NHS Workforce Disability Equality Standard (WDES)

Annual Report 2021

South Tees Hospitals NHS Foundation Trust

Safety and Quality First

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Executive Summary

The Workforce Disability Equality Standards (WDES) is a set of ten measures (metrics) that will enable NHS organisations to compare the experience of disabled and non-disabled staff.

There is still additional work to be done to improve the number of staff who declare themselves as disabled. Our ESR data set shows that 254 members of staff 2.62% have declared a disability. 6292 members of staff have said they do not have a disability which equates to 65.01% of the workforce. However 3133 members of staff which is 32.3% of our workforce are currently unknown

Introduction

The Workforce Disability Equality Standard (WDES) is a set of ten measures (metrics) that will enable NHS organisations to compare the experience of disabled and non-disabled staff. This information will then be used to develop a local plan which will enable the Trust to demonstrate progress against the indicators of disability equality

The WDES has been commissioned by the Equality and Diversity Council (EDC). It is mandated through the NHS Standard Contract and is restricted to NHS Trusts and Foundation Trusts for the first two years on implementation. The WDES comprises ten metrics. The metrics have been developed to capture information relating to the experiences of disabled staff in the NHS.

Metrics 4, 5, 6, 7, 8 and 9 are based on staff survey results. As a Trust we opt for a full census approach which resulted in the 2020 response rate producing 2,452 returned questionnaire will equates to a 28% return rate.

At South Tees NHS Foundation Trust we have a workforce of 9,679 staff. Our Electronic Staff Records (ESR) data shows 254 staff (2.62%) have declared themselves as disabled. 6292 staff members (65.01%) have declared as not having a disability and 3133 staff (32.37%) of the workforce have not declared their disability status.

Declaration rates for disability is a national issue, we are working locally with other Trusts in the North East and Yorkshire region to look at how we can encourage staff to update their information. If a significant proportion of staff are not declaring their disability status this can call into question all the information, analysis and subsequent action plan that has being based on these figures. It is therefore important that further work is undertaken during 2021/22 to improve declaration rates.

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Data Summary

Workforce

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.

At March 2021
Non-Clinical

	Disability	No Disability	Unknown
Band 1	0.00%	100%	0%
Band 2	3.7%	67.50%	28.8%
Band 3	3.8%	73.1%	23.1%
Band 4	2.5%	53.20%	44.30%
Band 5	3.7%	69.50%	26.8%
Band 6	1.3%	67.90%	30.80%
Band 7	1.5%	78.8%	19.70%
Band 8a	0.0%	88.70%	11.30%
Band 8b	0.0%	75.0%	2.5%
Band 8c	0.0%	80.0%	20.0%
Band 8d	0.0%	71.4%	28.6%
Band 9	0.0%	64.70%	35.30%
VSM	0.0%	64.7%	35.3%
Other	0.0%	100%	0.0%

	Disability	Disability	Disability
Cluster 1 Band 1 -4	3.5%	65.7%	30.8%
Cluster 2 Band 5-7	2.6%	71.1%	26.3%
Cluster 3 Band 8a-8b	0%	84.4%	15.6%
Cluster 4 Band 8c -9 & VSM	0%	72.5%	27.5%

Clinical

	Disability	No Disability	Unknown
Band 1	0.00%	75.0%	25%
Band 2	2.6%	72.05%	25.28%
Band 3	1.76%	54.29%	43.96%
Band 4	4.63%	58.29%	37.07%
Band 5	3.49%	71.37%	25.14%
Band 6	2.82%	61.87%	35.31%
Band 7	1.13%	60.20%	38.66%

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Band 8a	0.53%	57.67%	41.80%
Band 8b	0.0%	39.47%	60.53%
Band 8c	0.0%	55.0%	45.0%
Band 8d	10.0%	90.0%	0.0%
Band 9	0.0%	0.0%	0.0%
VSM	0.0%	60.0%	40.0%
Other	0.0%	0.0%	100.0%

