

Report to:	Quality and Risk Committee and Trust Board	Date: 12th August 2022
Report from:	Oonagh Monkhouse, Director of Workforce and OD and Onika Patrick-Redhead, Head of EDI	
Principal Objective/Strategy:	Review and approval of the April 21/March 22 WDES Data submission and action plan	
Title:	WDES Data submission and Action Plan 2022/2023	
Board Assurance Framework Entries:	Staff Engagement Retention Recruitment Improve Equality, Diversity & Inclusion	
Regulatory Requirement:	WDES Equality Act Public Sector Equality Duty	
Equality Considerations:	Supports the delivery of the Trust's WDES and EDS goals. This report supports the requirements laid out in the Equality Act 2010 and the Public Sector Equality Duty. This report provides assurance that the Trust is complying with NHS Workforce Equality Standards as outlined in the NHS Standard Contract.	
Key Risks:	<ul style="list-style-type: none"> • Staff retention • Staff engagement • Patient experience • Quality and Safety of services provided • 	
For:	Noting the progress of 2021/22 WDES action plan Noting the 2022/23 WDES data submission and Approval of action plan	

1. Purpose of the report

The purpose of this report is to provide assurance that the Trust is meeting its compliance requirement under the NHS Workforce Disability Equality Standard (WDES). This report provides the Trust's data and analysis of its workforce in relation to disabled and non-disabled staff. The workforce data relates to the period April 2021 to March 2022, the action plan is dated 2022/2023.

Our Disability and Difference and working carers Network and EDI Steering Committee have reviewed and contributed to the action plan.

2. Background

The WDES, like the NHS Workforce Race Equality Standard enables NHS organisations to better understand the experiences of their disabled staff. The WDES is designed to improve workplace experience and career opportunities for disabled people working for or seeking employment within the NHS. It will also support positive change for all existing employees by creating a more inclusive environment for Disabled staff. Using the WDES, WRES and the Gender Pay reports, as an organization we will be able to recognise and understand the importance of intersectionality within the workplace.

An important achievement to note for the Trust over the last year is the launch and re-branding of the Trust Disability Staff Network – Disability and Difference and working carers Network. The Network is focused on becoming a community of staff (disabled and non-disabled staff) that raises awareness of disabled people and working carers in supporting the Trust to transform culture and perceptions of disability and its ability.

The Network will help support the organisation to adopt a model of Disability, which will enable RPH to actively identify the barriers that exist within the Trust, that impede the aspirations and progress of disabled staff. This includes recognition, that barriers are not only physical; they are socially constructed through practice and policy.

Working co-productively with DaD and working carers, the Trust has an opportunity to drive real change and positively improve staff and patient experience for disabled colleagues.

2.1 Outcomes of WDES

What outcomes are intended by the WDES?

- Better understanding of the issues faced by disabled staff and an increased understanding of disabled patients' needs and patient outcomes.
- Key areas highlighted by the Metrics e.g., career development, appraisals, capability, and recruitment processes are acted upon.
- Consideration of disabled staff representation at all levels throughout the organisation and reduction of any barriers which stand in the way of their career progression.
- Positive change through action plans to enable a more inclusive environment for disabled people working in the NHS.
- Support an increased focus on Disability and the voices of disabled staff.
- Improvement of disability declaration rates on Electronic Staff Records (ESR).
- There are several initiatives in place at Royal Papworth Hospital (RPH) at improving the experience of staff with a disability:
- Mindful Employer - this promotes good mental health in the workplace, in the form of the Psychological Wellbeing Service and Employee Assistance Programme.
- Compassionate and Collective Leadership Programme, a programme that's aim is to embed a culture that enables the delivery of continuously improving, high quality, safe and compassionate care. The values and behaviour framework have been developed to support an inclusive and compassionate culture.

