

Workforce Disability Equality Standard (WDES) Summary Report 2018-19

Presented for:	Approval
Presented by:	Simon Howard – Equality, Diversity and Inclusion Lead
Scrutinised by:	Hospital Management Committee People and Performance Committee
Strategic goal:	Recruiting, developing and retaining our workforce
Date:	26 th July 2019
Regulatory relevance:	Equality and Diversity Human Rights Commission Care Quality Commission
NHS Constitution delivery	The NHS provides a comprehensive service, available to all The NHS is accountable to the public, communities and patients that it serves
Equality and Diversity	This report reflects equality and diversity requirements throughout
Freedom of Information Release	This report can be released under the Freedom of information Act 2000
Private Debate	This report is being considered in the private section of the Board due to Commercial Confidentiality.

<sections and paragraphs should be numbered for ease of reference>

Summary

The Trust is required under the NHS England Workforce Disability Equality Standard to submit an annual online report. The report summarises the Trust's position in the previous financial year and provides a conclusion for the information.

Integrated Performance Report

Not required

Board Assurance Framework Context

Contribution to achievement of strategic objectives, identified risks and mitigating actions.

Key Points for Decision and Discussion

- Understanding of the Trust's position in relation to the Workforce Disability Equality Standard as at 31 March 2019

Action required from the Board of Directors

- To read and approve the content of the report for publication on the Trust website and submission to NHS England

The following papers make up this report

- Workforce Disability Equality Standard (WDES) Summary Report 2018-19
- WDES Data Sheet

Simon Howard

Equality, Diversity and Inclusion Lead

Contents

1 Overview

2 Online Report

2.1 Trust Information

2.2 Data Quality

2.3 Metric 1 - Workforce representation

2.4 Metric 2 – Shortlisting

2.5 Metric 3 - Capability

2.6 Metric 4 - Harassment, bullying and abuse

2.7 Metric 5 - Career promotion and progression

2.8 Metric 6 - Presenteeism

2.9 Metric 7 - Staff satisfaction

2.10 Metric 8 - Reasonable adjustments

2.11 Metric 9 - Disabled staff engagement

2.12 Metric 10 - Board representation

3 Conclusion

Appendix 1 Non-Clinical Staff

Appendix 2 Clinical Staff – Not Including Medical and Dental

Appendix 3 Medical and Dental

Appendix 4 WDES Datasheet

1. Workforce Disability Equality Standard (WDES)

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures that will enable NHS organisations to compare the experiences of disabled and non-disabled staff. The Trust will use this information to develop an action plan to demonstrate progress against the indicators of disability equality.

The WDES has been commissioned by the Equality and Diversity Council (EDC) and developed through a pilot and extensive engagement with Trusts and key stakeholders. It is mandated through the NHS Standard Contract.

This document provides the Trust's responses to the WDES Online Report and allows the Trust to identify which pay points under or over represent each group in comparison with the average representation for that staff group.

The collection of this data was carried out in accordance with the WDES guidance provided by NHS England for the period 1st April 2018 to 31st March 2019.

2. Online Report

2.1 Trust Information

1. Name of organisation: North West Anglia NHS Foundation Trust

2. Date of report 27th July 2019

3. Name and title of the Board lead for the Workforce Disability Equality Standard

Louise Tibbert, Director of Workforce and Organisational Development

4. Name and contact details of the lead compiling this report

Simon Howard, Equality, Diversity and Inclusion Lead. - simon.howard2@nhs.net

Peterborough City Hospital, Bretton Gate, Peterborough, PE3 9GZ

5. Does your organisation participate in any programmes or initiatives that are focused on disability equality and inclusion?

