

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2023

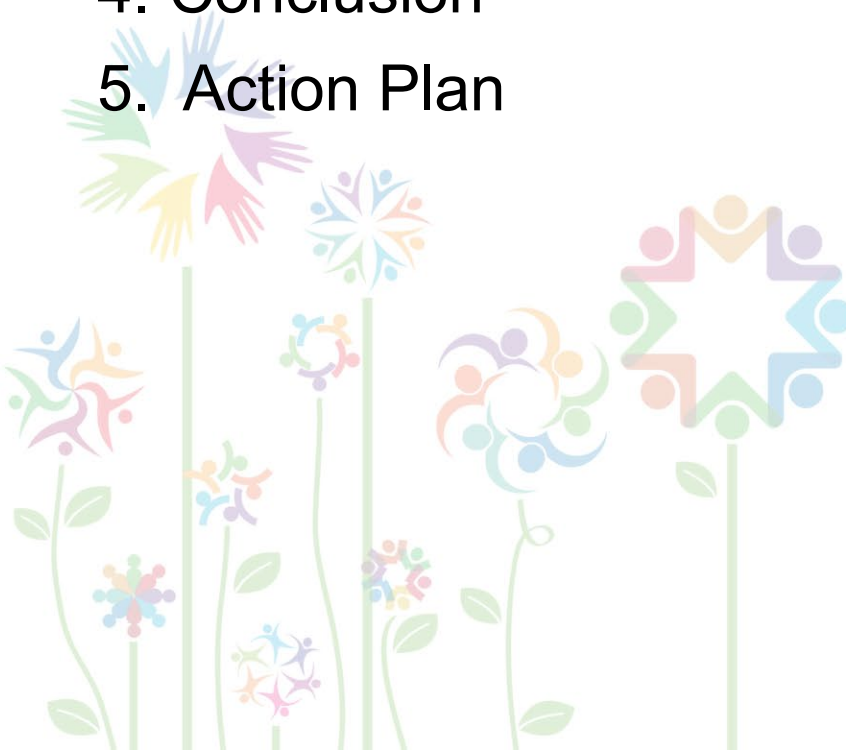
NHS

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Introduction

- The Workforce Disability Equality Standard (WDES) was launched in 2019 and aims to improve the workplace and career experiences of disabled colleagues in the NHS.
- Workforce Disability Equality Standard is a set of ten specific measures (Metrics) that will enable the Trust to compare the experiences of disabled and non-disabled staff. This information will then be used to develop action plans enabling the organisation to demonstrate progress against the indicators of disability equality.
- The Workforce Disability Equality Standard has been commissioned by the Equality and Diversity Council. It is mandated through the NHS Standard Contract.
- Metrics 5,6,7, 8 & 9a are based on staff survey results. As a Trust, we facilitate a full census from all staff, the 2022 staff survey had 49% staff participation.
- At The Dudley Group, we have a workforce of 6,000 staff. Our Electronic Staff Record (ESR) data shows that 4% of our workforce has declared themselves as having a disability. However, 33% of the workforce has not declared their disability status.
- Data from the 2022 staff survey states that 639 of the responders who completed the survey declared that they have a disability or long-term condition (24% an increase of 1% from the previous year). ESR monitoring information, therefore, is not accurate, and action needs to be taken to encourage this staff to update their information. This is also a national issue.
- The report provides an overview of key areas and should direct action – it has been used in previous years to focus on development areas.

Executive Summary (1 / 2)



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Embedding an inclusive culture where diversity is valued and therefore championed at all levels, is essential to delivering high-quality services to patients (better patient care, satisfaction and outcomes), as well as developing a capable, innovative and effective workforce for our future at The Dudley Group. Research shows that organisations that have diverse leadership are more successful and innovative. Staff who feel valued are more likely to be engaged with their work, and senior-level diversity increases productivity and efficiency in the workplace.

Key findings for 2023:

- Disability Representation is 5%; this is an improvement from 2022 (4%). 33% of staff have a disability status of unknown or not stated.
- The overall relative likelihood of non-disabled staff being appointed from shortlisted compared to disabled staff ratio is 1.34. This is a decline from our 2022 result of 0.87. 19% of shortlisted disabled candidates are recruited, while 31% of shortlisted non-disabled candidates are recruited
- A figure above 1:00 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process. Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff - The latest trust rate is 0; this compares to 0.75 in 2022.
- 33% of Disabled staff experienced harassment, bullying, or abuse from patients or the public in 2022. This compares to 22% of non-disabled staff experiencing incidents.
- Incidents of harassment, bullying or abuse from managers towards Disabled staff have increased to 17% in 2022 compared to 14.5% in 2021. There is a gap between the experiences of disabled and non-disabled staff, non-disabled is 8.8%.
- In 2022 25.3% of disabled staff had experienced harassment, bullying or abuse from colleagues – compared to 15% of non-disabled staff experiencing an incident.
- Equal opportunities for career progression or promotion - In 2022 55% of disabled staff (3% increase on 2021) believed they had equal opportunities for career progression or promotion. This compares to 61% of non-disabled staff.



Executive Summary (2 / 2)



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- 28% of disabled staff (an improvement since the 2021 result of 33.1%) said they felt pressure from their manager to come to work, even when they did not feel well enough to perform their duties. This compares to 20% for non-disabled staff.
- 29% of disabled staff feel valued by the organisation, compared to 43% of non-disabled staff. Rates for disabled staff have decreased this year, while rates for non-disabled staff have improved.
- Percentage of Disabled staff saying that their employer has made an adequate adjustment(s) to enable them to carry out their work. Staff experience has declined since last year (2021=72.8%) to 67%
- Staff Engagement score has been consistent at a Trust level over the last 5 years, with disabled staff scoring slightly lower each year. The 2022 staff engagement score for disabled staff was 6.3; this compares to the non-disabled staff rate of 6.9.
- Overall, 11% of board members have declared a disability; this compares to 5% of the total workforce.

We are committed to being a more inclusive organisation, ensuring equal opportunity and celebrating diversity. Encouraging and supporting the workforce we employ to reach their potential. This will support our ultimate goal to be a brilliant place to work and thrive.