3. WDES Indicators

There are ten Metrics that make up the NHS WDES comprising:

- Workforce Metrics 1 – 3, 5 and 8
- Staff Survey Metrics 4, 6 – 7, and 9
- Board representation Metric 10
- Engagement and Voices of Disabled staff Metric 9

The ten Workforce Disability Equality Standard Metrics are:

METRIC	WDES METRIC DESCRIPTION
The following three workforce metrics compare the data for both disabled and non-disabled staff.	
Metric 1	Percentage of staff in Agenda for Change 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.
Metric 2	Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.
Metric 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.
The following four NHS Staff Survey metrics compare the responses for both disabled and non-disabled staff.	
Metric 4	Percentage of disabled staff, compared to non-disabled staff, experiencing harassment, bullying or abuse from; i) patients/service users, their relatives or other members of the public, ii) managers and iii) other colleagues. 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.
Metric 5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
Metric 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.
Metric 7	Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.
The following NHS Staff Survey metric only includes the responses of disabled staff.	
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work.
Part a) compares staff engagement scores for disabled and non-disabled staff and the overall trust's score. Part b) will request trust's to explain what action is planned to address any gaps in their WDES annual reports.	
Metric 9	The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. Has your trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (Yes) or (No)
This metric compares the difference for disabled and non-disabled staff.	
Metric 10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by: <ul style="list-style-type: none"> ▪ Voting membership of the Board ▪ Executive membership of the Board

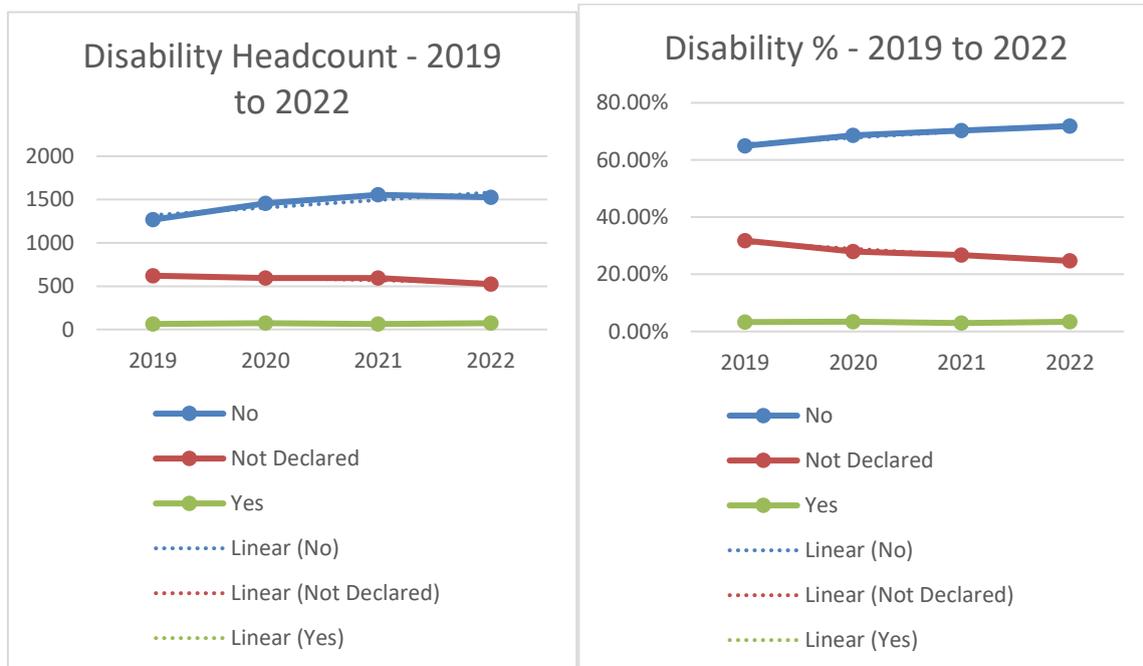
RPH Workforce analysis.