6. Name and contact details of the commissioner(s) this report will be sent to

Somitra Kawal, NHS Cambridgeshire and Peterborough CCG - soomitra.kawal@nhs.net

7. Unique URL link, or existing web page, on which the WDES Metrics data and associated Action Plan will be published

<https://www.nwangliaft.nhs.uk/advice-support/equality-diversity/>

8. Date of Board meeting at which organisation's WDES Metrics data and action plan were, or will be, ratified.

30th July 2019 – Data, 24th September 2019 – Action Plan

9. Total number of staff employed within the organisation on 31 March 2019 with Overall percentage of staff in the following groups:

Disabled	Non-disabled	Unknown/Null	Other	Prefer not to say
2.5%	64.7%	32.7%	0.00%	0.1%

2.2 Data quality

10. Did your organisation undertake the NHS Staff Survey in the past year? Yes

If yes, did your organisation undertake a full or sample staff survey? Full

11. Give the total number and % of responses to the NHS Staff Survey in your organisation e.g. survey sent to 1000 staff – 400 (40%) returned 2180 and 33.57%

12. Give the total number and % of Disabled staff responses to the NHS Staff Survey in your organisation e.g. 80 Disabled staff responded - 20% of survey respondents. 350 and 16.06%

13. Do your staff have access to the ESR self-service portal? Yes

2.3 Metric 1 - Workforce representation

14. Please describe any challenges that your organisation has experienced in reporting data for this Metric

None

15. Have any steps been taken in the last 12 months within your organisation to improve the declaration rate for disability status on ESR?

- Information request to all staff periodically
- Collection of demographic monitoring at recruitment and induction

16. Please share any examples of interventions that have increased declaration rates at your organisation

- Direct email to all staff to requesting demographic information helped to increase declaration rates
- Collection of demographic monitoring at recruitment and induction

2.4 Metric 2 – Shortlisting

17. Please describe any challenges that your organisation has experienced in reporting data for this Metric

None

18. Has your organisation signed up to the Disability Confident Scheme? Yes

If yes, what level of Disability Confident accreditation does your organisation currently hold? Committed

19. Does your organisation use a Guaranteed Interview Scheme? Yes

2.5 Metric 3 - Capability

20. Did your organisation submit data for Metric 3 this year? Yes

If yes, please describe any challenges that your organisation has experienced in reporting data for this Metric. If no, please explain why you did not submit data for this year.

None

Is capability on the grounds of ill health and capability on the grounds of performance managed by different policies in your organisation? Yes

If yes, please state the policies

- Sickness Absence and Attendance Policy
- Performance and Capability Policy

21. What are your views about including capability on the grounds of ill health and performance as two parts of a future Metric?

The Trust is committed to provide as comprehensive a set of data as is possible. Clear guidance well in advance will support this.

ESR data currently provides for “Underlying Health Reason” as part of capability recording. Clarity on how to collect the information will be needed to support any request for data.

2.6 Metric 4 - Harassment, bullying and abuse

22. Are there any issues with the data for this Metric?

None

23. Has your organisation compared Staff Survey results against other datasets that may be held, e.g. bullying and harassment advisers, Freedom to Speak Up guardians, grievances, etc? Yes

If yes, please provide further details on what comparison your organisation has undertaken

Comparisons are made anecdotally against Freedom to Speak Up reporting but no formal structure for correlation exists. This is under review.

24. Please summarise any actions taken to reduce harassment, bullying and abuse in relation to Disabled staff

- Discrimination training included within mandatory update and induction EDI training.
- Managing diversity training introduced for managers.
- 2019/20 Dignity at Work focus
- Reasonable Adjustment Training to be launched in 2019

2.7 Metric 5 - Career promotion and progression

26. Are there any issues with the data for this Metric?

None

If yes, please provide further details

N/A

27. Does your organisation provide any targeted career development opportunities for Disabled staff?

Reviewing options to support people with neurodiversities to create and support career planning

2.8 Metric 6 - Presenteeism

28. Are there any issues with the data for this Metric?

None

29. Does your organisation provide any targeted actions to reduce presenteeism i.e. feeling pressured to come to work when not feeling well? No

2.9 Metric 7 - Staff satisfaction

30. Are there any issues with the data for this Metric?

None

31. Does your organisation provide any targeted actions to increase the workplace satisfaction of Disabled staff? No

If yes, please provide further details

N/A

2.10 Metric 8 - Reasonable adjustments

32. Are there any issues with the data for this Metric?

None

33. Does your organisation have a reasonable adjustments policy?

Yes – incorporated within other policies.