During 2022 / 2023, we have achieved the following:

- Developed and launched our Equality, Diversity, and Inclusion (EDI) Journey, a three-year strategic plan focused on six elements of the employee lifecycle. The Journey will continue supporting the Trust in embedding equality, diversity, and inclusion as a 'golden thread' throughout our organisation.
- Continuing to review our progress and delivery against statutory requirements and beyond, i.e. public sector equality duty, as well as a set of more ambitious objectives for embedding equality and inclusion across the organisation through both the response to WRES, WDES, Gender pay gap, Race Code and the NHS People Plan.
- Developed a robust framework that sets out how the Trust will embed inclusive leadership across all parts of the organisation through direct engagement and representation. This approach will engage with staff from all communities, professions and protected characteristics to improve the experience for everyone working at The Dudley Group.



Annual Submission Measures

The Workforce Disability Equality Standard (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.

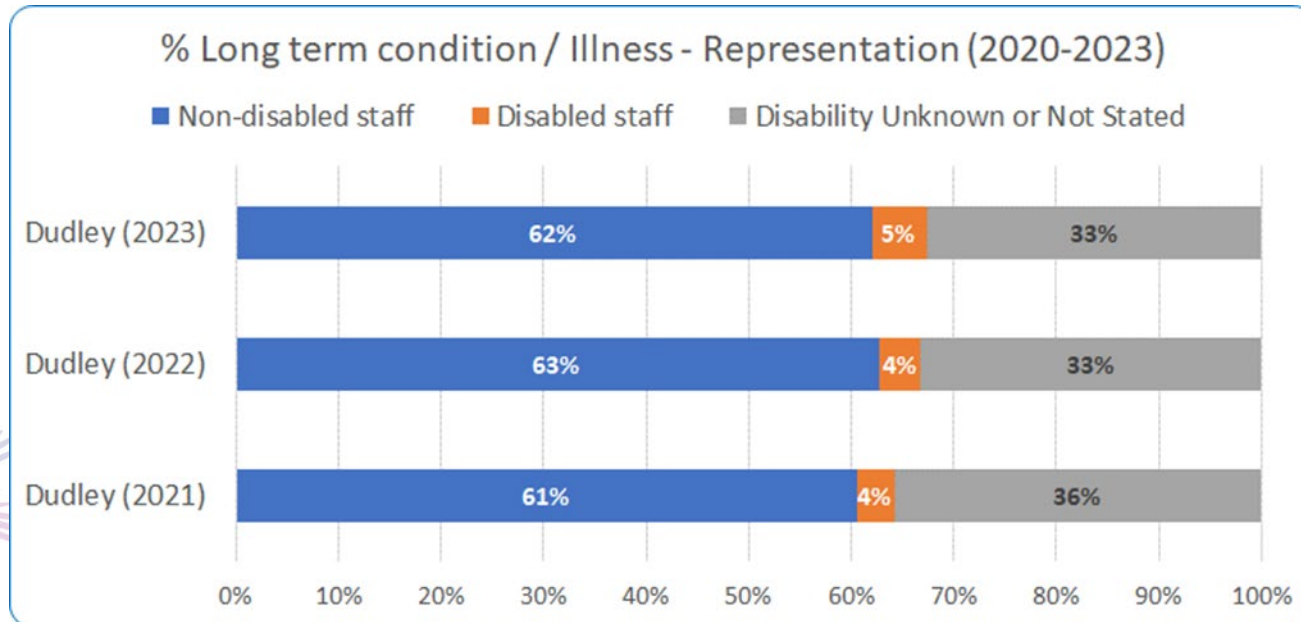
The Workforce Disability Equality Standard provides a high-level view, we have therefore completed a more detailed analysis to inform our conclusions and actions plans.

Workforce Disability Equality Standard Metrics:

1. Workforce Representation
2. Recruitment
3. Capability
4. Harassment, Bullying and Abuse from Patients / Public, Managers and other Colleagues
5. Career Progression
6. Feeling pressure to come to work
7. Value of work
8. Adequate Adjustments
9. Engagement score
10. Board Representation