Headcount

Disability?	2019	2020	2021	2022
No	1268	1455	1555	1526
Not Declared	621	594	593	524
Yes	64	73	65	73
Grand Total	1953	2122	2213	2123

Percentage

Disability?	2019	2020	2021	2022
No	64.93%	68.57%	70.27%	71.88%
Not Declared	31.80%	27.99%	26.80%	24.68%
Yes	3.28%	3.44%	2.94%	3.44%
Grand Total	100.00%	100.00%	100.00%	100.00%



Source: Electronic Staff Records (ESR); Human Resources and workforce databases

Employees are asked at the recruitment stage to declare whether they consider themselves to have a disability. This can be updated during employment. 25% of our staff have opted not to declare whether they have a disability or not this has gone down from 27% during 2021/2022. 72% declare that they do not have a disability.

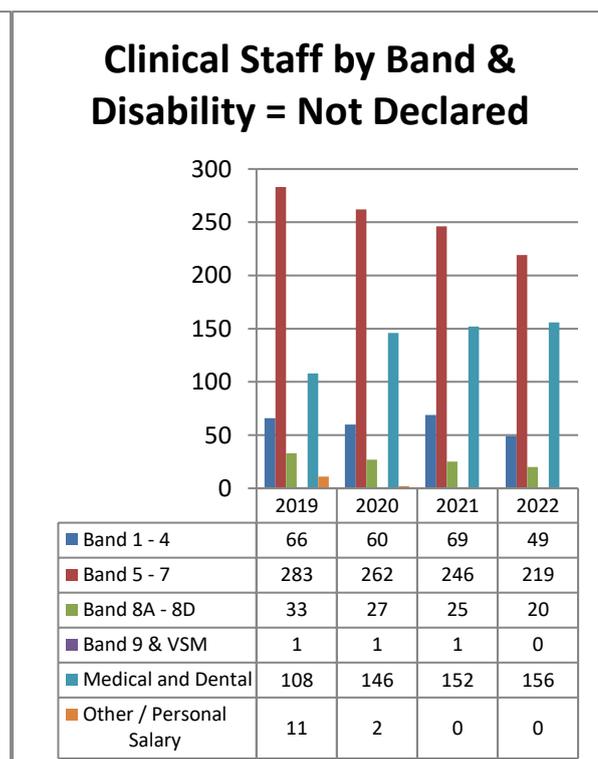
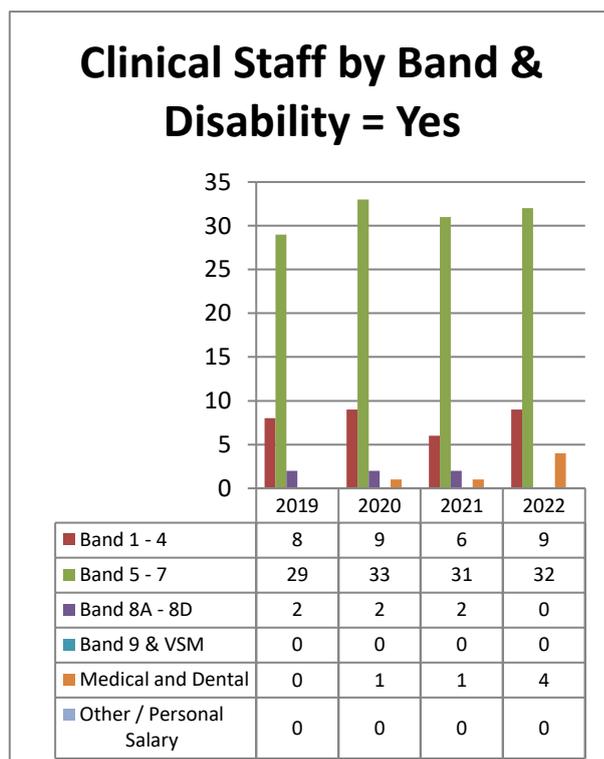
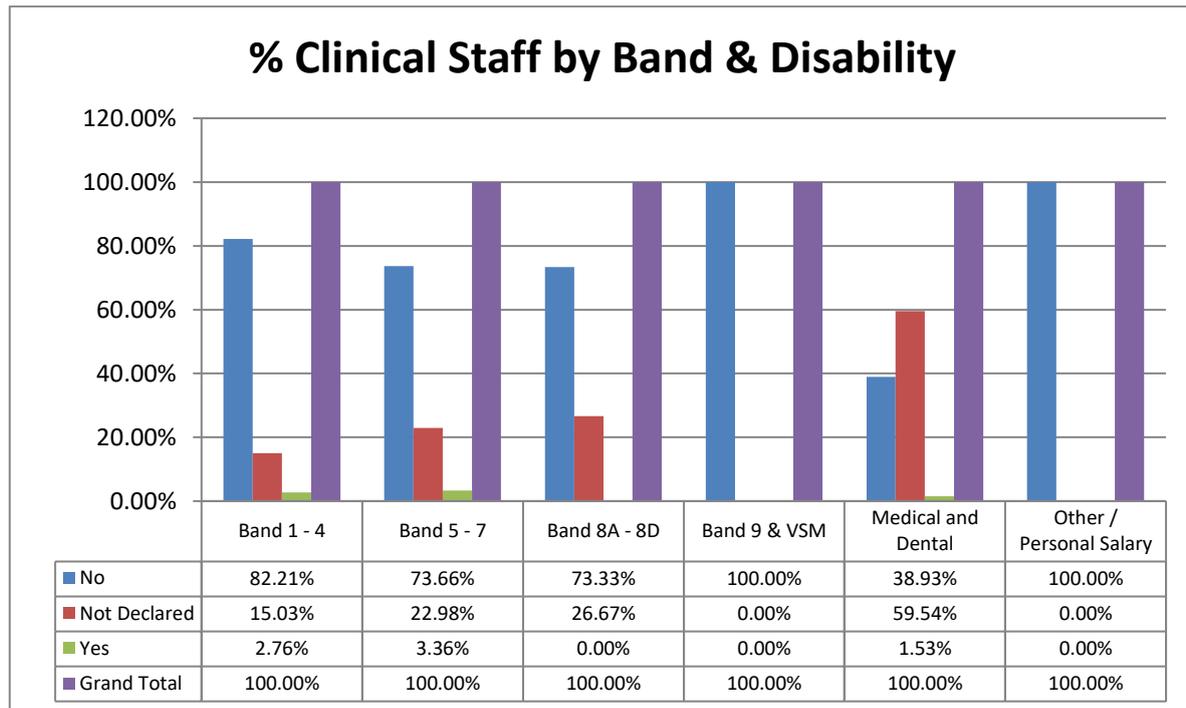
Only 3% of our workforce declare in their ESR record that they have a disability. However, in the annual staff survey a much higher percentage of staff (21%) state that they consider themselves to have a long-term health condition. This is a key priority for our Disability Staff Network and within the WDES Action Plan.

