

WDES Submission Summary Report

1. Purpose

- 1.1. The purpose of the report is to inform the board of the results from the recent Workforce Disability Equality Standards (WDES) annual collection.

2. Background

- 2.1. This standard is in place to ensure that people with a disability have equal access to career opportunities and receive fair treatment in the workplace.

3. Workforce Data

- 3.1. The data period for the information within the submission was 1st April 2019 – 31st March 2020
- 3.2. The total number of staff employed by NDHT at 31st March 2020 stood at 3415, of which 130 were recorded as having a disability with 351 having an unknown status in ESR. This shows that 89.73% of staff have stated their disability status which is recorded in ESR. Staff with a disability represent 3.81% of the total staff population.
- 3.3. This is at variance to the figures recorded from respondents to the Staff Survey, where the figure recorded from these respondents is 19.2%.
- 3.4. In February 2020 the Workforce team commenced a data cleansing exercise for staff who had an ESR status recorded as unknown. The intention was to reduce the number recorded as unknown either to having a disability, not having a disability or do not wish to disclose. This work was temporarily suspended during Covid-19 but will be resumed as BAU recommences.

4. Recruitment

- 4.1. The data has shown that of the 225 people who were shortlisted, who classified themselves as disabled, 25 of these were appointed. This means that 11.1% were taken into employment. 20.3% of people who identify as not disabled were appointed into roles. This shows that people classified as disabled are still less likely to be appointed directly. However these figures are closer than last year, indicating a potential improvement in this area.
- 4.2. It is important to note that only 72% of disabled applicants who were shortlisted actually attended interview. Of those, 15.4% were appointed.

5. Capability process

- 5.1. The data for those involved in the capability process shows one member of staff who has confirmed their status as having a disability and 15 members of staff who have confirmed their status as no disability. Given these very small figures it is difficult to make any useful interpretation of the results.

6. Workforce Disability Equality Indicators (Staff Survey)

- 6.1. Bullying, harassment or abuse:

	Disabled Staff 2018	Non-Disabled staff 2018	Disabled Staff 2019	Non-Disabled staff 2019
% of staff who experience harassment, bullying or abuse from patients, relatives or members of the public	27.9%	22.5%	32.1% ↑	22% ↓
% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	19.9%	10%	15.6% ↓	8% ↓
% of staff who experience harassment, bullying or abuse from other colleagues	26.1%	15.3%	25.1% ↓	14.5% ↓

Whilst most of the data above shows a favourable improvement in behaviour towards staff, this data also suggests an increase in poor behaviour towards disabled staff from patients, relatives and members of the public.

- 6.2. Equal opportunities with regard to career progression:

	Disabled Staff 2018	Non-Disabled staff 2018	Disabled Staff 2019	Non-Disabled staff 2019
% of staff who believe their organisation provides equal opportunity for career progression	83.7%	92.3%	86.7% ↑	90.5% ↓

The data for staff receiving equal opportunities with regards to career progression shows a slight positive increase for staff with a disability and a slight negative decrease for staff without a disability.

- 6.3. Pressure to come to work:

	Disabled Staff 2018	Non-Disabled staff 2018	Disabled Staff 2019	Non-Disabled staff 2019
% of staff who felt pressure from their manager to come to work, despite feeling not well enough to perform	25.5%	18.1%	24.6% ↓	17.5% ↓

their duties				
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The staff survey results show a slight positive decrease in staff feeling pressure from their line manager to come to work, despite feeling not well enough to work. However, there is still a significant disparity between staff with a disability and staff without a disability, with a higher percentage of staff with a disability experiencing this than staff without.

6.4. Staff satisfaction with extent work is valued by organisation:

	Disabled Staff 2018	Non-Disabled staff 2018	Disabled Staff 2019	Non-Disabled staff 2019
% of staff who were satisfied with the extent to which the organisation values their work	39.6%	50.8%	46.2% ↑	56.0% ↑

The staff survey results show a significant positive increase in staff that they are satisfied with the extent to which their organisation values their work. However, there is still a significant disparity between staff with a disability and staff without, with a lower percentage of staff with a disability feeling valued than staff without.

6.5. Adequate adjustments made for staff with a disability:

	Disabled Staff 2018	Disabled Staff 2019
% of disabled staff who said their employer has made adequate adjustment(s) to enable them to carry out their work	77.6%	79.8% ↑

The staff survey data shows a slight positive increase in the percentage of staff who said their employer has made adequate adjustment(s) to enable them to carry out their work.

7. Board Voting Membership

7.1. The return shows that the Board voting membership is 100% non-disabled. However, this figure may not account for more recent changes in the Board membership.

8. Recommendations / Actions

8.1. Due to Covid, several of the actions from last year's report are still outstanding. It is recommended that these outstanding actions be completed, and the following actions be added to the Equality, Diversity and Inclusion action plan:

- The NHS People Plan has a strong focus on Equality, Diversity and Inclusion. A number of actions we will take in developing this plan, including flexible working, recruitment, leadership and health and wellbeing will positively impact on people with disabilities.
- Ensure our HR processes, in a context of just and learning culture, are avoiding harm to our people and that we are resolving issues informally as much as possible. These continued improvements on how we manage long term sickness, disciplinary processes and grievances in order to ensure a just and learning culture, will inherently advantage this group of our people.
- Despite COVID-19 and changes to the workplace, we are continuing our support with Project Search, thus enabling people with a disability enter the workplace.
- During COVID we have enabled significant amounts of flexible and home working to support wellbeing and productivity. We will look to develop a longer term plan to continue to support people to work more flexibly and where appropriate from home.
- Improve our metrics and measurements around employee experience and areas of diversity and intersectionality, to target actions to improve our employees experience and understand issues that employees of difference are experiencing.
- Appoint a board level wellbeing guardian.