

Workforce Disability Equality Standards			
Meeting	Trust Board	Date	3 <sup>rd</sup> September 2020
<b>Summary of Report</b>			
The paper contains a short summary of the Trust results for this year's Workforce Disability Equality Standards (WDES) reporting.			
<b>Headlines for 2019/20 results:</b>			
<ul style="list-style-type: none"> <li>The likelihood of disabled candidates being appointed from shortlisting continues to be less likely than non-disabled candidates however the measurement has reduced from 1.66 to 1.52</li> <li>There has been a reduction of harassment, bullying or abuse from managers from 22.8% to 15.1%, or from colleagues, reduced from 33.3% to 24.4%</li> <li>The perception of disabled staff that the Trust has equal opportunities for career progression and promotion has increased from 78.3% to 83.1%</li> <li>Disabled staff are more likely to enter formal capability processes than non-disabled staff and this has increased from 2.6 to 2.83</li> <li>27.4% (last year 37.9%) of disabled staff compared with 18.4% of non-disabled staff say that they felt pressure from their manager to come to work despite not feeling well enough to perform their duties</li> <li>30.8% (last year 28.8%) of disabled staff compared with 43.4% of non-disabled staff said that they are satisfied with the extent to which the organisation values their work</li> <li>82.4 % (last year 75%) of disabled employees say that the Trust has made reasonable adjustment(s) to enable them to carry out their work</li> <li>The staff engagement score for disabled staff is 6.6 (last year 6.4) compared with 7 for non-disabled staff</li> <li>There is no one on the Trust Board with a declared disability</li> </ul>			
The WDES data in appendix B is required to be reported by the 31 <sup>st</sup> August 2020			
For Information	<input checked="" type="checkbox"/>	Assurance	<input checked="" type="checkbox"/> Discussion & input <input type="checkbox"/> Decision / approval <input checked="" type="checkbox"/>
Executive Lead	Jude Gray, HR Director		
Author	Suzie Allison-Green, HR Business Partner		
Author contact details	<a href="mailto:s.allison-green@nhs.net">s.allison-green@nhs.net</a>		
<b>Risk Implications - Link to Assurance Framework or Trust Risk Register</b>			
Risk(s) Ref	Risk(s) Description		Risk(s) Score
Legal / Regulatory / Reputation Implications	Equality Act 2010		
<b>Link to relevant CQC Domain</b>			
Safe	<input type="checkbox"/>	Effective	<input checked="" type="checkbox"/> Caring <input type="checkbox"/> Responsive <input type="checkbox"/> Well Led <input checked="" type="checkbox"/>
Link to relevant Trust Commitment			
<b>Consultations / other committee views</b>			
Executive Committee (August 2020)			
Performance, People and Place Committee (August 2020)			
Equality, Diversity and Inclusion Committee (September 2020)			
BAME Champions Group (September 2020)			

## Recommendations / Decision Required

- (a) That this year's WRES results are noted
- (b) That the action plan is agreed

## 1. Description of the issue

NHS England is supporting the Workforce Disability Equality Scheme (WDES) programme to identify and share best practice building on what trusts are doing to improve in key areas. There are ten WDES indicators including four relating to the workplace covering recruitment, promotion, career progression and staff development, as well as one which specifically measures the disability representation at board level. The remaining indicators are based on data from the NHS staff survey 2019, covering harassment, bullying or abuse from patients, relatives or the public and if reasonable adjustments have been made by the employer.

Data in the WDES report is based on information captured from the NHS Staff Survey completed in the Autumn of 2019, and self-assessed performance against the national indicators. This is the second year for the completion of the WDES and the aim is for results to be published annually in order to support organisations, particularly those with lower scores, to continuously improve standards

The WDES report gives detailed baseline data regarding workforce disability equality in specific organisations. The evidence points to disabled staff not having a voice as they are absent at leadership levels or bullied disproportionately to the rest of the workforce. This is not acceptable and providers of NHS services and system partners are expected to improve in a planned and sustained way.