34. Are costs for reasonable adjustments met through centralised or local budgets? Yes

If yes, please select either Centralised or Local budgets Local

35. Has your organisation taken action to improve the reasonable adjustments process? Yes

If yes, please provide further details

- Training introduced to support managers to effectively support staff requiring reasonable adjustments
- Occupational health support to identify needs
- Expanding reasonable adjustments into policies to support process improvements.

2.11 Metric 9 - Disabled staff engagement

36. Are there any issues with the data (9a) or evidence (9b) for this Metric?

None

37. Does your organisation have a Disabled Staff Network (or similar)? Yes

If you answered no, does your organisation plan to establish a Disabled Staff Network (or similar)? If you answered yes to the above, please give details of the expected timescale.

- The Trust has several co-productions groups designed to support various disabilities.
- The Trust is developing a disability staff network to identify and address staff specific issues.

2.12 Metric 10 - Board representation

38. Please describe any challenges that your organisation has experienced in collecting and reporting data for this Metric

None

39. Does your Board have a champion for Disability Equality? Yes

If yes, with their permission, please provide name and position of the

Board/Executive champion/sponsor

Louise Tibbert – Director of Workforce and Organisational Development (EDI Executive Champion)

Caroline Walker – Chief Executive (EDI Sponsor)

Bev Shears – Non-Executive Director (EDI Sponsor)

3. Conclusion

The Trust recognises the statistics demonstrate a need to improve the identification of staff with disabilities.

From outcomes associated with the Workforce Race Equality Standard evidence shows a campaign to improve reporting can have a positive bearing upon the Trust's ability to understand staff from protected groups, however the most effective method to improve reporting is to create a safe environment where staff feel they are able to provide this information without detriment to themselves or their careers. An action plan will be created with this as the immediate focus.

The Trust's new disabled staff network will allow the Trust to consult and recognise the what disabled staff need to feel they are supported and will develop a strategy to enable disabled staff to experience employment comparably to their non-disabled colleagues.

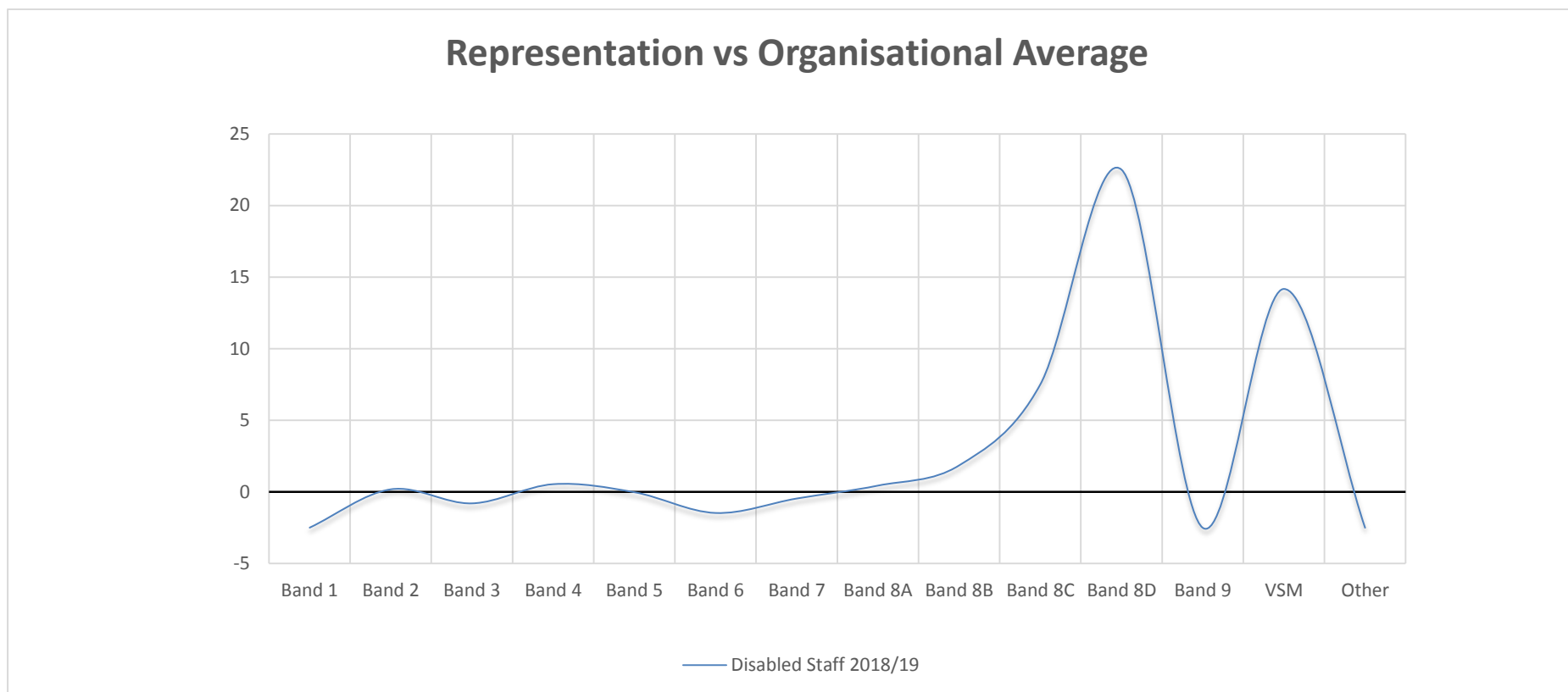
The Trust will consult on issues facing people with disabilities in employment and look to develop a strategy to resolve these issues.

