**SWYPFT WDES Annual Summary Report 2023**

The WDES is the Workforce Disability Equality Standard that enables NHS organisations to compare experiences of staff with and without reported disabilities. 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.

The report and action plan 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 staff with a reported disability.

The Trust is required to complete and submit updated WDES data to NHS England and NHS Improvement by May 2023. For ease of reading the data is duplicated below and summarised where appropriate.

The information contained in this report is based on ESR data as of 31st March 2023 and the 2020, 2021 and 2022 staff survey results.

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| Metric 1 – Workforce representation based on staff in post.  |
| Non-Clinical Staff | **Total Disabled** | **% Disabled** | **Total Non-Disabled** | **% Non-Disabled** | **Total Unknown** | **% Unknown** | **Total Overall** |
| Cluster 1 (bands 1-4) | 65 | 7.9% | 707 | 86.3% | 47 | 5.7% | 819 |
| Cluster 2 (bands 5-7) | 24 | 8.7% | 245 | 89.1% | 6 | 2.2% | 275 |
| Cluster 3 (bands 8a-8b) | 4 | 7.4% | 47 | 87% | 3 | 5.6% | 54 |
| Cluster 4 (bands 8c-9 & VSM) | 0 | 0% | 22 | 100% | 0 | 0% | 22 |
|  |  |  |  |  |  |  |  |
| Clinical Staff | **Total Disabled** | **% Disabled** | **Total Non-Disabled** | **% Non-Disabled** | **Total Unknown** | **% Unknown** | **Total Overall** |
| Cluster 1 (bands 1-4) | 122 | 10.4% | 962 | 82% | 89 | 7.6% | 1173 |
| Cluster 2 (bands 5-7) | 178 | 9% | 1757 | 88.6% | 47 | 2.4% | 1982 |
| Cluster 3 (bands 8a-8b) | 25 | 9.6% | 228 | 87.7% | 7 | 2.7% | 260 |
| Cluster 4 (bands 8c-9 & VSM) | 2 | 5.3% | 35 | 92.1% | 1 | 2.6% | 38 |
| Cluster 5 (medical and dental consultants) | 8 | 7.3% | 99 | 90% | 3 | 2.7% | 110 |
| Cluster 6 (medical and dental, non-consultants career grade) | 1 | 2% | 47 | 95.9% | 1 | 2% | 49 |
| Cluster 7 (medical and dental, trainee grades) | 1 | 6.7% | 14 | 93.3% | 0 | 0% | 15 |

Overall, 7.9% of the non-clinical and 9.5% of the clinical workforce (excluding medical and dental staff) have declared a disability through the NHS Electronic Staff Record.

For medical and dental staff, 6.7% of trainee grades, 2% of non-consultant career grade and 7.3% of consultants have declared a disability.

For the total workforce, 9% of staff have declared a disability.

There has been a further reduction in the percentage of staff with an undeclared/unknown status i.e., 4.3% compared to 4.7% in the previous year and 5.1% in 2021.

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| 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 31.03.22. |
|  | **Disabled** |  | **Non disabled** |
| Number of shortlisted applicants | 325 (391 previous year) |  | 3945 (4418 previous year) |
| Number appointed from shortlisting. | 85 (67 previous year) |  | 946 (569 previous year) |
| Relative likelihood of shortlisting/appointed. | 0.26 (0.17 previous year) |  | 0.24 (0.13 previous year) |
| Relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled\* |  | 0.92 (0.75 previous year) |  |

\*A figure below 1:00 indicates that non-disabled applicants are less likely to be appointed from shortlisting compared to disabled applicants.

Based on the recruitment data for the year to 31 March 2023, disabled staff are more likely to be appointed from shortlisting compared to non-disabled staff.

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| 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 (2020/21 and 2021/22) – number entering the formal capability process divided by 2. |
|  | **Disabled** |  | **Non disabled** | **Unknown** |
| Number of staff in workforce | 430 |  | 4164 | 204 |
| Number of staff entering the formal capability process | 1 |  | 4 | 1 |
| Likelihood of staff entering the formal capability process | 0.002 |  | 0.009 | 0.005 |
| Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff\* |  | 2.4 |  |  |

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

There has been 1 disabled staff entering the formal capability process in the reporting period from a total number of 5 cases. As the number of cases are so small, it is not possible to draw any firm conclusion from the data.