Prerana Issar, NHS Chief People Officer states: *“The NHS is the largest employer in the country, with more than 1.5 million staff. We are in the unique and privileged position to advance equality by leading the way in the employment of Disabled people.”*

## 2. National Picture

In March 2020 NHS England published the first annual WDES report across the NHS. As this is the first report, this will provide the baseline for future WDES reporting and monitoring.

### Key findings from the National 2019 Workplace Disability Equality Standard report:

- Overall, 3.6% of non-clinical and 2.9% of the clinical workforce (excluding medical and dental staff) have declared a disability recorded on ESR.
- Non-disabled job applicants are 1.23 times more likely to be appointed from shortlisting compared to Disabled applicants.
- Disabled staff are 1.1 times more likely to go through formal capability processes on the basis of performance compared to non-disabled staff.
- Disabled staff are 7% points more likely to experience harassment, bullying and abuse from patients (33.8% vs 26.8%), 6.8% points more likely from managers (19.8% vs 13.0%) and 8.7% points more likely from colleagues (26.8% vs 18.1%) compared to non-disabled staff.
- Disabled staff are 7.4% points less likely to believe that their Trust provides equal opportunities for career progression or promotion compared to non-disabled staff (75.3% vs 82.7%)
- Disabled staff are 9% points more likely, compared to non-disabled staff to feel pressured to come into work despite not feeling well enough to perform their duties (32.0% vs 23.0%).
- Disabled staff are 10.7% points less likely to say that they feel their organisation valued their work when compared to non-disabled staff (37.2% vs 47.9%).
- 72.4% of disabled staff felt their employer had made adequate adjustments to enable them to carry out their work.
- Disabled staff are less likely to feel engaged with the NHS Staff Survey with an engagement score of 6.64 compared with 7.01 for non-disabled staff.
- Overall 2.1% of board members were disabled; 1% lower than the % of disabled staff in the wider workforce.

### 3. Trust Action Plan 2019/20

Following the results of the WDES information in 2019, an action plan was developed using the information to inform the priorities. The areas of focus for 2019/20 to improve were:

- Reporting of disability on ESR has increased from 63 to 73 staff, with unknowns reduced from 30% of staff to 27% of staff
- The likelihood of disabled candidates being appointed from shortlisting continues to be less likely than non-disabled however the measurement has reduced from 1.66 to 1.52
- There has been a reduction of harassment, bullying or abuse from managers from 22.8% to 15.1%, or from colleagues, reduced from 33.3% to 24.4%
- The perception of disabled staff that the Trust has equal opportunities for career progression and promotion has increased from 78.3% to 83.1%