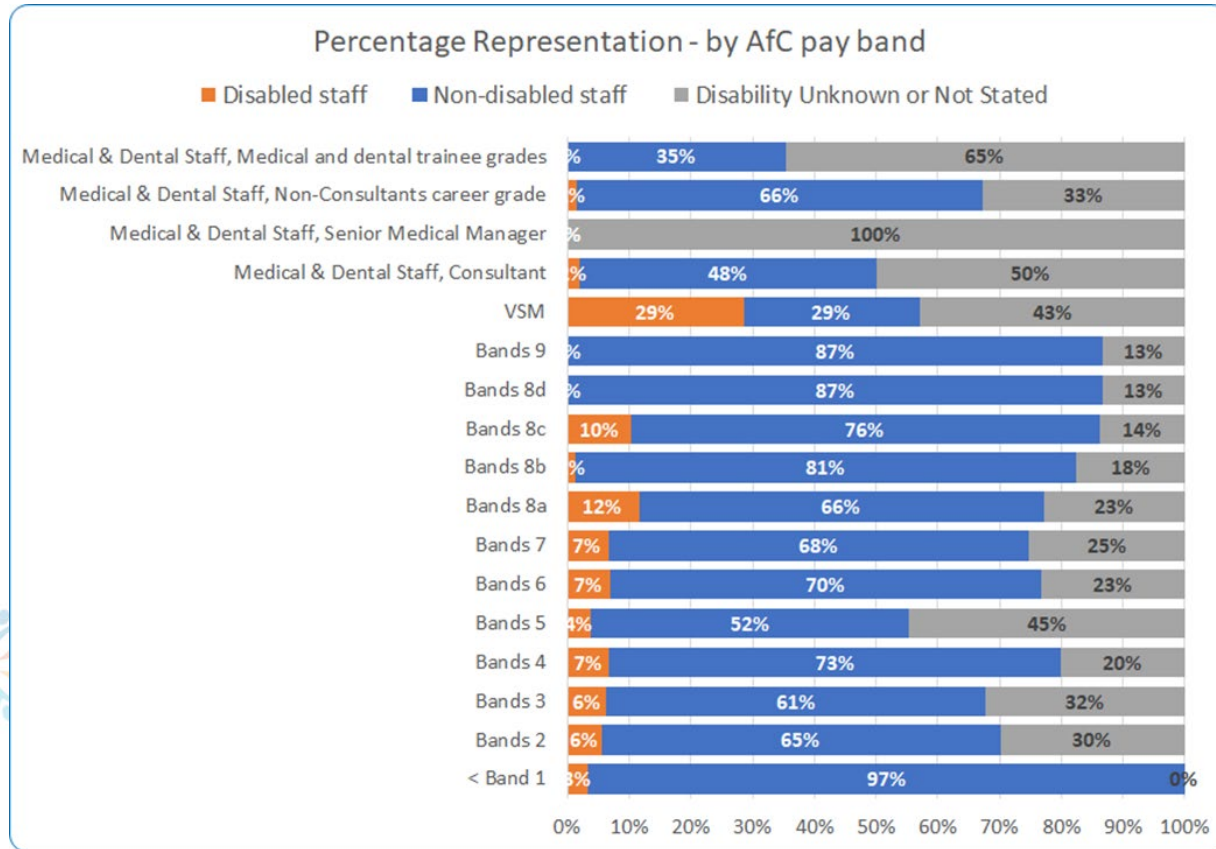


Metric 1 & 9 – Overall Disability Representation



Board member representation – Is currently 11% with a disability, this compares to a total workforce representation of 5%

Metric 1 – Disability Representation Across the Workforce



Overall Disability representation is 5%, a 1% improvement from last year.

Difficult to make firm inferences here due to the number of unknown/not stated.

AfC = Agenda for Change

Metric 2 - Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff



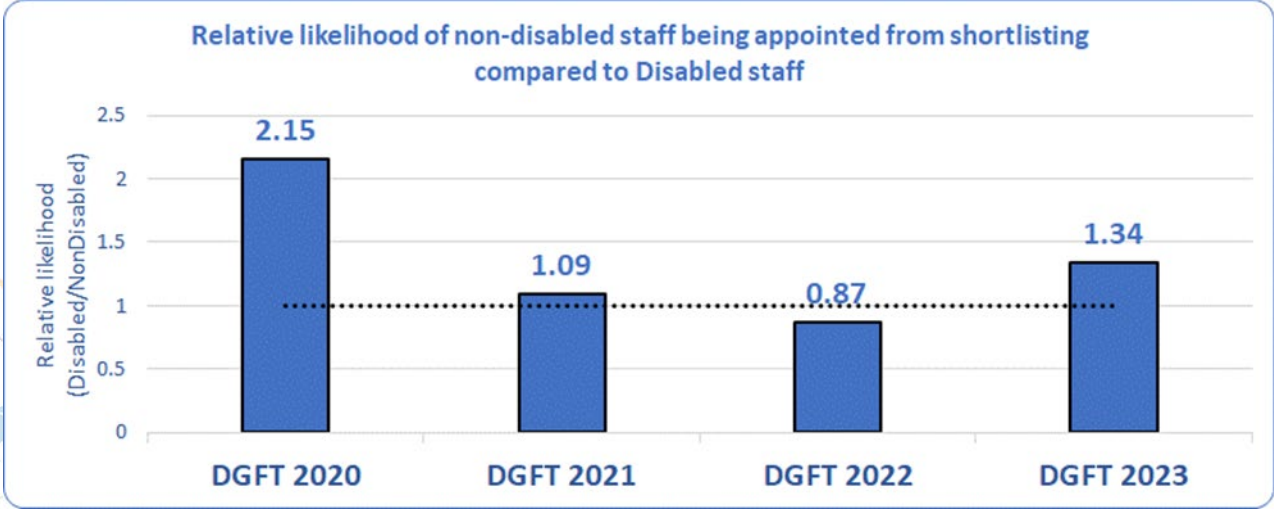
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A value of 1.0 would indicate equal rates of appointment, the Trust's latest rate is 1.34.

This measure can also be expressed as the absolute % ratio of candidates moving from the shortlist to being appointed:

15% of shortlisted Disabled candidates are recruited
20% of shortlisted Non-Disabled candidates are recruited

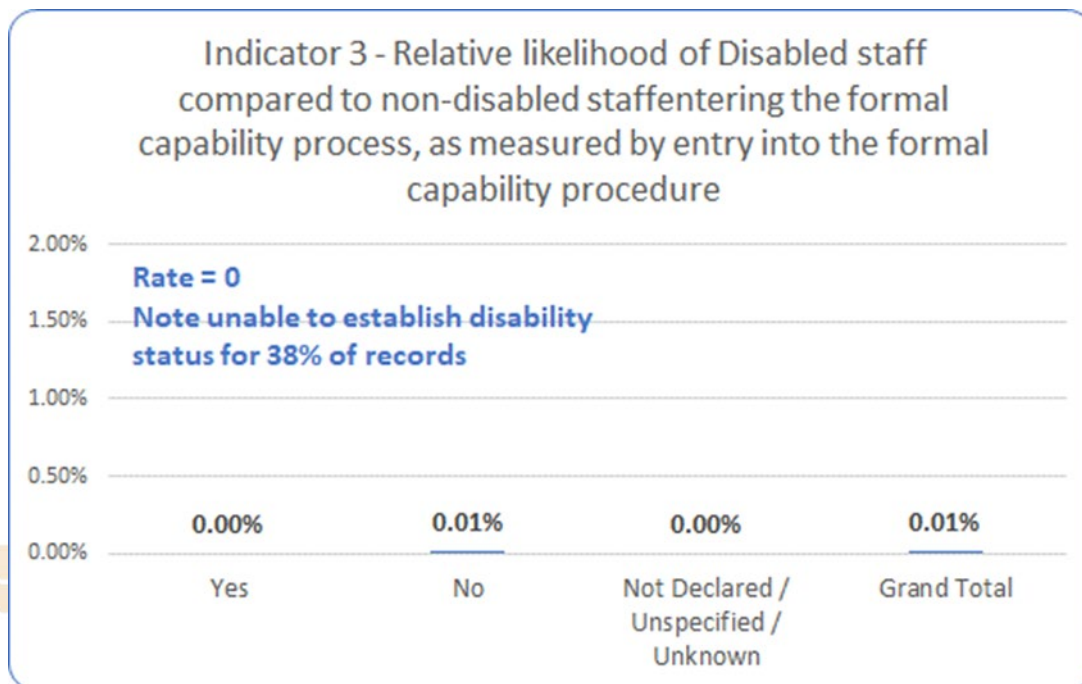
Values	Disabled Staff	Non-Disabled Staff	Not Disclosed / Unknown	Grand Total
Number of Shortlisted Applicants	345	4742	105	5192
Number Appointed from Shortlisting	51	936	18	1005
Relative Likelihood of appointment from shortlisting	15%	20%	17%	19%
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	1.34			



Metric 3 - The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff

Disciplinary count based on last 2 years of data. A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.

