

Title:	Workforce Disability Equality Report (WDES)
Agenda item no:	
Meeting:	People Committee
Date:	May 2024
Presented by:	Pete Sandham (Associate Director – Staff Experience and Inclusion)
Prepared by:	Pete Sandham (Associate Director – Staff Experience and Inclusion)

Purpose of the Report	<p>To provide the committee with oversight of Trust performance relative to the 10 indicators within the Workforce Disability Equality Standard.</p> <p>Seek approval for the publication of the performance indicators in line with National reporting requirements.</p>
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Report History	
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What action is required?	
Assurance	✓
Information	✓
Discussion/input	
Decision/approval	✓ (Approval for publication in line with National reporting requirements)

Resource Impact:	None
Relationship to Risk in BAF:	Failure to be a Great Place to Work
Corporate Risk Register (CRR) Reference /score	N/A
Title of CRR	Links To 4176/4177 - Staff Recruitment and Retention

Strategic objectives This report impacts on (tick all that apply)::	
Provide the highest quality care	✓
Invest in our staff and live out our values	✓
Drive the development of integrated services	
Cultivate innovation and transformation	
Achieve long-term financial sustainability	
Well Led Framework applicability:	
Not applicable <input type="checkbox"/>	
1. Leadership ✓	2. Vision & Strategy <input type="checkbox"/>
3. Culture ✓	4. Governance <input type="checkbox"/>
5. Risks, Issues & Performance <input type="checkbox"/>	6. Information Management <input type="checkbox"/>
7. Engagement ✓	8. Learning & Innovation <input type="checkbox"/>

Publication			
Published on website	✓	Confidentiality (FoI)	Private
			Public

1 Executive Summary

- 1.1 The Workforce Disability Equality Standard (WDES) enables organisations to review performance across 10 indicators and to develop plans to close gaps between the experience of disabled and non-disabled staff. In doing so, it provides impetus and structure for improvements in disability equality.
- 1.2 The ten indicators cover a range of areas including pay composition of the organisation; recruitment; involvement in capability processes in addition to a range of measures taken directly from the NHS Staff Survey. The final indicator relates to Board representation.
- 1.3 Data on the 10 indicators is **required** to be submitted by 31.05.24. It is required to be published on the Trust website having secured Board sign off, by the 31 October 2024.
- 1.4 The headline summary of performance across the relevant indicators is summarised below.
 - (i) Positive improvements are reported in the majority of staff experience indicators, with all but one benchmarking favourably in National terms.
 - (ii) Consistent with National trends, disabled staff at the RBFT report a poorer experience at work than non-disabled staff
 - (iii) Good improvements in likelihood of appointment post shortlisting are reported, reflecting our work ensure recruitment and selection process are more inclusive. Continued focus is required however to deliver the equity position
 - (iv) The high levels of harassment, bullying and abuse from patients, although reducing in year, is of concern. Also of concern is the increase in bullying, harassment and abuse from managers (still lower however than the NHS average)
 - (v) Non-declaration rates have improved, but remain adverse to the NHS wide declaration rates, subsequently impact on our assertions about representation across the organisation
- 1.5 Our **WDES 2023-25 Improvement Plan** has been refreshed to address the key thematic improvement priorities and to maintain delivery on previous priority actions. The plan is included in **Appendix 1**.

2 Key Issues

2.1 The detail of each indicator is presented below.

Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and VSM compared with the percentage of staff in the overall workforce.

- **This indicator is evidencing modest improvement.**
- 2.8% of the workforce have their self-reported status recorded in ESR as disabled (an increase from the 2.3% from last years reported figure) but lower than the 2023 National Average position of 4.9%).
- 3% of the AfC Band 8a and above workforce have a declared disability (up from 2% last year).
- The % of staff with no disability status recorded is down to 20% from 23% last year. The NHS Average non declaration rate is 16.6%

Indicator 2: Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

- **This indicator is evidencing significant improvement**
- Non - disabled applicants are 1.16 times more likely to be appointed from shortlisting relative to disabled applicants (a significant improvement from the 1.67 times more likely reported last year). A relative likelihood of '1' represents the 'equity position'.
- Expressed in a different way at Trust level, 23% of non disabled candidates are appointed from shortlisting compared to 20% of disabled candidates. 54 candidates declaring a disability were appointed in 2023/24 are highest ever number.
- Performance on this indicator is slightly adverse the 2023 National position of a relative likelihood of 0.99.

Indicator 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process.

- **This indicator evidences that staff with disabilities are not disproportionately represented in capability proceedings at the RBFT.**
- Capability process in this context refers solely to performance grounds, not ill health grounds. Of the formal capability cases in the past 12 months, 0 cases involved staff with a recorded disability.
- Nationally figures from 2023 show that across the NHS disabled staff are 2.17 times more likely to enter formal capability processes compared to non-disabled staff.

Indicators 4 – 9: Staff Experience metrics drawn from the 2023 Staff Survey

- The release of the full National Staff Survey data set in late March '24, evidenced the very strong benchmarked position of the Trust.