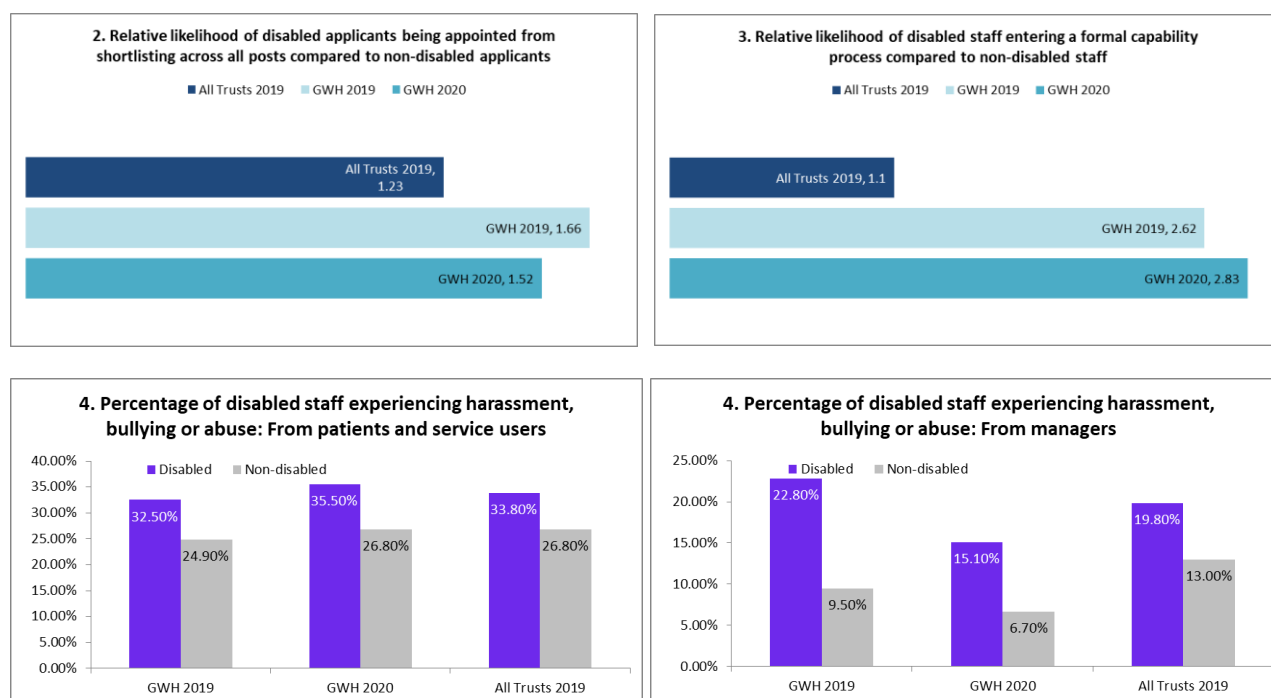
### 4. Trust Review 2019/20

The Trust results using ESR and Staff Survey this year shows that the Trust has 1% staff who are disabled, 71% who are non-disabled and 27% (reduced from 30% last year) where disability is unknown or null.

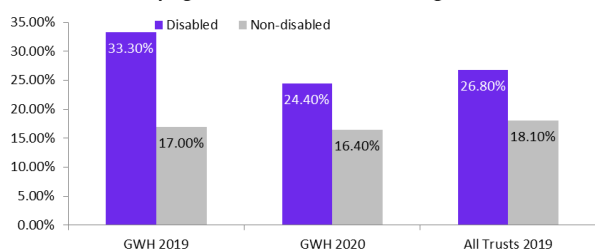
### Findings from the Trust 2019/20 Workplace Disability Equality Standard report:

#### WDES Indicators

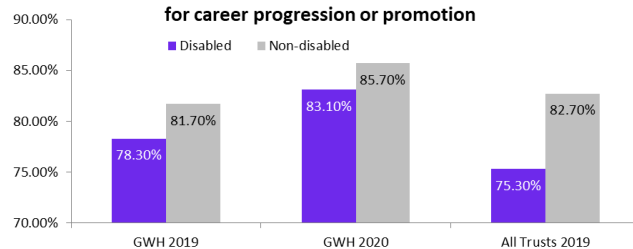
Scores are either shown as percentages or as an indicator (with a score of one being the overall aim.)



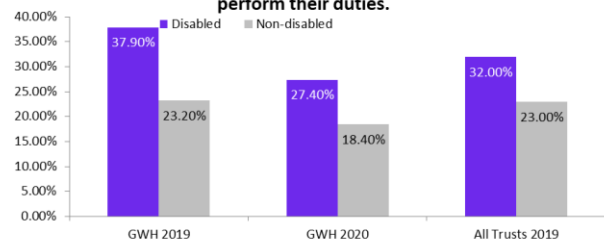
**4. Percentage of disabled staff experiencing harassment, bullying or abuse: From other colleagues**