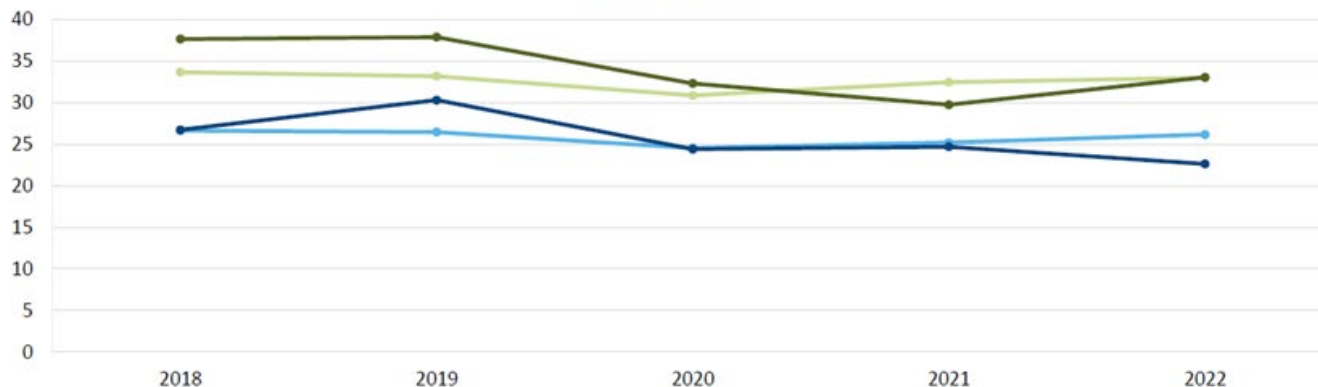
The latest trust rate is 0, this compares to 0.76 in 2022. Disability status not captured for 38% of records, this does limit the results for what is already a small cohort of records, therefore it is difficult to draw inferences from this data.



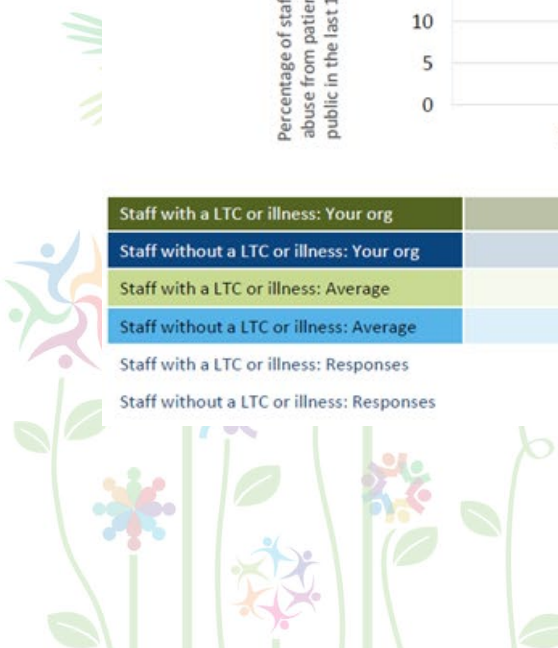
Metric 4 - Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months.

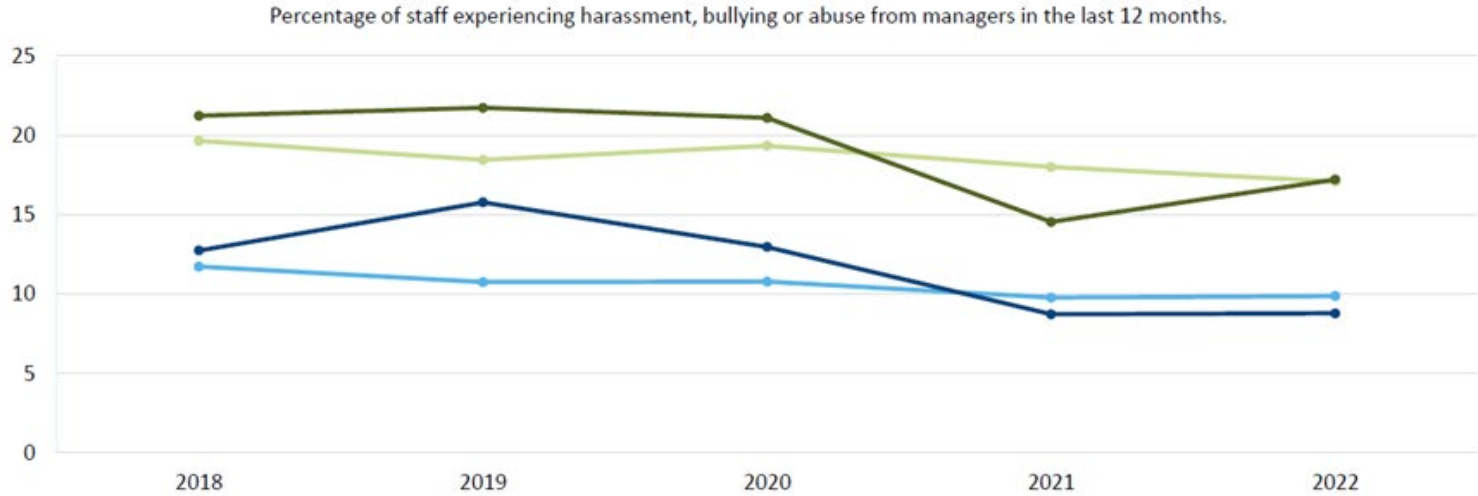


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	37.6%	37.9%	32.3%	29.7%	33.0%
Staff without a LTC or illness: Your org	26.7%	30.3%	24.4%	24.7%	22.6%
Staff with a LTC or illness: Average	33.6%	33.2%	30.9%	32.4%	33.0%
Staff without a LTC or illness: Average	26.6%	26.5%	24.5%	25.2%	26.2%
Staff with a LTC or illness: Responses	295	346	418	676	639
Staff without a LTC or illness: Responses	1329	1598	1722	2285	2078