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| **WDES 2020, 2021 & 2022 Staff Survey Data** |
|  | **2022** | **2021** | **2020** |  | **2022 Benchmarking Group average\*** |
| **Metric****Indicator** | % Dis-abled | N= | % Non-disabled | N= | Trust | N= | %Dis-abled | %Non-disabled | Trust | %Dis-abled | %Non-disabled | Trust | Change from prev. year | % Dis-abled | % Non-disabled |
| **4a)** % **experiencing** harassment, bullying or abuse from patients, **relatives, or the public** in the last 12 months | 34.1 | 622 | 26.1 | 1637 |  |  | 34.8 | 24.4 |  | 36.7 | 24.0 |  | Improved | 32 | 24.4 |
| **4a)** % experiencing harassment, bullying or abuse from **managers** in the last 12 months | 11.1 | 620 | 5.5 | 1623 |  |  | 11.4 | 5.9 |  | 12.9 | 8.1 |  | Improved | 12.3 | 7.0 |
| **4a)** % experiencing harassment, bullying or abuse from **colleagues** in the last 12 months | 18.6 | 619 | 10.6 | 1620 |  |  | 15.5 | 11.0 |  | 19.5 | 11.3 |  | Worsened – however better than average  | 18.9 | 12.1 |
| **4b)** % **reporting** harassment, bullying or abuse. | 60.7 | 257 | 63.5 | 480 |  |  | 59.4 | 62.7 |  | 59.1 | 61.2 |  | No significant difference – better than average score  | 60.3 | 59.8 |
| **5)** % believing that the Trust provides **equal opportunities** for **career progression** or promotion | 55.2 | 625 | 63.8 | 1635 |  |  | 55.7 | 63.8 |  | 54.9 | 61.2 |  | No significant difference  | 56.0 | 61.5 |
| **6)** % experiencing **pressure from manager** to attend **work when unwell** | 18.2 | 429 | 13.3 | 795 |  |  | 20.2 | 13.6 |  | 23.9 | 16.8 |  | Improved | 18.9 | 12.7 |
| **7)** % staff satisfaction with extent work is **valued by organisation** | 47.0 | 626 | 51.8 | 1640 |  |  | 44.6 | 51.6 |  | 43.3 | 53.1 |  | Improved | 44.0 | 53.2 |
| **8)** % of disabled staff saying that **adequate adjustments** have been made | 79.2 | 360 | n/a | n/a |  |  | 77.2 | n/a |  | 80.9 | n/a |  | Improved and above average  | 78.8 | n/a |
| **9a)** staff **engagement score** | 6.7 | 629 | 7.2 | 1649 | 7.1 | **2278** | 6.8 | 7.2 | 7.1 | 6.7 | 7.2 | 7.1 | No significant difference  | 6.7 | 7.2 |

\*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. This has improved since 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 however, this has continued to improve and is the lowest percentage of the last 3 years.

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. This had continued to improve consecutively for the past 3 years. However, 2022 survey saw an increase in this figure by 3.1% from 15.5% in 2021 to now 18.6% in 2022. Nevertheless, the Trust result of 18.6% is better than the benchmarking group.

There is lower reporting of harassment, bullying or abuse from disabled staff compared to non-disabled and is not significantly different compared to last year.

A lower proportion of disabled staff compared to non-disabled staff believe that the Trust provides equal opportunities for career progression or promotion. No significant different to 2021 survey however this has been improved 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 continued to improve compared to previous years.

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

79.2% of disabled staff report that the Trust had made adequate adjustments to enable them to carry out their work. This has improved since the previous year when 77.2% reported that adequate adjustments had been made.

Disabled staff report a lower NHS staff survey engagement score than non-disabled staff however this is level with average benchmarking score.

**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 introduced a staff disability and reasonable adjustments policy.

The Trust held 2 engagement events during a 12-month period, where disabled members of staff were invited to share their opinions and lived experience. Information from this session are shared at Trust board level and all appropriate actions are embedded in relevant forums, ie staff network action plan, WDES, etc.