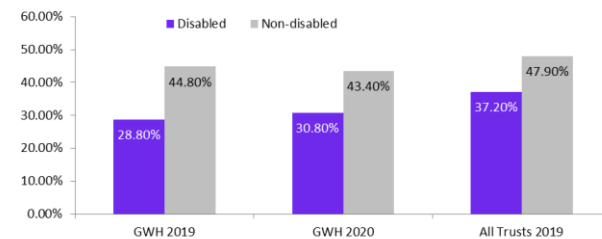
**5. Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion**



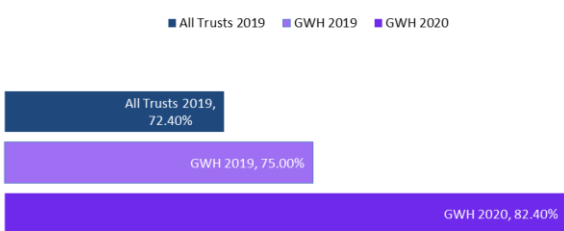
**6. Percentage of disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.**



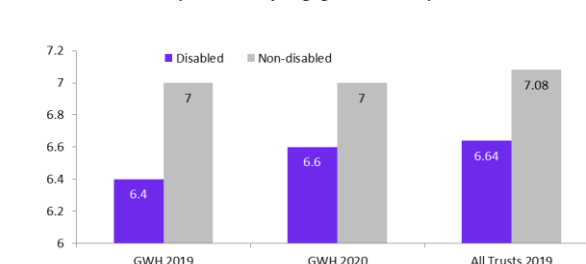
**7. Percentage of disabled staff compared with non-disabled staff saying that they are satisfied with the extent to which their organisation values their work**



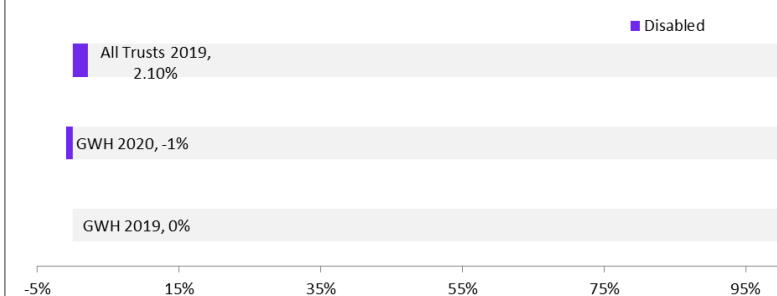
**8. Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work**



**9. NHS Staff Survey and the engagement of disabled staff (Staff Survey engagement score)**



**10. Percentage difference between the organisation's board voting membership and its organisation's overall workforce**



## WDES Indicators Comparison between 2018/19 and 2019/20 Trust Results

The results from 2019-2020 show, in general, an improving picture and below is a summary of the scores, shown as either a percentage or as an indicator (with a score of one being the overall aim).

Ref	WDES Indicator	Score
1	Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.	GWH 2020 1% GWH 2019 1%
2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.	GWH 2020 1.52 GWH 2019 1.66
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.	GWH 2020 2.83 GWH 2019 2.62
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	GWH 2020 35.5% GWH 2019 32.5%
4	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: ii. Managers iii. Other colleagues	ii. GWH 2020 15.1% GWH 2019 22.8% iii. GWH 2020 24.4% GWH 2019 33.3%
5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	GWH 2020 15.1% GWH 2019 22.8%
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.	GWH 2020 27.4% GWH 2019 37.9%
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.	GWH 2020 30.8% GWH 2019 28.8%
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	GWH 2020 82.4% GWH 2019 75.00%
9	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)	GWH 2020 6.6 GWH 2019 6.4
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce	GWH 2020 0% GWH 2019 0%

### Key

Improvement on previous year
Similar to previous year
Deterioration on previous year

## 11. Action Plan

The Trust has successfully bid for funds to employ for 12 months an Equality, Diversity and Inclusion (EDI) lead to support the progress of the broader EDI agenda. This role will help to positively promote and embed EDI principles into everything we do and support staff with protected characteristic.