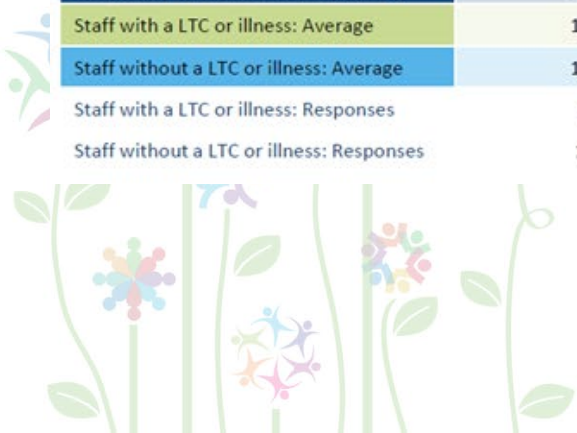


Metric 4 - Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months out of those who answered the question



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	21.2%	21.7%	21.1%	14.5%	17.2%
Staff without a LTC or illness: Your org	12.7%	15.8%	13.0%	8.7%	8.8%
Staff with a LTC or illness: Average	19.6%	18.4%	19.3%	18.0%	17.1%
Staff without a LTC or illness: Average	11.7%	10.8%	10.8%	9.8%	9.9%
Staff with a LTC or illness: Responses	292	345	417	674	639
Staff without a LTC or illness: Responses	1326	1591	1720	2281	2071



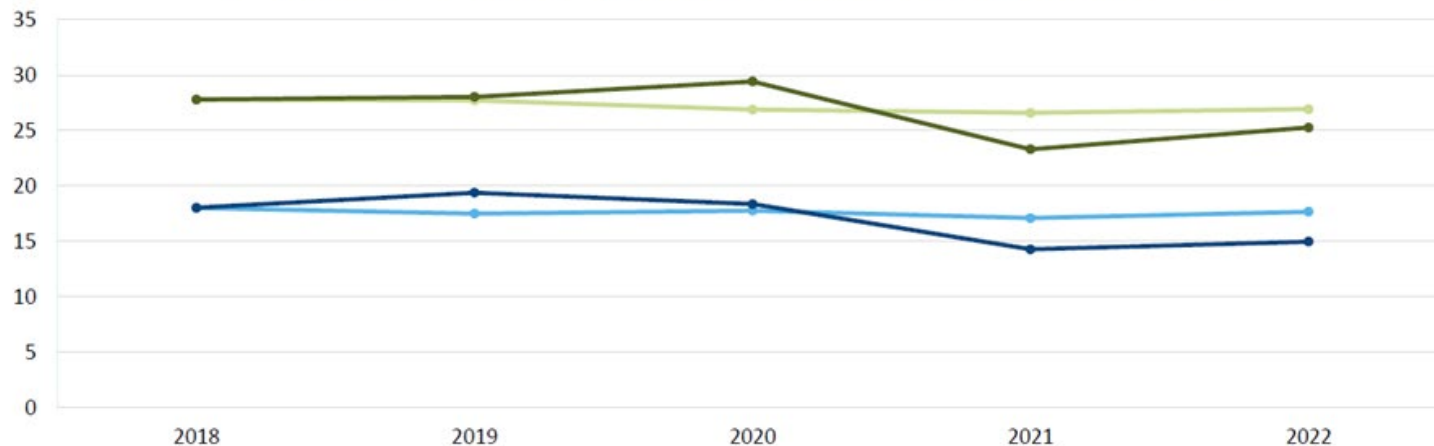
Metric 4 - Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months



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Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.



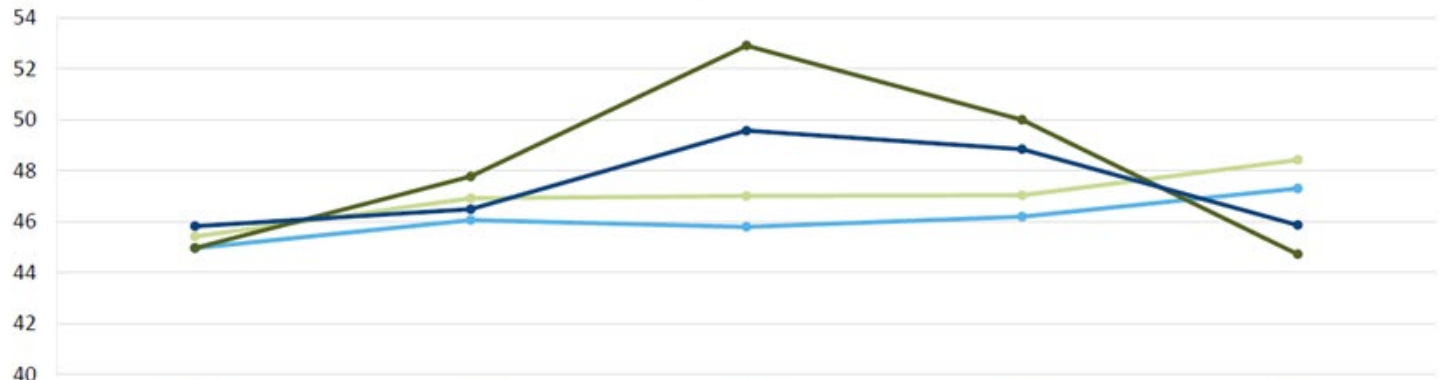
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	27.8%	28.0%	29.4%	23.3%	25.3%
Staff without a LTC or illness: Your org	18.0%	19.4%	18.4%	14.3%	15.0%
Staff with a LTC or illness: Average	27.8%	27.7%	26.9%	26.6%	26.9%
Staff without a LTC or illness: Average	18.0%	17.5%	17.8%	17.1%	17.7%
Staff with a LTC or illness: Responses	295	346	418	669	633
Staff without a LTC or illness: Responses	1325	1593	1720	2267	2063



Metric 4 - Percentage 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

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it out of those who answered the question

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.