Members of the staff disability network have again participated in an engagement and listening event with the Trust Board. The staff network chair (or deputy) attends the Equality, Inclusion and Involvement committee and subcommittee to provide updates and discuss matters regarding the staff network. This network is supported additional by the Trust Diversity Inclusion and Belonging Lead.

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| Metric 10 – Board representation based on ESR data as at 31.03.22. |
|  | **Disabled** | **Non disabled** | **Unknown/null** |
| Total Board members - % by disability | 6.67% | 80% | 13.33% |
| Voting Board members - % by disability | 7.69% | 76.92% | 15.38% |
| Non-Voting Board members - % by disability | 0% | 100% | 0% |
| Executive Board members - % by disability | 0% | 100% | 0% |
| Non-Executive Board members - % by disability | 14.29% | 57.14% | 28.57% |
| Overall workforce - % by disability | 8.96% | 86.79% | 4.25% |
| Difference (Total Board – overall workforce) | -2.29% | -6.79% | 9.08% |
| Difference (Voting membership – overall workforce) | -1.27% | -9.87% | 11.13% |
| Difference (Executive membership – overall workforce) | -8.96% | 13.21% | -4.25% |

There is 1 board members reporting a disability and 2 reporting as unknown.

NHS Trusts are required to publish the WDES data and associated action plan by 31st October 2023, following Trust Board ratification. An action plan has been produced following discussions with the staff disability network chair and is attached as a separate document.

**WDES Actions Undertaken in 2021/22**

A summary of the actions taken in 2021/22 are detailed below:

* The Trust has taken action to encourage both staff and service users to share their equality information in our ongoing #Allofyou campaign where we acknowledge that by sharing equality data, individuals will be helping us to offer appropriate support that respects and recognises who they are. This campaign in ongoing.
* The Trust remains committed 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.  Following a pilot internship, we have offered further placements in our Estates and Facilities department.
* The Trust has continued with a guaranteed interview scheme, and we include a positive statement on our career’s portal for prospective applicants which states:
	+ The Trust is committed to equality of opportunity for all and will not discriminate on the grounds of any disability or ill health, and that includes mental ill health. We have a positive attitude towards employing staff who have disabilities. Our staff and potential employees are encouraged to be open about their health needs so we can offer the right support. If you are considering applying for a post with the Trust, having a disability including current or past experience of mental health problems will not prevent you being considered from the selection process, providing you fulfil the relevant criteria. We know there’s a wealth of talent among people who have a disability, and you can be confident we will support your health needs, not only those that you may have at the moment but also any future mental health needs you may have during your employment with us as the wellbeing of our staff matters to us. If you would like to discuss this further, in confidence, please contact any member of the recruitment team on 01226 434632 or email recruitment3@swyt.nhs.uk
* Engagement and listening events have continued to be held with the Trust Board which encourages members of the disability staff network to discuss and share their own lived experience.
* 2 engagement event was held over a 12-month period and insight from these events were shared at board level and actions embedded in relevant forums such as disability staff network and WDES action plan.
* We continue to support and embed the staff disability and reasonable adjustments policy which outlines 5 supportive steps to support staff with a disability. Included in this is a disability and wellness planning agreement which will support the process of implementing reasonable adjustments thought open honest and transparent conversation in line with Trust values.
* To support the implementation and embedding of the policy we are developing disability awareness training which we anticipate being rolled out during 2023/24.
* The Trust supports the development of a staff disability network and work is ongoing to embed the network, develop an annual workplan, annual communication plan and increase its membership.
* The Trust has continued to support and develop the peer support worker role.
* Estates and facilities continue to work on accessibility schemes e.g., improving signage, upgrading disabled WC facilities, disabled parking bays etc. as part of an ongoing programme of work.
* Wellbeing conversations form part of the annual appraisal process which provides a vehicle for disability related discussions to take place.
* As a Disability Confident Leader we are committed to supporting our disabled colleagues and we will continue to develop ongoing action plans based on insight gained from a variety aligning with WDES action plans.