- The experience of disabled staff in 23/24 builds on 22/23 performance and is again one of general improvement and better than NHS average performance. Experience has **improved in seven** of the staff survey metrics and **deteriorated in two**.
- Of concern is the increase in disabled staff experiencing bullying, harassment or abuse. Experience of such behaviour from patients is higher than national average (although has reduced in year) and experience from managers has increased slightly in year (remaining favourable to NHS average rates, but still unacceptably high).
- Particularly welcome improvements are seen in disabled staff feeling valued; levels of staff engagement and also feeling less pressured to attend work when not feeling well enough. Perceptions of the fairness of career progression opportunities are slightly higher amongst disabled than non disabled colleagues
- The experience of disabled colleagues however is still adrift from that of non-disabled colleagues in 7 out of the 9 metrics pulled from the Staff Survey

	WDES INDICATOR	Disabled (2023/24) RBFT	Disabled Trend 22/23 (RBFT)	Non-Disabled (2023/24) RBFT	% Disabled NHS Average (2023)
4	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	32.5%	▼(1.1%)	25.8%	30.4
	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	15%	▲(1.2%)	7.1%	15.9
	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	24.6%	▼(1.7%)	15.4%	25.9
	% 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	55%	▲(2.5%)	51.4%	49.3
5	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	60.9%	▲ (1%)	59.3%	51.5
6	% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	26%	▼(5%)	18.7%	28.6
7	% staff saying that they are satisfied with the extent to which their organisation values their work.	44.7	▲ (5.2%)	54.9%	35.6
8	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	73.7	▼(0.2%)	/	73.4
9a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. (1-10; 10 Best)	7.33	▲ (0.7)	7.41	6.5

Better than Average	Worse than Average
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Indicator 10: Board Membership

As of the 31.03.24, the differential in disabled workforce composition between board and the organisation as a whole is – 2.8% (0% Board; 2.8% Organisation)

3 Conclusion

3.1 Our 2024 WDES report evidences a broadly improving trajectory, although the pace of improvements in some indicators needs to be accelerated. Key conclusions informing our improvement plans for 24/25 and beyond:

- (i) Positive improvements are reported in the majority of staff experience indicators, with all but one benchmarking favourably in National terms.
- (ii) The high levels of harassment, bullying and abuse from patients, although reducing in year is of concern. Also of concern is a slight increase in bullying, harassment and abuse from managers (still lower however than the NHS average)
- (iii) Non-declaration rates have improved, but remain adverse to the NHS average and subsequently impact on our assertions about representation across the organisation
- (iv) Good improvements in likelihood of appointment post shortlisting are reported, reflecting our work ensure recruitment and selection process are more inclusive. Continued focus is required however to deliver the equity position.

3.2 Our **WDES Improvement Plan 2023-2025** (Appendix 1) has been refreshed to address the key themes and to maintain delivery on previous priority actions. We will consult with staff forums and with system partners on this improvement plan and further develop accordingly.

4 Attachments

4.1 The following are attached to this report:

(a) Appendix 1: Draft WDES Improvement Plan 2023-2025

Appendix 1: DRAFT WDES Improvement Plan 2023-25

Theme and objective	Action	Who and When	Measure	RAG
Declaration rates – Improve to support data reliability	Scale up our Tell and Share Campaign to accelerate increase in declaration rates.	WFI and Inclusive Staff Experience Manager - ongoing	4% decrease in unknown/null declarations by April '25	
	Utilise Workvivo platform and DAWN network to grow communication, promotion and visibility of disability issues and support at work	OD, Network and Comms	33% increase in Workvivo Space enrolments - by Apr '25	
Recruitment and Selection – Achieve the equity position in terms of likelihood of appointment post shortlisting	Fully implement the recommendations from the commissioned inclusion review of our recruitment and selection processes	Recruitment Team	All actions implemented and delivery of the equity position in terms of likelihood of appointment from shortlisting	
	Support and enable the further expansion of our Route to Recruit programme across employers in the region	Inclusive Staff Experience Manager		
	As part of our Neurodiversity Smart roadmap – develop focussed recruitment pathways for Neurodiversity Talent	Widening Participation Officer and Recruitment- Sept '25	Targeted Talent recruitment pipelines in place.	
	Expand Internal Secondment Opportunities	VD - ongoing		
	Expand uptake into our Winning at Interviews Programme	By Apr 2025	33% uptick in enrolments in 24/25	
Staff Experience	Continue to grow our DAWN network and develop additional support structures to support disability groups	By Apr 2025 -Inclusive Staff Experience Facilitator and Network.	Triple Network numbers	
	Deep Dive focus on inclusion as part of our What Matters 2024 programme	Complete by Sept 24 - Various	Relevant inclusion related development incorporated into our behaviours framework	

<p>– Drive out B&H, maintain improving perception of career development and reasonable adjustments delivered</p>	Develop and operationalise our ‘Up the Anti’ programme and trust education programmes in allyship; active bystander etc	CR - Sept 24 commencement	To be a top 10 Acute Trusts in low levels of staff experiencing discrimination at work.	
	Improve the timeliness of Access to Work recommendations implemented	By July 24. PS	Recommendations implemented within 4 weeks of receipt.	
	Trust wide programme to promote positive behaviours from patients and drive down bullying, harassment, violence, and abuse from patients	Various	Demonstrable reduction in staff experience of such incidents	
	Audit roll our Staff Empowerment Passports to measure ongoing effectiveness	Inclusive Staff Experience Manager	5% Improvement in Staff Survey perceptions/satisfaction of Reasonable Adjustment	
	Recruit cohort of Reverse Mentors to develop senior leadership perspectives on disability inclusion	Recruit by end of May 2024.	Qualitative feedback from mentors and mentees.	
	Continue targeted recruitment of current/aspiring disabled leaders/talent onto Leadership Development Programmes	Always. NKS	Seek to deliver 10% representation of disabled colleagues across flagship programmes	