	Disability	Disability	Disability
Cluster 1 Band 1 -4	2.8%	66.3%	30.9%
Cluster 2 Band 5-7	2.8%	66.2%	31.0%
Cluster 3 Band 8a-8b	0.4%	54.6%	45.0%
Cluster 4 Band 8c -9 & VSM	2.9%	65.7%	31.4%

Medical & Dental

	Disability	No Disability	Unknown
Consultants	0.56%	48.04%	51.4%
Non Consultants	1.15%	54.02%	44.83%
Trainee	0.82%	63.9%	35.28%

Overall 2.62% of staff have declared a disability on the NHS Electronic Staff Record (ESR). This has marginally increased from 2.55% in 2019.

Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.
At March 2020 non-disabled staff were 1.55 more times likely to be appointed from shortlisting compared to disabled staff.
At March 2021 non-disabled job applicants were 2.13 times more likely to be appointed from shortlisting.

Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.
This metric was voluntary in the first year and the calculation is based on a two year rolling average.
At March 2020 the likelihood was 6.12 times compared to non-disabled staff.
It is important to note that there has only being 1 case of formal capability with a disabled member of staff in a rolling two year period.
At March 2021 disabled staff were 2.48 times more likely to enter the formal performance management capability process compared to non-disabled staff.

4a) Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

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Patients /service users, their relatives or other members of the public.

4a) Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:
Patients /service users, their relatives or other members of the public.
At March 2020
Disabled 31.7%
Non-disabled 25.3%
At March 2021 28.4% of disabled staff reported harassment, bullying or abuse, compared to 22.8% of non-disabled staff.

4b) Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers.
At March 2020
Disabled 15.9%
Non-disabled 10.7%
At March 2021
Disabled 17.0%
Non-disabled 10.8%

4c) Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues.
At March 2020
Disabled 26.4%
Non-disabled 16.3%
At March 2021
Disabled 28.2%
Non-disabled 16%

4d) Percentage of disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it
At March 2020
Disabled 42.8%
Non-disabled 40.4%
At March 2021
Disabled 49.6%
Non-disabled 41.6%

5) Percentage of disabled staff compared to non-disabled staff believing that the Trust provided equal opportunities for career progression or promotion.
At March 2020
Disabled 80.8%
Non-disabled 87.7%
At March 2021
79.2% of Disabled staff believe they have equal opportunities for career progression. This has decreased slightly from 80.8% last year.

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.
At March 2020
Disabled 35.8%
Non-disabled 25%

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At March 2021
30.5% of Disabled staff stated they had experienced presenteeism. This compares to 23.1% of non-disabled staff. This has improved from 35.8% last year.

7) Percentage of Disabled staff compared to non-disabled staff saying that there are satisfied with the extent to which their organisation values their work.
At March 2020
Disabled 22.9%
Non-disabled 37.7%
At March 2021
29.2% of Disabled staff said they felt valued, compared to 41.8% of non-disabled staff. This has improved from 22.9% last year

8) Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
At March 2020
66.5%
At March 2021
77.3% said they had reasonable adjustments in place but this left 22.7% of Disabled staff who felt that their employer had not made adequate adjustments.

9)The staff engagement score for disabled staff compared to non-disabled staff and the overall engagement score for the organisation
At March 2020
Disabled 6.1
Non-disabled 6.6
At March 2021
Disabled staff reported an engagement score of 6.4 compared to 6.9 for non-disabled staff.