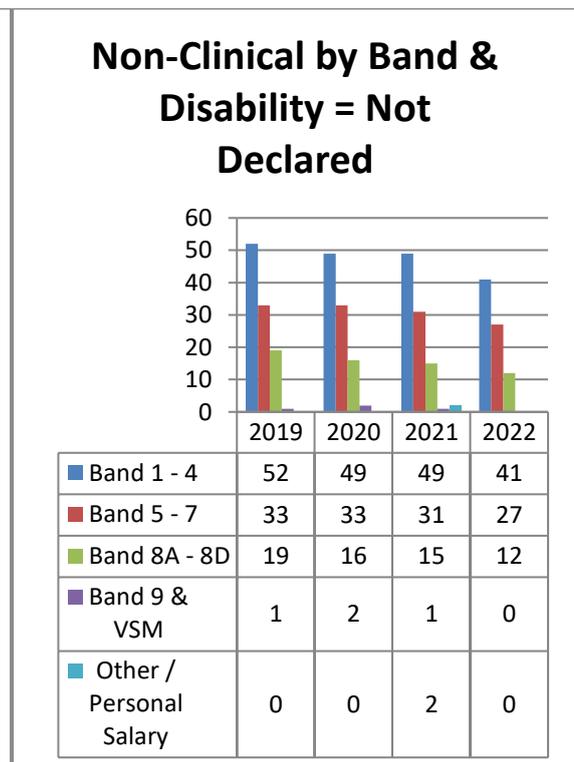
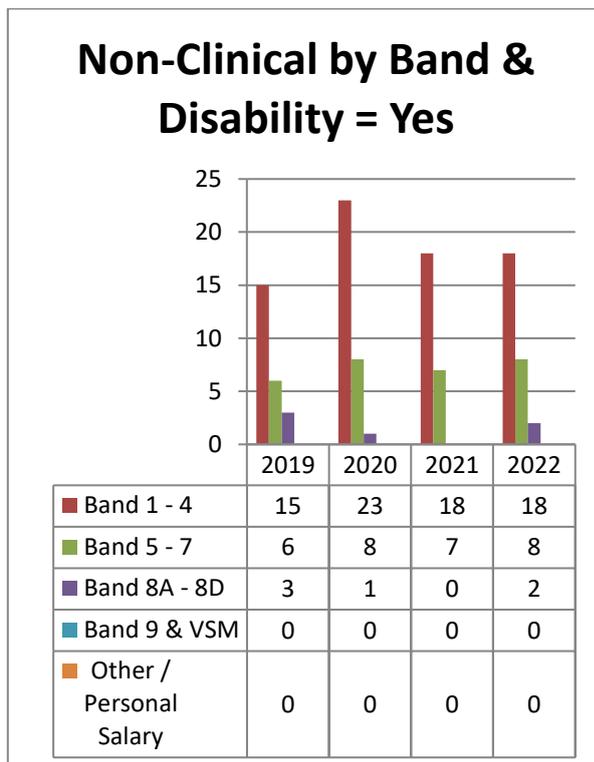
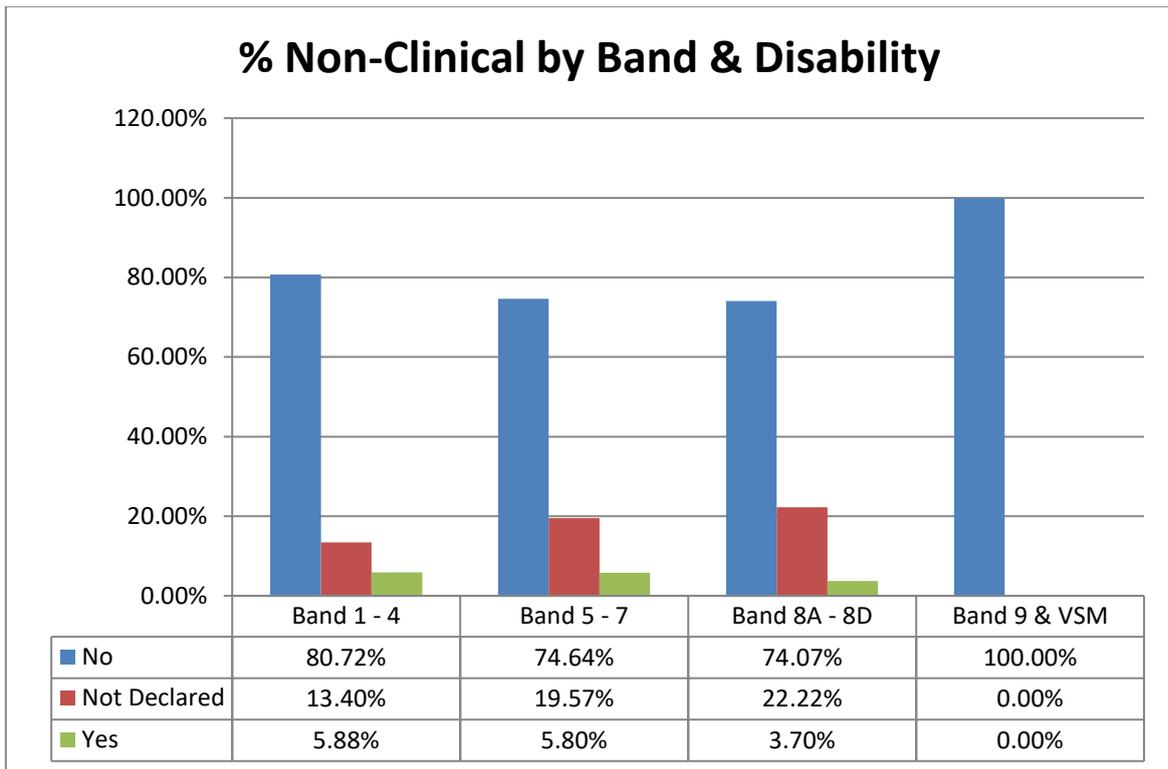
3.1 Workforce Disability Equality Standard (WDES) – Analysis