The Trust will set an ambitious, long term objective for supporting and recruiting staff with disabilities and develop a long-term strategy to achieve this.

Appendix 1 – Non-Clinical Staff

Non-Clinical Representation

The graph shows staff are represented approximately equally at all pay bands up to 8a where disabled staff are significantly over represented in comparison with the average. The representation then fluctuates into senior management positions. This is simply due to relatively low reporting rates meaning a significant number of staff are not accounted for and therefore one member of staff identifying as disabled will have a profound impact upon the statistics.



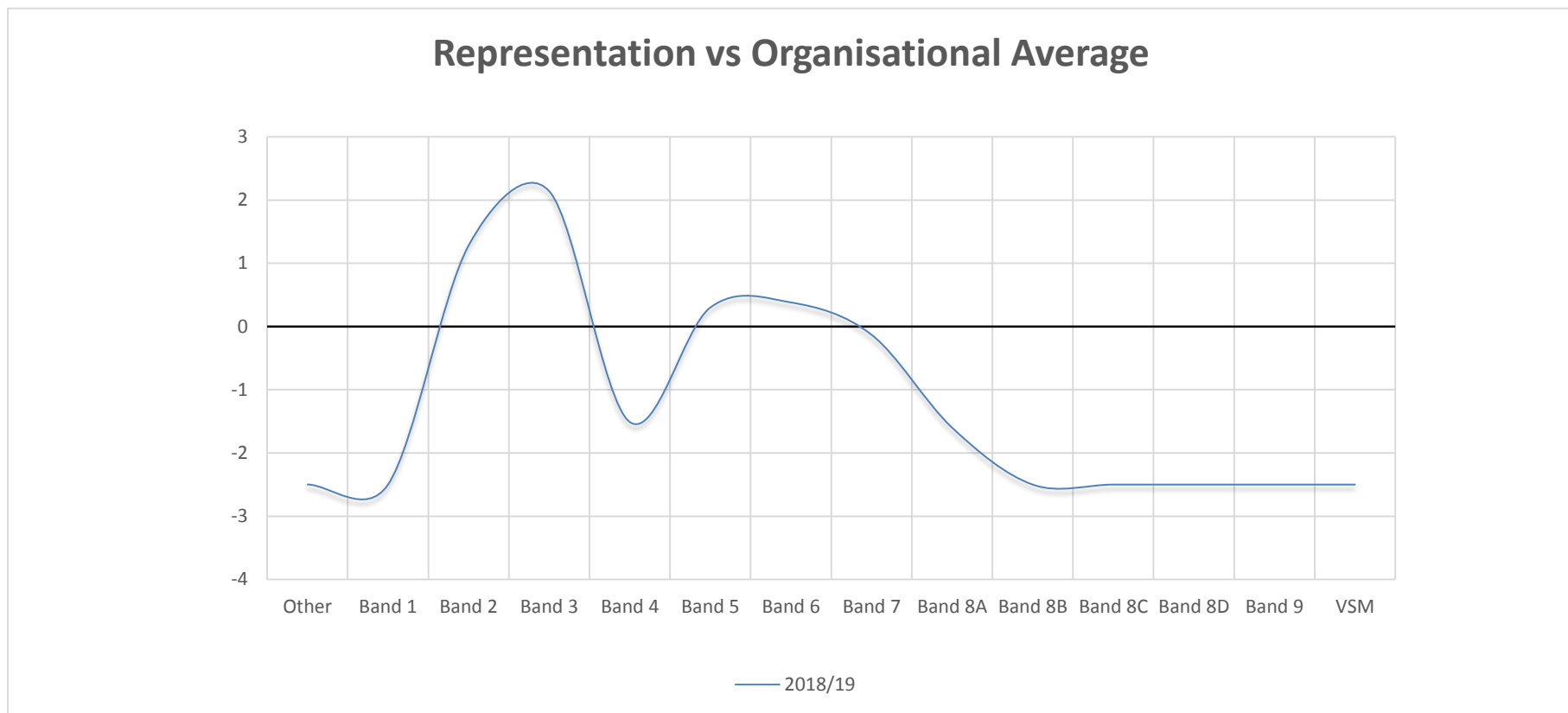
Non-Clinical Data

	Disabled 2018/19		Non-Disabled 2018/19		Unknown 2018/19	
	Total	Percent	Total	Percent	Total	Percent
Band 1	0	0.00	12	15.00	68	85.00
Band 2	16	2.68	372	62.42	208	34.90
Band 3	6	1.70	244	69.32	102	28.98
Band 4	8	3.04	165	62.74	90	34.22
Band 5	3	2.48	71	58.68	47	38.84
Band 6	1	1.03	61	62.89	35	36.08
Band 7	1	2.04	26	53.06	22	44.90
Band 8A	1	2.94	24	70.59	9	26.47
Band 8B	1	4.35	16	69.57	6	26.09
Band 8C	1	10.00	5	50.00	4	40.00
Band 8D	1	25.00	1	25.00	2	50.00
Band 9	0	0.00	2	40.00	3	60.00
VSM	1	16.67	3	50.00	2	33.33
Other	0	0.00	9	90.00	1	10.00

Appendix 2 - Clinical Staff – Not Including Medical and Dental

Clinical (Not Including Medical and Dental) Representation

Significant under-reporting of disability among the clinical staff group has a significant bearing upon the validity of the statistics. To place this in context, for clinical staff, unknown represents nearly a third of the staff and are enormously over represented in management positions (band 6 and above) There are no disabled staff in any positions at band 8b or above however, due to their very low average representation, this manifests as very close to average.



