/learning disability and community benchmark group median.

A higher proportion of disabled staff compared to non-disabled staff state they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months however, this has improved compared to the previous year.

A higher proportion of disabled staff compared to non-disabled staff state they have experienced harassment, bullying or abuse from managers in the last 12 months and this has worsened since the previous year.

A higher proportion of disabled staff compared to non-disabled staff state they have experienced harassment, bullying or abuse from colleagues in the last 12 months however, this has improved compared to the previous year.

There is lower reporting of harassment, bullying or abuse from disabled staff compared to non-disabled however, this has improved since the previous year.

A lower proportion of disabled staff compared to non-disabled staff believe that the trust provides equal opportunities for career progression or promotion and this has worsened since the previous year.

Disabled staff report being more likely, compared to non-disabled staff to experience pressure to attend work despite not feeling well enough to perform their duties however, this has improved since the previous year.

Disabled staff report less satisfaction that their work is valued by the organisation compared to non-disabled staff however, this has improved since the previous year.

71.6% of disabled staff report that the trust had made adequate adjustments to enable them to carry out their work. This has worsened since the previous year when 75.3% reported that adequate adjustments had been made.

Disabled staff report a lower NHS staff survey engagement score than non-disabled staff however, this has improved since the previous year.

Metric 9b – Has your trust taken action to facilitate the voices of disabled staff in your organisation to be heard?

Yes. The trust continues to support the development of a staff disability network and has engaged with a stakeholder group (including disabled members and staff side) to develop a staff disability policy.

| Metric 10 – Board representation based on ESR data as at 31.03.20 | | | |
|--|-----------------|---------------------|---------------------|
| | Disabled | Non disabled | Unknown/null |
| Total Board members - % by disability | 0% | 93% | 7% |
| Voting Board members - % by | 0% | 92% | 8% |

| | | | |
|---|-----|------|-------|
| disability | | | |
| Non Voting Board members - % by disability | 0% | 100% | 0% |
| Executive Board members - % by disability | 0% | 100% | 0% |
| Non Executive Board members - % by disability | 0% | 86% | 14% |
| Overall workforce - % by disability | 6% | 74% | 19% |
| Difference (Total Board – overall workforce) | -6% | 19% | -13% |
| Difference (Voting membership – overall workforce) | -6% | 17% | -11 % |
| Difference (Executive membership – overall workforce) | -6% | 26% | 19% |

There are no board members reporting a disability.

NHS trusts are required to publish the WDES data and associated action plan by 31st October 2020, following Trust Board ratification. An action plan has been produced following discussions with the staff disability network steering group and is attached as a separate document.

WDES Actions Undertaken in 2019/20

Since the introduction of the WDES in 2019, the Trust has undertaken a number of actions following a review of the initial data. These are summarised below:

- Correspondence drafted by the disability network vice chair in conjunction with HR to encourage employees whose disability status is recorded as null/not known to update their personal records. A data collection campaign was being planned for early 2020 however, this was placed on hold due to Covid-19 and it is now included as a specific action in the 2020/21 WDES action plan.

- The trust is signed up to Project Search in partnership with Mid Yorkshire Hospitals NHS Trust. The project is a pre-employment programme which helps young people with learning disabilities gain the skills they need to obtain meaningful paid employment. We anticipate commencing an internship in 2021.
- The trust has included a positive statement in our recruitment information on NHS Jobs advertisements which states “We know there’s a wealth of talent among people who have a disability as well as those who have experience of mental or physical health problems. So, if you need any support with your application just give us a call on 01226 644088”.
- The trust launched a new harassment and bullying framework in 2019 which covers all staff groups and protected characteristics. This is supported by the expansion of a pool of harassment advisors.
- A stakeholder group was established to develop a staff disability policy. The group consists of staff network members, staff side and HR representatives. A first draft of a proposed policy has been introduced and engagement/consultation is being planned in the near future.
- The trust continues to support the ongoing development of a staff disability network. Work is being planned to update and increase the membership and to re-establish the committee structure following the resignation of 2 committee members.
- A review of reasonable adjustments for staff attending training has been undertaken resulting in changes to the booking process (for both ESR and study leave forms) to allow staff to request adjustments prior to attending the training. Confirmation and reminder emails now include the contact details for the learning and development team for requesting reasonable adjustments/support.
- The trust has undertaken an access audit report and has actively engaged with the network vice chair to discuss the recommendations contained in the report. A programme of work to address the recommendations has been agreed and is being implemented.
- Positive action has been undertaken to develop the peer support worker role.
- Wellbeing conversations form part of the annual appraisal process which provides a vehicle for disability related discussions to take place.