The Trust has used April 21 to March 22 data to produce this report, as per the national requirements.

WDES Metrics 1-3 compare the data for both disabled and non-disabled staff:

Metric 1: Percentage of staff in Agenda for Change 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.





Analysis: The data shows the disability disclosure rates across all pay grades. To note there has not been much change over the past four years. The action plan does address actions the Trust will be taking to help with this.

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

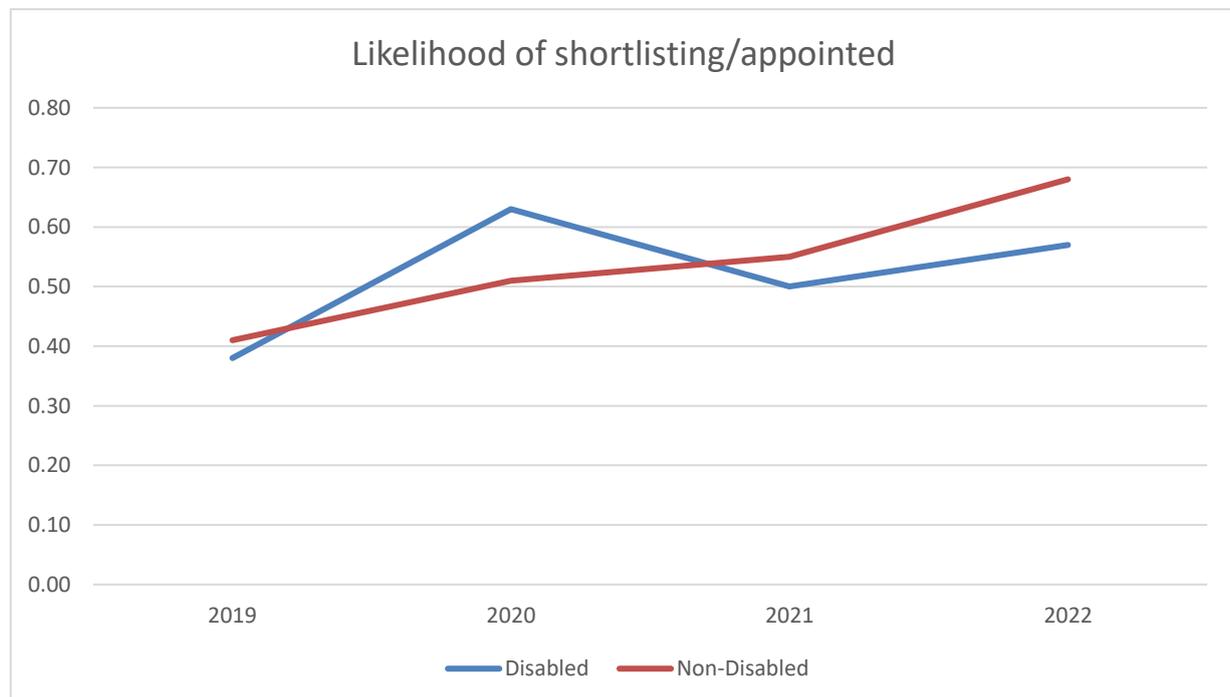
The table below shows the relative likelihood of disabled applicants compared to non-disabled applicants being appointed from shortlisting across all post.

