

WORKFORCE DISABILITY EQUALITY STANDARD REPORT

Executive Summary

This report provides an overview of the work required for RDaSH to meet its contractual requirements of the Workforce Disability Equality Standard (WDES) by promoting equality, and inclusion for its Disabled staff.

The associated documents that are required by the National WDES Team at NHS England and Improvement are attached as appendices. The EDI Standards Workstream and DAWN will co-produce an Action Plan that addresses areas of the WDES.

It is evident from the data collected that there are disparities in the experience of Disabled staff compared with non-disabled staff. There needs to be more focus on conducting a 'deep dive' of the data and staff engagement, "nothing about us without us", to further understand the experiences of Disabled staff.

Comparing the 2020 WDES Data against the data collected in 2019 has highlighted a number of areas, which have improved. These are:

- Percentage of staff in each of the AFC Bands 1-9 and VSM
Metric 1, improvement in some bands, but there has been deterioration in some bands especially within clinical, medical, and dental staff
- Relative likelihood of Disabled staff being appointed from shortlisting compared to non-disabled staff
Metric 2, improvement on 2019
- % of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months
Metric 4, improvement on 2019
- % of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months
Metric 4, improvement on 2019
- 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
Metric 6, improvement on 2019

- Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work
Metric 7, improvement on 2019
- Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work
Metric 8, improvement on 2019
- The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation
Metric 9a, improvement on 2019

The areas that have deteriorated are concerning:

- Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure
Metric 3, deteriorated from 2019
- % of staff experiencing harassment, bullying or abuse from managers in the last 12 months
Metric 4, deteriorated from 2019
- Percentage of Disabled staff compared to non-disabled staff believing that Trust provides equal opportunities for career progression or promotion.
Metric 5, deteriorated from 2019
- Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:
By voting membership of the Board
By Executive membership of the Board
Metric 10, deteriorated from 2019

Note: Metric 4 is split into four parts. Metric 9b asks whether the Trust has taken action to facilitate the voices of Disabled staff in your organisation to be heard, which is yes.

1 Introduction

This report states the process followed for data collection, analysis, and co-production of the action plan and highlights the areas of focus for 2020. This will enable RDaSH

to demonstrate progress against the metrics of disability equality and introduce new measures and practices, which will help, improve workforce disability equality.

The implementation of the WDES will enable the Trust to better understand the experiences of its Disabled staff. It will support positive change for existing employees, and enable a more inclusive environment for Disabled people working in the Trust, it will also allow us to identify good practice and compare performance regionally and by type of Trust.

2 Strategic context

The Workforce Disability Equality Standard (WDES) is a set of ten evidenced based metrics that will enable NHS organisation has to compare the experiences of Disabled and non-disabled staff. It came into effect on 1 April 2019, is mandated in the NHS Standard Contract and implemented by the National WDES Team at NHS England.

The data gathered is based on 2019/2020 financial year data and will enable RDaSH to compare and report on the experiences of Disabled and non-disabled staff based on the ten metrics.

RDaSH will be expected to publish its results and develop plans to address any discrepancies. This will enable the Trust to demonstrate progress against the metrics and introduce new measures and practices, which will help improve workforce disability equality.

Focusing on disability equality will enable RDaSH to demonstrate inclusivity and compassion by ensuring that its workforce is supported and developed. The WDES supports our Trust's vision; It promotes Ambition Four "develop a healthcare workforce who are equipped to provide the highest level of clinical care and its value of "Empowering and supportive of staff."

3 Main body of the report

3.1 Data Collection

On 1 April, NHS England and Improvement wrote to organisations informing them that reporting on the WDES was suspended for this year due to the COVID-19 pandemic. On 20 May a second communication was received stating that the pandemic had highlighted the critical importance of workforce equality and it had been decided that WRES implementation, including data collections, would continue as usual this year

A letter from Prerana Issar, Chief People Officer for the NHS, and Dido Harding, Chair of NHS Improvement, highlighting the above was sent to CEOs, chairs and accountable officers of NHS organisations on Tuesday 19 May 2020. It stated: "This is a challenging time for everyone, especially our NHS staff working on the frontline;

it presents even more reason for us to ensure we are living the principles of equality and inclusion in all that we do, and continue to progress WRES and WDES work within organisations.”