Following the results of the 2019/20 WDES Appendix B, there is a proposed 2020/21 WDES action plan for the Equality, Diversity and Inclusion Committee, found at Appendix A, to progress and monitor.

Areas of focus to improve are:

- Reporting of disability and reducing the number of reported unknowns
- Likelihood of disabled staff being appointed from shortlisting
- Reduction of harassment, bullying or abuse from manager or colleagues

## Appendix A: WDES Action Plan 2020/21

Action	Indicators related to	Impact/Measure	Lead	Timescales
Recruitment of Equality, Diversity and Inclusion Lead	All	<ul style="list-style-type: none"> <li>Appointment of candidate</li> <li>Lead on the EDI agenda</li> <li>Promote and improve the experiences of staff from all protected characteristic groups measured by Staff Survey and WDES data</li> </ul>	Associate Director of HR	September 2020 (Candidate in post by November 2020)
Launch a campaign to encourage staff to update the personal information on ESR	1	<ul style="list-style-type: none"> <li>Increased communication to staff regarding the importance of reporting and updating personal information</li> <li>Use targeted emails to contact staff showing as "Not Known" in any of the protected characteristic monitoring information fields on ESR to ask them to update their details.</li> <li>Decrease unknown/null figures by 5% (currently 27%)</li> </ul>	HR Systems / Corporate HR BP	March 2021
Introduce a training programme for recruiting managers to ensure they are following best practice. ("License to Recruit" programme). This will include unconscious bias training	All	<ul style="list-style-type: none"> <li>Implement "License to Recruit" training programme</li> <li>Monitor make up of recruitment panels and to ensure that that a least 1 member of the panel has completed the "License to Recruit" training</li> <li>Increase the likelihood of disabled candidates being appointed following shortlisting (WDES)</li> </ul>	Head of Recruitment	Training to be implemented from November 2020  All panels to include a trained license to recruit panel member from April 2021
Develop, introduce and promote a Trust Inclusivity Network which has a key role in developing and overseeing the implementation of action plans to improve the experiences of staff from all protected characteristic groups	All	<ul style="list-style-type: none"> <li>Utilise the Inclusivity Network in on-going work to support the action plan of the WDES</li> <li>Support the promotion of EDI work and improve the experience for staff</li> <li>Reduce the % of disabled staff experiencing bullying and harassment <ul style="list-style-type: none"> <li>32.5% patient</li> <li>15.1% Manager</li> <li>24.4% Colleagues</li> </ul> </li> </ul>	EDI Lead Head of Communication	March 2021
Achieve Disability Confident level 2	2	<ul style="list-style-type: none"> <li>Improved recruitment processes to ensure attraction of diverse candidates</li> <li>Promote best practice standards in line with the level 2 requirements</li> <li>Increase the likelihood of disabled candidates being appointed following shortlisting (WDES)</li> </ul>	Head of Recruitment	December 2021
Provide regular WDES related information to show disability profile in the Workforce Report to include details of disability for disciplinary, CPD and all WDES data	All	<ul style="list-style-type: none"> <li>Greater awareness to Trust Board and Senior Leaders around equality issues and include information in monthly Workforce Report</li> <li>Increase overall visibility of ED&amp;I at Trust Board and Senior Leaders with ED&amp;I topics on agenda quarterly</li> <li>To continue to embed Equality, Diversity and Inclusion into strategic decision making committees and forums</li> </ul>	EDI Lead HR Systems	December 2021

## Appendix B – 2020 WDES reporting data

Trust **GREAT WESTERN HOSPITALS NHS FOUNDATION TRUST** **RN3**

Please select Trust from drop down bar. If your Trust is not listed due to a recent merger or otherwise, please contact data collections.  
Contact details on the Cover tab.

