

Workforce Disability Equality Standard (WDES) Report 2023-24

Introduction

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enable NHS organisations to review the workplace and career experiences of our colleagues who have declared that they have a disability against those who have not declared a disability. We use the metrics data to review our performance and to identify any disparity in the experiences of colleagues and then use the findings to inform the actions we will take to reduce disparity. Our actions are contained within this report (pages 4-5). Year on year comparison enables us to demonstrate change against the indicators of disability equality.

The WDES is important, because research shows that a motivated, included and valued workforce will support us in the delivery of high-quality patient care and will contribute to increased patient satisfaction and patient safety.

Our community

Since our last WDES report, the 2021 Census data for Disability for our local populations has been updated. The Census data shows that across the populations of Mansfield, Ashfield and Newark and Sherwood, an average of 7% of our citizens identified as having a disability defined under the Equality Act 2010. Specifically, 9.63% have a disability that limits activity a lot, 11.6% where activity is limited a little. A further 6.73% noted that whilst they didn't have a disability as defined by the Equality Act 2010, they have a long term physical or mental health condition.

WDES Indicator	2022	2023	Notes
1. 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. (Workforce Data)	4.0%	5.3%	Overall the data shows continued improvement in the percentage of Disabled staff in the organisation declaring a disability on ESR. Our declaration rate is now at it's highest since WDES reporting began in 2018/19. Whilst this is encouraging, we still have disparity between our ESR data and Staff Survey where just over 21% of respondents noted they had a disability in 2022.
2. Relative likelihood of non-Disabled staff being appointed from shortlisting compared to Disabled staff (Workforce Data)	0.74	0.61	In 22/23 our result for recruitment of disabled applicants remains positive as the figure suggests that disabled applicants were more successful in securing employment than those without a disability. We are in the Top 10 percentage of Trusts nationally as a result of our performance in this area.
3. Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. (Workforce Data)	0.00	0.00	During the 2023 reporting period there were no staff recorded as disabled who entered the formal capability process. This is at the same level as the previous year and shows that disabled staff are less likely to enter the formal capability process than non-disabled staff. This is testament to our person-centred approach to Employee Relations.

<p>4. a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> i. Patients/service users, their relatives or other members of the public ii. Managers iii. Other colleagues <p>5. b) 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.</p>	<p>30.8%</p> <p>12.0%</p> <p>25.3%</p> <p>49.5%</p>	<p>31.0%</p> <p>12.7%</p> <p>24.6%</p> <p>48.8%</p>	<p>i. The percentage of staff recorded as being disabled who have experienced bullying and harassment from service users has remained at the same level. Trust sits below national NHS average (33.0%)</p> <p>ii. The percentage of staff recorded as being disabled who have experienced bullying and harassment from managers has increased slightly. Trust sits below national NHS average (17.1%)</p> <p>iii. The percentage of staff recorded as being disabled who have experienced bullying and harassment from other colleagues has decreased slightly. Trust sits below national NHS average (26.9%)</p> <p>b) Incident reporting has decreased over the last year for disabled staff. Although this decrease is positive it indicates that some of our disabled colleagues may not feel able to report their experiences.</p>
<p>6. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion</p>	<p>61.1%</p>	<p>58.5%</p>	<p>Whilst this result is showing a small decrease from last year, our result remains positive when compared to the national average where we are performing 7% above the national average.</p>
<p>7. 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.</p>	<p>30.9%</p>	<p>32.3%</p>	<p>We have seen a small increase in presenteesim this year and we are performing close to the national average of 30%.</p>
<p>8. Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.</p>	<p>44.8%</p>	<p>38.8%</p>	<p>We have seen a reduction in this result this year and we are at our lowest level for satisfaction since WDES began; naturally, this is an area identified for improvement in our action plan for 23/24. Despite this result, we are still performing well above the national average of 32.5%.</p>
<p>9. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</p>	<p>76.1%</p>	<p>76.7%</p>	<p>We've seen a very slight improvement in our result for this indicator but we still need to retain some focus in this area in order to return to the percentage level from 2021 (77%) and further improve our score in this area.</p>

10. a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	6.9	6.8	The staff engagement score for Disabled staff has remained at a similar level and Trust sits above national NHS average (6.4%).
b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	Yes	Yes	Our WAND staff network continues to provide colleagues with a safe space to share their experiences and take forward actions to improve the experience for disabled colleagues at Sherwood.
11. Percentage difference between the organisations' Board voting membership and its overall workforce. (Workforce Data)	3.1%	1.0%	The number of the Board members eligible to vote who have declared a disability has increased over the last year, due to an increase in the numbers of the workforce the percentage has reduced.

Reflections on our actions from 22-23

We raised awareness of disabilities in the last year through a video of colleagues talking about their lived experiences during Disability History Month last December, we shared a staff story in our Communications Bulletin during Cerebral Palsy Awareness Month in February and a colleague shared her lived experience via a video during Deaf Awareness week in May. We are delighted to have supported four young people through our first year of the Project SEARCH programme with one intern securing employment in the Trust. The launch of the Health Passport is planned for Disability History Month in December this year. Our commitment to providing training for staff network members to support diversity on recruitment panels is ongoing.

Three Key Objectives for Improvement - WDES Action Plan 2023-24

Objective	Action	Owner	Measure	Date for completion
1. Maintain performance against indicator 2 for Recruitment of Disabled applicants	Provide recruitment and selection training for staff network members to support diversity on recruitment panels.	EDI Lead Staff Network Chairs	Maintain and/or improve on result for indicator 2	On-going; training will be offered to members on an ongoing basis
	Support for Project SEARCH programme	EDI Lead Trust programme sponsors/mentors	Widen the number of roles available to interns for their work experience	Will be reviewed during the 23/24 academic year

<p>2. Improve percentage of colleagues indicating the Trust provides reasonable adjustments (indicator 9) and reduce presenteeism (indicator 7)</p>	<p>Launch the Health Passport for colleagues</p> <p>Review of Disability Awareness training and Reasonable adjustment guidance</p>	<p>EDI Lead</p> <p>EDI Lead</p>	<p>Improvement to 80% for indicator 9</p> <p>Indicator 7 to move to below 30%</p>	<p>Q4 23/24</p> <p>Training and guidance to be reviewed by end of Q2 24/25</p>
<p>3. Ensure equity of opportunity for promotion and career progression for disabled colleagues</p>	<p>Implementation of a Talent Management Plan (part of the national EDI Improvement Plan) inline with Trust's new Talent Strategy</p>	<p>EDI Lead People Development Team</p>	<p>Indicator 6 to increase to above 60%.</p>	<p>Due to be implemented during 24/25.</p>

In addition to the above actions specific to our WDES results, the new NHS England EDI Improvement Plan contains 6 High Impact Actions and WDES data will be monitored to review success against some of the actions contained within the plan over the next 3-years.