Applicants Appointed from Shortlisting

2022

Disability	Shortlisted	Hired	Ratio
No	1285	868	0.68
Not Declared	24	12	0.50
Prefer Not To Answer	1	0	0.00
Unspecified	8	6	0.75
Yes	51	29	0.57

Likelihood of shortlisting/appointed	2019	2020	2021	2022
Disabled	0.38	0.63	0.50	0.57
Non-Disabled	0.41	0.51	0.55	0.68



Analysis: The data shows there has been an improvement in appointment over the past four years for both disabled and non-disabled colleagues. As part of the fairer recruitment work that the Trust will be undertaking over the next year, we hope this continues to improve.

Metric 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.

The table below shows data relating to staff who have entered the formal capability process:

Employees Entering the Formal Capability Process

2022

Capability	Avg. Number Staff Entering Formal Capability	Of these, avg. number on grounds of ill health	Ratio
Yes	1.00	0.50	0.01
Not Declared	5.50	4.50	0.00
No	13.50	10.00	0.00

Analysis: The data shows the average number of staff entering the formal capability over the last two years. Further exploratory work will be undertaken in our WDES Action plan to understand disabled staff's experience of the capability process.

Note: As required by NHSE the data collected for this metric is based on a two-year rolling average of the current and previous year. (April 2020 to March 2021 and April 2021 to March 2022). The data is then auto calculated to give the average and ratio.

The following four WDES metrics are NHS Staff Survey¹ indicators that compare the responses for both disabled and non-disabled staff at RPH:

Metric 4, 5, 6, 7, 8 and 9a		2020 Staff Survey Results ²	2021 Staff Survey Results ³	Analysis
Metric 4 a	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:	Patients/service users, their relatives, or other members of the public:	Disabled and non-disabled staff experienced bullying, harassment and abuse from patients and service users. However, the results show an increase from 2020, for disabled staff by, 4%, there is also a wider gap in experience, this gap is almost 6%
	i) patients/service users, their relatives or other members of the public,	Disabled - 20.2% Non-Disabled 18.2%	Disabled – 24.1% Non-Disabled –18.5 %	
	ii) managers and	Managers: Disabled – 20.8% Non-Disabled 14.9%	Managers: Disabled –20.3 % Non-Disabled – 11.6%	
	iii) Other colleagues.	Other colleagues: Disabled – 26.2% Non-Disabled 20.7%	Other colleagues: Disabled – 29% Non-Disabled – 19.4%	
4 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.	Disabled – 44.4% Non-Disabled 41.5%	Disabled- 54 % Non-Disabled –46.9 %	Disabled staff are more likely to report an experience of harassment, bullying or abuse at work, than their non-disabled colleague. You can however see an increase in reported incidents from 2020 to 2021 of 10%.
Metric 5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled – 51.3% Non-Disabled– 53.4%	Disabled – 53.3% Non-Disabled – 58.5%	There is a 5% gap between the perception of disabled and non-disabled staff with regards career progression. An increase from 2020.
Metric 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.	Disabled – 29.7% Non-Disabled 21.7%	Disabled – 34.1% Non-Disabled – 24.3%	There has been an increase from 2020 to 2021 data relating to feeling pressured to come to work by almost 5%. The gap between disabled staff and non-disabled staff feeling pressured to come to work has also widened.
Metric 7	Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Disabled – 43.6% Non-Disabled– 51.2%	Disabled – 45.4% Non-Disabled – 50.5%	Disabled staff were less likely to feel valued in comparison to their non-disabled colleagues, with 5% difference in experience.
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work.	Disabled – 82.9%	Disabled – 80.9%	The figure has marginally decreased by 2% from 2020.
Metric 9a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	Disabled – 7.0 Non-Disabled – 7.4	Disabled – 6.9 Non-Disabled – 7.3	The figure has stayed relatively consistent over the two years.