				Snapshot of data as at 31st MARCH 2020							
METRIC	INDICATOR	DATA ITEM	MEASURE	Disabled staff		Non-disabled staff		Unsure/unknown or null		Overall	
				# DISABLED	% DISABLED	# NON-DISABLED	% NON-DISABLED	# UNKNOWN/ NULL	% UNKNOWN/ NULL		TOTAL
1	Percentage of staff in A/C paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.	1a) Non Clinical Staff									
		1 Under Band 1	Headcount	0	0.0%	11	84.6%	2	15.4%	13	
		2 Bands 1	Headcount	0	0.0%	1	100.0%	0	0.0%	1	
		3 Bands 2	Headcount	14	3.1%	321	70.2%	122	26.7%	457	
		4 Bands 3	Headcount	6	1.3%	236	74.7%	74	23.4%	316	
		5 Bands 4	Headcount	5	3.5%	85	59.3%	52	36.6%	142	
		6 Bands 5	Headcount	3	3.4%	68	76.4%	18	20.2%	89	
		7 Bands 6	Headcount	2	3.1%	43	66.2%	20	30.8%	65	
		8 Bands 7	Headcount	0	0.0%	34	70.8%	14	29.2%	48	
		9 Bands 8a	Headcount	0	0.0%	39	76.5%	12	23.5%	51	
		10 Bands 8b	Headcount	0	0.0%	18	90.0%	2	10.0%	20	
		11 Bands 8c	Headcount	0	0.0%	12	75.0%	4	25.0%	16	
		12 Bands 8d	Headcount	0	0.0%	7	77.8%	2	22.2%	9	
		13 Bands 9	Headcount	0	0.0%	5	71.4%	2	28.6%	7	
		14 VSM	Headcount	0	0.0%	5	100.0%	0	0.0%	5	
		15 Other	Headcount	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	
		16 Cluster 1(Under Band 1, Bands 1-4)	Total	25	2.7%	654	70.4%	250	26.8%	929	
		17 Cluster 2 (Band 5 - 7)	Total	5	2.5%	145	71.8%	52	25.7%	202	
		18 Cluster 3 (Bands 8a- 8b)	Total	0	0.0%	57	80.3%	14	19.7%	71	
		19 Cluster 4 (Bands 8c- 9 & VSM)	Total	0	0.0%	29	78.4%	8	21.6%	37	
2	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated.	1b) Clinical Staff									
		20 Under Band 1	Headcount	0	0.00%	18	95.7%	3	14.2%	21	
		21 Bands 1	Headcount	0	0.00%	2	100.00%	0	0.00%	2	
		22 Bands 2	Headcount	7	1.17%	443	73.96%	149	24.87%	599	
		23 Bands 3	Headcount	4	1.36%	213	72.20%	78	26.44%	295	
		24 Bands 4	Headcount	2	0.81%	176	71.54%	68	27.64%	246	
		25 Bands 5	Headcount	10	1.12%	599	67.45%	279	31.42%	888	
		26 Bands 6	Headcount	12	1.53%	530	67.43%	244	31.04%	786	
		27 Bands 7	Headcount	1	0.28%	225	65.63%	121	33.89%	257	
		28 Bands 8a	Headcount	1	1.14%	56	63.64%	31	36.23%	88	
		29 Bands 8b	Headcount	0	0.00%	9	47.37%	10	52.63%	19	
		30 Bands 8c	Headcount	0	0.00%	7	77.78%	2	22.22%	9	
		31 Bands 8d	Headcount	0	0.00%	2	100.00%	0	0.00%	2	
		32 Bands 9	Headcount	0	0.00%	1	100.00%	0	0.00%	1	
		33 VSM	Headcount	0	0.00%	1	100.00%	0	0.00%	1	
		34 Medical & Dental Staff, Consultants	Headcount	1	0.44%	179	78.51%	48	21.05%	228	
		35 Medical & Dental Staff, Non-Consultants career grade	Headcount	1	0.95%	83	79.05%	21	20.00%	105	
		36 Medical & Dental Staff, Medical and dental trainee grades	Headcount	4	1.26%	280	88.05%	34	10.69%	318	
		37 Other	Headcount	0	0.00%	1	10.26%	6	65.71%	7	
		38 Cluster 1(Under Band 1, Bands 1-4)	Total	13	1.12%	852	73.28%	298	25.62%	1163	
39 Cluster 2 (Band 5 - 7)	Total	23	1.13%	1364	67.16%	644	31.71%	2031			
40 Cluster 3 (Bands 8a- 8b)	Total	1	0.93%	65	60.75%	41	38.32%	107			
41 Cluster 4 (Bands 8c- 9 & VSM)	Total	0	0.00%	11	84.62%	2	15.38%	13			
42 Cluster 5 (Medical & Dental Staff, Consultants)	Total	1	0.44%	179	78.51%	48	21.05%	228			
43 Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	Total	1	0.95%	83	79.05%	21	20.00%	105			
44 Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	Total	4	1.26%	280	88.05%	34	10.69%	318			