2018 2019 2020 2021 2022

2018 2019 2020 2021 2022

Staff with a LTC or illness: Your org	45.0%	47.8%	52.9%	50.0%	44.7%
Staff without a LTC or illness: Your org	45.8%	46.5%	49.6%	48.8%	45.9%
Staff with a LTC or illness: Average	45.4%	46.9%	47.0%	47.0%	48.4%
Staff without a LTC or illness: Average	45.0%	46.1%	45.8%	46.2%	47.3%
Staff with a LTC or illness: Responses	149	180	206	274	275
Staff without a LTC or illness: Responses	443	641	587	692	593



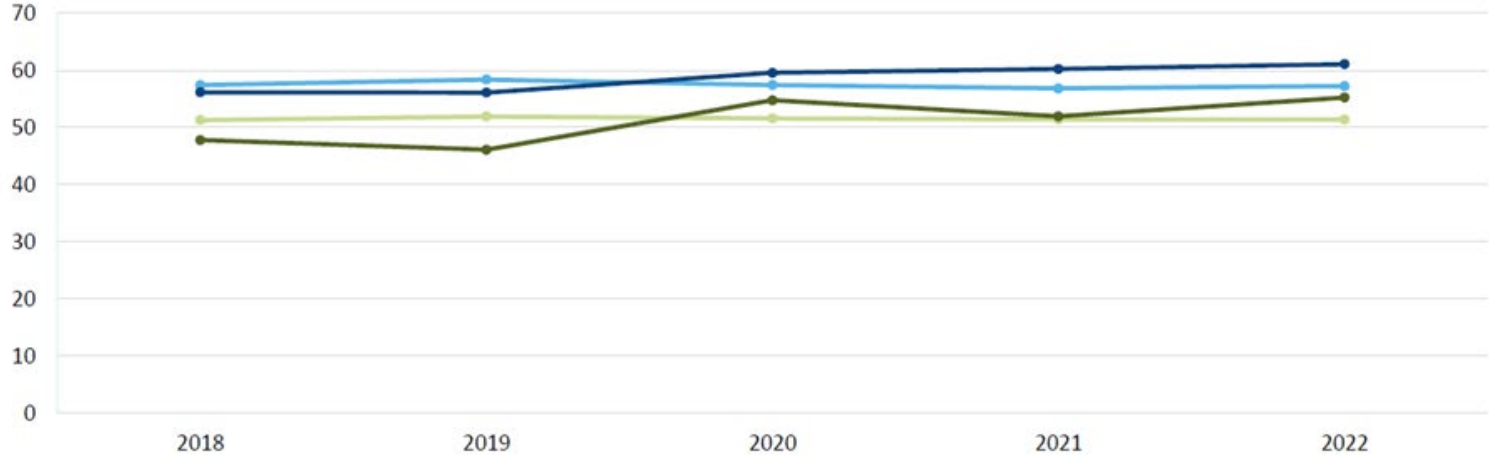
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that their organisation provides equal opportunities for career progression or promotion.



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Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion out of those who answered the question

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.



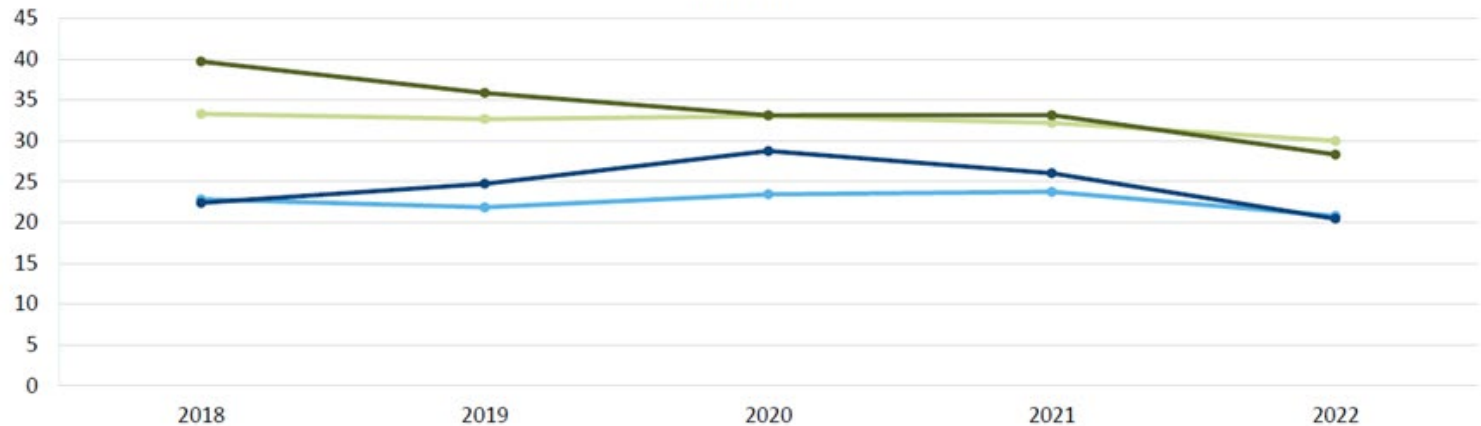
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	47.8%	46.1%	54.8%	51.9%	55.3%
Staff without a LTC or illness: Your org	56.2%	56.1%	59.6%	60.3%	61.1%
Staff with a LTC or illness: Average	51.3%	51.9%	51.6%	51.4%	51.4%
Staff without a LTC or illness: Average	57.4%	58.4%	57.4%	56.8%	57.3%
Staff with a LTC or illness: Responses	297	347	429	693	637
Staff without a LTC or illness: Responses	1332	1595	1762	2355	2077



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.

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.