The National WDES Team sent organisations a pre-populated spreadsheet with data collected from ESR, which provided information against four of the ten metrics for RDaSH. Data was not required for metrics 4-9a as the information is already published on the NHS Staff Survey website. This data was then verified by the Human Resources Department then sent to the Head of Equality, Diversity, and Inclusion for analysis. (Appendices 1-3.)

3.2 Declaration Rates

The percentage of staff that have declared themselves as disabled across the workforce is 4.8%, which has increased from 3.4% in 2019. The percentage of staff that have not stated whether they are disabled is over 20% for all of the bands and within Medical and Dental. It is over 30% for bands 1-4, 8c-9 & VSM, Consultants, Career Grade and Trainee Grade doctors, with the latter being at 100%.

High proportions of staff have worked for the Trust for a long time and may not have declared their status. Some of the potential reasons why are:

- They might be ‘managing’ their condition so do not require support
- Do not class themselves as Disabled
- Might not see the benefits of declaring
- Worry about the repercussions of declaring

Self-declaration has been discussed at the EDI Standards Workstream meetings and is a standing item on the place based EDI Leads meeting agenda. Managers have held discussions with staff around the benefits of self-declaring their equality monitoring information.

The three Staff Networks and the EDI Standards Workstream have co-produced a Myth Busting leaflet for wide dissemination, which is being developed by the EDI and Improvement and Culture Teams. This should be ready by 31 August 2020. It is hoped that this can be launched by an Executive Director promoting the benefits of self-declaration.

Information on how to join the WDES seminars which provide information on a varied of issues is sent directly to DAWN the EDI Standards Workstream and promoted in the relevant Newsletters.

Areas of Deterioration

3.3 Relative likelihood of Disabled staff entering the formal capability procedure

This has increased significantly since 2019 from 3.57 to 7.06 in 2020.

3.4 Harassment, bullying or abuse

The number of staff experiencing harassment, bullying or abuse from managers in the last 12 months has seen a slight increase from 13.5% in 2019 to 14.6% in 2020.

The number of staff saying they or a colleague reported this behaviour in the last 12 months has substantially decreased from 60.3% in 2019 to 53.8% in 2020.

3.5 Career Progression and Promotion

There has been a significant decrease in this area with Disabled staff not believing the Trust provides equal opportunities for career progression or promotion changing from 87.7% in 2019 to 84.8% in 2020.

3.6 Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated

There has been a 1% decrease from 2019 to 2020.

Areas of improvement

- 3.7** The percentage of Disabled staff in each pay band for non-clinical staff has increased since 2019, apart from Bands 5 -7 which has seen a 2.1% drop. The overall Disabled Clinical workforce has seen a slight rise.

- 3.8** The number of Disabled staff being shortlisted (221 in 2019 and 311 in 2020) and appointed from shortlisting (18 in 2019 and 31 in 2020) has significantly increased. The relative likelihood compared to non-disabled staff has marginally increased (0.08 in 2019 and 0.10 in 2020.)
- 3.9** There has been a decrease for both non-disabled and disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months, the decrease is 6.5% for disabled staff and 3% for non-disabled staff.
- 3.10** Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months has decreased from 18.6% in 2019 to 16% in 2020.
- 3.11** The 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 has seen a significant decrease of 7.1%.
- 3.12** Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which the organisation values their work has positively increased by 4%.
- 3.13** Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work has risen to 76.9% for 2020 compared to 74.6% in 2019.

4 Consultation

The outcome of the data analysis was discussed at the August EDI Standards Workstream meeting and the DAWN Staff Network to obtain an initial observation regarding the changes in the data.

5 Conclusion

There has been a significant improvement across the metrics, which demonstrates the work that has been undertaken within the Trust to improve the experience of Disabled staff. Whilst there are many areas of improvement, some metrics have seen deterioration and these shall be the focus of the action plan.

The Care Groups hold regular EDI focused meetings where the WDES is a standing agenda item for them to incorporate into their local action plans. Further work is required to ensure that Corporate Services incorporate the WRES into their team meetings.

6 Recommendations

The Board is asked to review the data, its implications, agree on the action plan and sign off the information presented prior to submission through the Strategic Data Collection Service by 31 August 2020 and the Trust's website by 30 September 2020.

List of Appendices

Appendix 1 - WDES On-line Reporting Questions

Appendix 2 - WDES Recording Spreadsheet

Appendix 3 - WDES Data Table

Appendix 4 - WDES 2019 Action Plan

Virginia Golding
Head of Equality, Diversity and Inclusion

August 2020