Summary of Data:

Percentage of staff in AfC pay band or medical and dental sub groups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce

Analysis:
The percentage of staff whose disability is unknown in each cluster requires improvement. It is recognised there is a significant amount of work to be done to ensure our workforce data is accurate and representative of the entire workforce and staff feel able to declare their disability status.
Action:
Write out to all staff and encourage our workforce to update their disability status through the ESR self-service portal
We need to improve declaration rates so that we can undertake deeper data analysis to understand and achieve disability equality within our workforce in each of the pay band

Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

Analysis:
Non-disabled candidates are 2.13 times more likely than disabled staff to be appointed from shortlisting and this represents an overall reduction in the likelihood of disabled candidates being appointed within a 12 month period
It is acknowledged that we have a number of candidates who have not declared their disability status during the recruitment stage. This may affect the accuracy of the relative likelihood of disabled staff being appointed data
Action:
Undertake a review of recruitment information from a disability view point to ensure candidates are aware of why we ask for this information
Development of targeted recruitment drives and activities aimed at disabled members of our existing workforce in terms of career progression and within our local communities in terms of joining the Trust
Undertake discussion with other Trusts across our ICS to explore areas of best practice and potential joint working around recruitment practices in relation to staff with disabilities
Undertake a deep dive analysis of all the disability data we hold and develop both recruitment and local action plans for existing staff to address the gaps in data
Continue to review recruitment training material to strengthen disability and reasonable adjustment best practices to share with Trust appointing managers.

Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure

Analysis:
To the year end March 2020, staff were 6.12 more times likely to enter a formal process than non-disabled staff. It is important to note that there has only being 1 case of formal capability with a disabled member of staff in a rolling two year period. However when compared to non-disabled staff there has been an improvement during 2020/21.
Over the last 12 month period to the year end March 2021 this significantly reduced to 2.48 more times likely. This represents an in year improvement of 3.64%

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The HR operational team have been working closely with managers about staff with disabilities and when issues arise and policies and training materials have been updated. All of this is having a positive impact.
Action:
Continue to enhance best practice around employee relations issues, disabled staff and reasonable adjustments
Continue to update training material around working with disables colleagues

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bulling or abuse from: a) patients /service users, their relatives or other members of the public b) managers c) other colleagues

Analysis:
The percentage of staff with a disability compared to staff without a disability experiencing some sort of harassment, bullying or abuse from patients has decreased but in regards to the same behaviour from managers of colleagues has seen an increase.
Action:
The Trust has a zero policy on bullying and harassment. Further work through both the disability network and staff engagement network needs to be undertaken, to further increase the staff reporting such instances and education for the workforce around what it means to live with a disability

Percentage of disabled staff compared to non-disabled staff saying that the las time they experienced harassment, bullying or abuse at work, they or a colleague reported it
Analysis:
It is encouraging there has been an increase in the percentage of staff with a disability who has reported such instances.6.8%.
Action:
Continue to promote the routes through which such instances can be raised and the support that is available

Percentage of disabled staff compared to non-disabled staff fell the trust provides equal opportunities for career progression promotion.
Analysis:
79.2% of disabled staff compared 87.1% of non-disabled staff felt the Trust provides equal opportunities. This represents small reduction of 1.6% from the previous year
Action:
This will be addressed under the Trusts equality initiatives that are in progress across the Trust.

Percentage of disabled staff compared to non-disabled staff saying they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties
Analysis:
30.5% of disabled staff compared to 23.1% of non-disabled staff have felt pressure to work for their manager despite not feeling well enough to do so. This represents a 5.3% improvement on the previous year, but it is recognised there is still work to do around improvement.
Action:
The HR Operations team are introducing a range of HR clinics to support managers, wellbeing and absence being a large part of this. This will assist in upskilling managers to support the health and wellbeing of their staff as well as enhance manager's confidence

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and understanding of health related issues at work and more specifically how disabled employees can be supported.

The Trust is updating the local induction arrangements providing both new staff and managers with signposting on where information and support can be sought

Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent the organisation values their work
Analysis
The Trust seen an improvement of 6.3% in this metric compared to the previous year, of the number of disabled staff that feel the Trust values their work.
Action:
The Trust values the contribution of all its staff and each service area have developed their own staff survey actions plans which includes the contribution that staff made.
Further work is being done around how the Trust reward and recognise its staff contribution as part of the overarching People Plan.

Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work
Analysis:
The Trust seen an improvement of 10.8% in this metric in the number of staff who fell that the Trust made adequate adjustments to enable them to carry out their work.
Action:
To review the range of reasonable adjustments the Trust have on offer to ensure they are still affective to support staff
The HR Operations team are introducing a range of HR clinics to support managers, wellbeing and absence being a large part of this. This will assist in upskilling managers to support the health and wellbeing of their staff enhancing manager's confidence and understanding of health related issues at work and specifically how disabled employees can be supported.

The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation
Analysis:
There has been an overall improvement in this metric from the previous year and the gap between disabled and non-disabled staff is currently recorded as 0.50%
Action:
The Trust has an engagement strategy as part of the overarching People Plan which will address this

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Staff Network Groups

The Trust is actively taking steps to facilitate the voices of our disabled staff and had introduced a disability and long term health conditions staff network in 2019. Unfortunately the group has not meet for some time during the Covid pandemic. Thee EDI Steering group are now in the process of relaunching this network group which will be instrumental in seeking the views of disabled colleagues and developing appropriate support initiatives.

Conclusion

This is the Trust third data submission for the WDES. Acknowledging there is room for improvement, the Trust has improved many of the metric's over the previous 12 month period. As an organisation with a fundamental aim of the People Strategy to "Make South Tees the best place to work" we are keen to improve within each metric over the next 12 months and will create an action plan to improve representation and the experience of disabled staff across the Trust.

A specific task for the year ahead is to encourage our staff to update their monitoring information in ESR along with the rest of the actions set out above. The actions are to be monitored on a regular basis and reported against at March 31, 2022.
We are also mindful that disability status of an employee may change throughout their career with us and our current data may not necessarily be reflective of this change. We know this is a national problem and will engage with our HR colleagues within our ICS to discuss best practice.

APPENDIX 2 - WDES action plan 2021/22

No.	Objective	Action	Timescales	Leads
1.	Improve health & wellbeing and staff Engagement	Introduce and work to achieve the Better Health at Work Award during.	Spring 2022	Occupational Health Manager
2.	Improve health & wellbeing and staff engagement	Achieve the Menopause Accreditation Standard.	Spring 2022	Menopause Working Group
3.	Improve fairness and equality	Ensure all HR policies undertake an EIA and incorporate reasonable adjustments that will enable fairness and equal treatment for staff with a disability and long term health conditions.	Spring 2022	Head of HR Operations
4.	Improve staff engagement	Encourage further improvement of declaration rates through staff engagement, including using Health and Wellbeing Champions to encourage staff feedback and engagement.	Ongoing	EDI Steering Group
5.	Improve staff engagement	Include health and wellbeing questions into the new annual appraisal and career conversation process supporting staff who may experience a change in their disability of long term health status.	June 2021	HRBP - Strategy
6.	Improve fairness and equality	Make plans to ensure all recruiting managers have attended unconscious bias training.	December 2022	Recruitment Manager

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7.	Improve staff engagement	Relaunching the Disability and Long-term Condition Staff Network Group.	October 2021	EDI Steering Group
8.	Improve leadership and staff development	Continue to invest in leadership and staff development programmes which support the embedding of equality, diversity and inclusion.	Ongoing	Director of Education and Organisational Development
9.	Improve staff engagement	Raise awareness of disability and health and wellbeing through an annual calendar of events.	Ongoing	EDI Steering Group
10.	Improve fairness and equality	To work to deliver the overhauling recruitment and promotion action plan to increase the likelihood of appointing candidates from diverse backgrounds including those with disabilities, to ensure that our workforce is broadly representative of the communities we serve at all levels of our organisation by 2023.	By 2023	Head of Workforce
11.	Improve staff engagement	Set up a strategic Health & Wellbeing Group that will meet monthly and will focus on activities aligned to the Better Health at Work Award that will identify good practice that will support our disabled workforce.	July 2021	Health and Wellbeing Board

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