

**WORKFORCE DISABILITY EQUALITY STANDARD
(WDES)**

Purpose				
This document provides a summary of the 2019 Workforce Disability Equality Standard (WDES) return.				
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
		X		
Risks/Issues				
Financial	Ensures that the Trusts obligations under legislation are met			
Patient Impact	Ensures that the Trust services are fully accessible to all patients			
Staff Impact	Assists with recruitment and retention			
Services	Ensures that the Trust services are fully accessible to all patients			
Reputational	Enhances the Trusts reputation			
Committees/groups where this item has been presented before				
Diversity and Inclusivity Group				
Executive Summary				
This report presents the committee with the summary report for the 2019 Workforce Disability Equality Standard (WDES).				
Background				
<p>The Workforce Disability Equality Standard (WDES) is a new mandatory standard introduced in April 2019. All NHS organisations are required to demonstrate progress against ten indicators; three workforce data metrics, six staff survey metrics and one Board metric. The Metrics have been developed to capture information relating to the experience of Disabled staff in the NHS.</p> <p>The attached report (Appendix 1) shows the 2019 WDES data for the Trust as at 31st March 2019. As this is the first year of reporting, there is no comparison of data from previous years.</p>				
Declaration Rates				
<p>Declaration rates at the Trust for disability are low. We only have 3% of staff who have declared a disability and 69% of staff who have declared they do not have a disability. Therefore 27% of our staff have not made a disability declaration.</p> <p>When looking at our 2018 staff survey response rate (in which we had an overall Trust return rate of 62%), 17.14% of respondents stated they had a disability. This equates to 478 staff members who stated on their staff survey that they had a disability. Our ESR headcount is only 152 staff members with a disability.</p> <p>The difference between our ESR and staff survey declaration rates is consistent with other Trusts. Nationally there is a 2.8% ESR declaration rate and a 17.76% staff survey declaration rate.</p>				
Findings				
<i>Indicator 1</i>				
Only 1.35% of staff at band 8a and above has a disability therefore disabled staff are				

underrepresented at a senior level. However 11.5% of 8a and above staff have not made a declaration. There are 0% of medical staff with a declared disability working at consultant level.

Indicator 2

Staff without a disability are 1.06 times more likely to be appointed from short listing compared to staff with a disability

Indicator 3

Staff with a disability are 1.61 times more likely to enter a formal performance capability process compared to staff without a disability. This excludes capability due to ill health.

Indicators 4-9

Out of the 478 staff who stated they had a disability when responding to the staff survey:

- 471 experienced bullying and harassment from patients and members of the public
- 466 experienced bullying and harassment from managers
- 468 experienced bullying and harassment from colleagues
- 222 reported when they had experienced bullying and harassment
- 302 believed the Trust provided equal opportunity for career progression
- 349 felt pressure to come to work despite not feeling well enough
- 470 were satisfied with the extent in which the Trust values their work
- 255 felt the Trust had made adequate adjustments to enable them to carry out their work

The overall staff engagement score for disabled staff was 6.9 compared to 7.4 for non-disabled staff (Trust overall 7.3)

There is not a dedicated arena to facilitate the voices of disabled staff within the Trust however staff can raise concerns via our Freedom to Speak Up Guardians. A disability staff network is currently in development.

Indicator 9

Out of 13 voting board members, 1 has a declared disability (7.69% of voting membership) and 9 members have not declared their disability status (69% of voting membership)

Actions

The Trust will undertake a number of actions which relate to these findings as follows:

- Launch of a Disability Staff Network
- Increase the amount of staff who have self-reported their disability status
- Work with local providers with the view to reinstate work placements for local people with a disability
- Review our Disability Confident accreditation, due November 2019
- Embed understanding of disability leave (launched November 2018) across the Trust
- Review of Reasonable Adjustment Guidance and Form