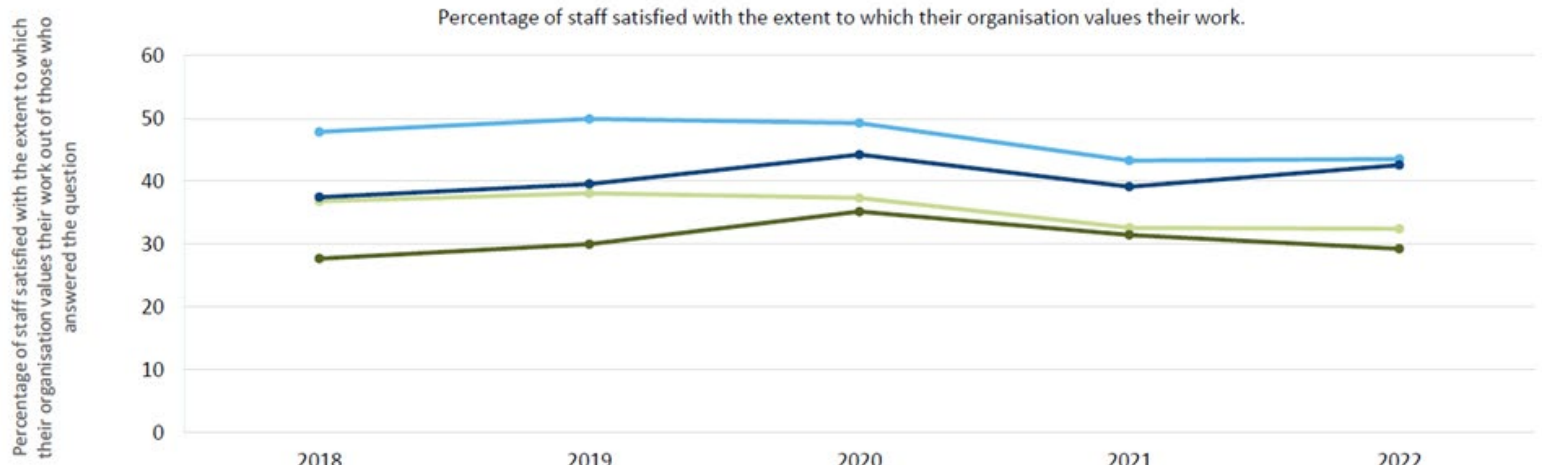
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	39.7%	35.8%	33.1%	33.1%	28.3%
Staff without a LTC or illness: Your org	22.4%	24.7%	28.7%	26.0%	20.4%
Staff with a LTC or illness: Average	33.3%	32.7%	33.0%	32.2%	30.0%
Staff without a LTC or illness: Average	22.8%	21.8%	23.4%	23.7%	20.8%
Staff with a LTC or illness: Responses	194	279	305	504	470
Staff without a LTC or illness: Responses	652	914	842	1218	1076



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.



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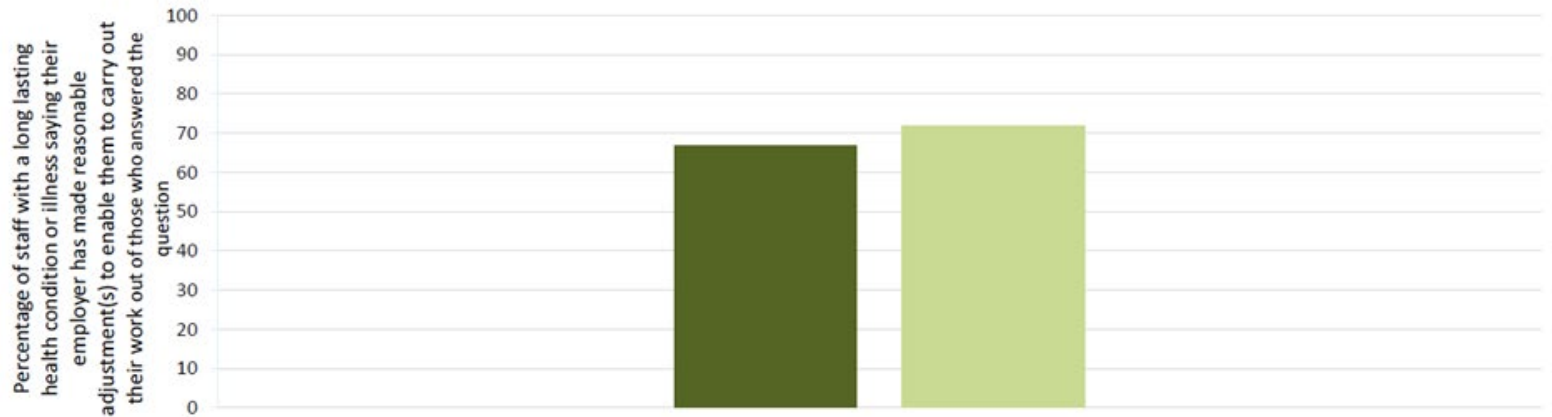


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	27.7%	30.0%	35.2%	31.5%	29.3%
Staff without a LTC or illness: Your org	37.5%	39.6%	44.2%	39.1%	42.6%
Staff with a LTC or illness: Average	36.8%	38.1%	37.4%	32.6%	32.5%
Staff without a LTC or illness: Average	47.9%	49.9%	49.3%	43.3%	43.6%
Staff with a LTC or illness: Responses	296	350	432	699	639
Staff without a LTC or illness: Responses	1329	1602	1781	2373	2087



Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.