3	Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.	45 Number of shortlisted applicants	Headcount	234		5129		86			
		46 Number appointed from shortlisting	Headcount	19		656		5			
		47 Likelihood of shortlisting/appointed	Auto-Calculated	0.08		0.12		0.05			
		Note: (i) This refers to both external and internal posts. (ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the VDES Online Survey to ensure comparability between organisations.									
4	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	48 Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	Auto-Calculated	152							
		49 Number of staff in workforce	Auto-Calculated	73		3729		149			
		50 Number of staff entering the formal capability process	Headcount	2		36		6			
		51 Likelihood of staff entering the formal capability process	Auto-Calculated	0.03		0.01		0.00			
5	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	52	Auto-Calculated	2.83							
		Note: (i) This Metric will be based on data from a two-year rolling average of the current year and the previous year (2018/19 and 2019/20). (ii) This Metric was voluntary in year one and is now									
6	Metrics 4, 5, 6, 7, 8 and 9a are collected as part of the NHS Staff Survey. As the results of these are published on the NHS Staff Survey website, you are not required to enter data for these metrics as part of completing your submission. Visit the following link to view your data for your Action Plans: <a href="http://www.nhsstaffsurveyresults.com/">http://www.nhsstaffsurveyresults.com/</a>										
7	b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no) Note: For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your VDES annual report. If no, please include what action is planned to address this gap in your VDES annual report. Examples can be found in the 2019 Annual Report.	53	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)	(yes) or (no)							
8	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated.	54	Total Board members	Headcount	0		13		0		13
		55 of which: Voting Board members	Headcount	0		4		0		4	
		56 of which: Non Voting Board members	Auto-Calculated	0		9		0		9	
		57 Total Board members	Auto-Calculated	0		13		0		13	
		58 of which: Exec Board members	Headcount	0		5		0		5	
		59 of which: Non Executive Board members	Auto-Calculated	0		8		0		8	
		60 Number of staff in overall workforce	Auto-Calculated	73		3729		149		5211	
		61 Total Board members - % by Disability	Auto-Calculated		0%		100%		0%		
		62 Voting Board Member - % by Disability	Auto-Calculated		0%		100%		0%		
		63 Non Voting Board Member - % by Disability	Auto-Calculated		0.00%		100%		0%		
		64 Executive Board Member - % by Disability	Auto-Calculated		0%		100%		0%		
		65 Non Executive Board Member - % by Disability	Auto-Calculated		0%		100%		0%		
		66 Overall workforce - % by Disability	Auto-Calculated		1%		71%		27%		
		67 Difference (Total Board - Overall workforce)	Auto-Calculated		-1%		29%		-27%		
		68 Difference (Voting membership - Overall Workforce)	Auto-Calculated		-1%		29%		-27%		
		69 Difference (Executive membership - Overall Workforce)	Auto-Calculated		-1%		29%		-27%		