¹ All staff survey data has been sourced from https://public.tableau.com/app/profile/piescc/viz/ST21_WDES_WRES_data_2022-03-30_PIEFH25/Aboutthesurvey

Metric 4, 5, 6, 7, 8 and 9a		2020 Staff Survey Results ²	2021 Staff Survey Results ³	Analysis
Metric 9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)	Yes	Yes	Yes, the Trust established its Disabled Staff Network in October 2020 called DaD, Disability and Difference Network. The Network, Chair and Co-chair have been working with the Trust to update our WDES Action Plan 2021/22. The Trust officially launched the Network and renamed it the Disability and Difference and working carers Network in June 2022.
Metric 10 Board Representation				Analysis
Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by:		Total number of Board members – 15 Total number of disabled staff – 1 Total number of non – disabled staff – 12 Total number unknown data relating to disability – 2		The data shows that 2 of the Trust Board data is unknown in relation to disability. 13.33% Notably, 86.67% of the Trust Board declared their disability status. An increase from last year at 73.33%.
▪ Voting membership of the Board		Disabled – 1 Non-Disabled – 10 Unknown – 2		
▪ Executive membership of the Board		Disabled – 0 Non-Disabled – 7 Unknown - 0		
▪ Non-Executive directors		Disabled – 1 Non-Disabled – 5 Unknown - 2		
▪ % difference between the voting membership and overall workforce		Disabled- 4% Non-Disabled- 5% Unknown- -9%		

4. Next Steps

The data provided in this report will be submitted to NHS England by the 31st of August, in addition, the Action Plan (Appendix 1) will also be submitted.

The WDES Action plan has been reviewed and updated in collaboration with the Disability and Difference and working carers Network. The work in carrying out these actions will be supported by the Equality, Diversity, and Inclusion Team, our WDES Action Plan focuses activity on:

- Improving staff declaration rate.
- Addressing stigma associated with disability disclosure and widen understanding of what constitutes a disability.
- Enabling disabled staff voices to be heard and valued at RPH.
- Improving Line management training, in relation to Health and Wellbeing and sickness absence management.
- Supporting the engagement activities for disabled staff and non-disabled staff to learn about barriers that exist for staff and service users.
- Supporting the organisation to be more accessible and inclusive in its policies and practices.
- Transformational Reciprocal Mentoring, an 18-month mentoring programme. Communication/ engagement/ training and review, understanding deep issues around disability.
- Ensure the Trust is Disability Confident employer, as per the DWP aspiration that every organisation should be a Disability Confident Employer. This promotes getting the right people for your business, keeping, and developing your disabled staff.
- Focus on reducing bullying and harassment.

Please also note that when reviewing Appendix 1, WDES Action plan, there are actions taken that will underpin more than 1 indicator, for example Reciprocal Mentoring.

5. Recommendations

The Committee is asked to:

- Receive and approve the publication of this report and the WDES Summary Report, to be submitted to NHS England by the 31st of August 2022.
- Endorse and Approve the WDES Action Plan for 2022/23.
- Approve publication of the updated WDES Action Plan and this report by 1st September 2022.
- Note progress of the 2021/2022 WDES Action Plan.
- To fulfil our Public Sector Equality Duties (PSED), RPH are required to demonstrate that Disabled Staff are involved in reviewing these findings and in informing and developing the actions arising from the annual data findings. The Committee can note that we reviewed the data and developed the action plan in conjunction with the DaD and working carers Network.