2022

Staff with a LTC or illness: Your org

66.7%

Staff with a LTC or illness: Average

71.8%

Staff with a LTC or illness: Responses

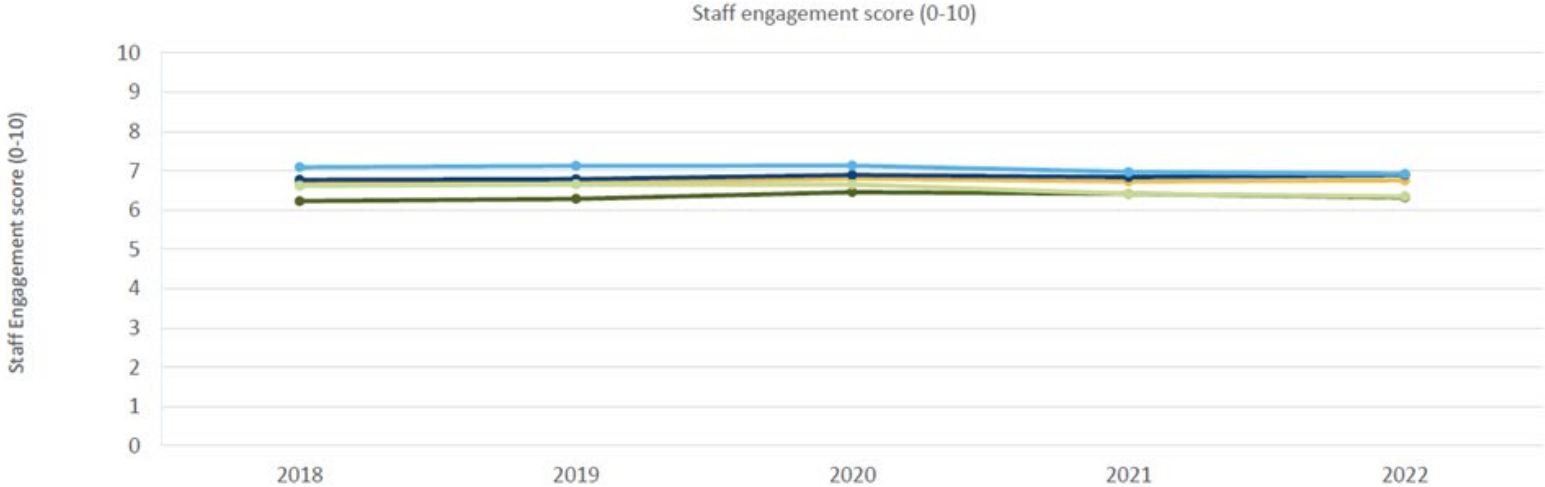
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Metric 9a - The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation

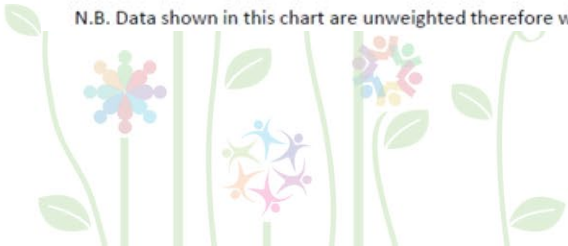


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	2018	2019	2020	2021	2022
Organisation average	6.7	6.7	6.8	6.7	6.8
Staff with a LTC or illness: Your org	6.2	6.3	6.5	6.4	6.3
Staff without a LTC or illness: Your org	6.8	6.8	6.9	6.8	6.9
Staff with a LTC or illness: Average	6.6	6.7	6.7	6.4	6.4
Staff without a LTC or illness: Average	7.1	7.1	7.1	7.0	6.9
Staff with a LTC or illness: Responses	297	350	432	699	641
Staff without a LTC or illness: Responses	1334	1605	1785	2378	2094

N.B. Data shown in this chart are unweighted therefore will not match weighted staff engagement scores in other outputs.



Metric 9b - Has your organisation taken action to facilitate the voices of your Disabled staff to be heard? Provide at least one practical example of action taken over the past 12 months:

Over the last 12 months, we have continued to increase the visibility of our Disability Staff Network. The Network has focused on raising awareness of disabilities and long-term conditions, the support available and encouraging staff to share their lived experiences with us so we can implement actions to improve their working lives and fulfil our strategic aim to be a brilliant place to work and thrive.

We launched a programme of work entitled ‘This is who I am’ encouraging staff with disabilities and long-term conditions to share or update their equality status with us. We have improved this rate from 3.6% to over 5%. Our aim is to continue to understand the demographics of our staff to ensure we provide key information, support and services.

During 2021 we overhauled our approach to flexible and hybrid working, launching a new policy, and we continue to promote and work on ways to improve and sustain a healthy work balance for all employees. This continues to be a focus and new training has been developed for Managers to support achieving this goal.

Update your equality data during...

Disability History Month
16th November - 16th December

How to update it
Scan here to update your data
It takes less than 5 minutes and is totally confidential!

What is a disability?
A condition that affects your normal day-to-day activities
A mental or physical condition
Disabilities can be visible or hidden
Can last 12 months or longer and can recur

Disability STAFF NETWORK

Reasonable Adjustment Passport

Your Name:

Manager Name:

Date:

Long Term Conditions

- Asthma
- Diabetes
- Rheumatoid Arthritis
- Osteoarthritis
- Mental health conditions
- Fibromyalgia
- Chronic Fatigue Syndrome
- Chronic Obstructive Pulmonary Disease
- Epilepsy
- Depression
- Multiple Sclerosis
- Light Partially Sighted

disability confident
LEADER



Conclusion and Action planning

Our vision statement is Excellent healthcare, improved health for all, and we are a values-based, aspiring for excellence organisation. We intend to build on and uphold our pledge to become a more inclusive Trust. The Equality, Diversity and Inclusion (EDI) Workforce Journey provides a framework to support the delivery of this vision.

The Equality, Diversity & Inclusion Journey is integral to our organisational 'Shaping #Our Future Strategy' and covers three years from 2023-2025 and identifies six core workforce priorities with key actions anchored in the employee life cycle. We reflect on national and regional workforce equality and inclusion strategies and priorities, including The Race Equality Code.

The EDI Journey is aligned with the Public Sector Equality Duty (PSED) compliance requirements under the Equality Act 2010. Taking into account national compliance drivers:

- Equality Delivery Systems (EDS)
- Work Race Equality Standard (WRES)
- Work Disability Equality Standard (WDES)
- Accessible Information Standard (AIS)
- Sexual Orientation Monitoring Standard (SOMS)
- Gender Pay Gap (GPG)

We are determined to do more than just meet our legal requirements. Our journey sets out our aims over the next 3 years to support the organisation in becoming a brilliant place to work and thrive for all. Alongside our Journey, you will find our detailed action plan, we report our progress bi-monthly At our Equality, Diversity, and Inclusion Steering Group meetings. To view actions, click here:

<http://www.dgft.nhs.uk/about-us/equality-and-diversity/>