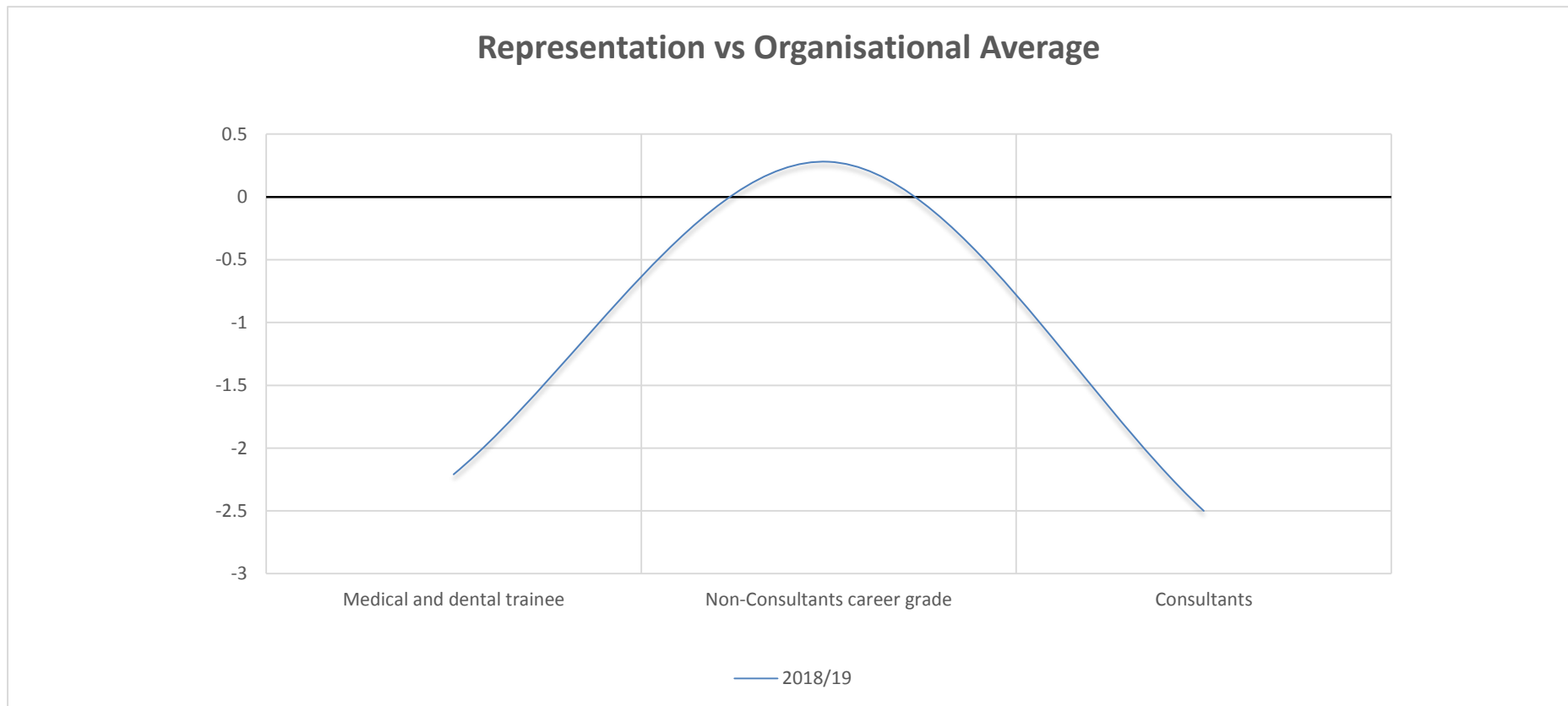
Clinical (Not Including Medical and Dental) Data

	Disabled 2018/19		Non-Disabled 2018/19		Unknown 2018/19	
	Total	Percent	Total	Percent	Total	Percent
Other	0	0.00	1	100.00	0	0.00
Band 1	0	0.00	2	66.67	1	33.33
Band 2	36	3.78	735	77.21	181	19.01
Band 3	7	4.64	90	59.60	54	35.76
Band 4	2	0.99	132	65.02	69	33.99
Band 5	34	2.80	813	67.02	366	30.17
Band 6	25	2.88	573	66.01	270	31.11
Band 7	13	2.37	310	56.47	226	41.17
Band 8A	1	0.90	62	55.86	48	43.24
Band 8B	0	0.00	16	47.06	18	52.94
Band 8C	0	0.00	4	30.77	9	69.23
Band 8D	0	0.00	2	50.00	2	50.00
Band 9	0	0.00	0	0.00	0	0.00
VSM	0	0.00	0	0.00	0	0.00

Appendix 3 - Medical and Dental

Medical and Dental Representation

Correlating again to the trend of under-reporting (only 0.4% of medical and dental staff have identified themselves as having a disability) this has a significant effect upon the overall statistics. Only three medical and dental staff identify as having a disability at all. This effectively renders any attempt to understand the nature of this representation effectively meaningless.



Medical and Dental Data

	Disabled 2018/19		Non-Disabled 2018/19		Unknown 2018/19	
	Total	Percent	Total	Percent	Total	Percent
Medical and dental trainee	1	0.29	177	51.60	165	48.10
Non-Consultants career grade	2	2.78	42	58.33	28	38.89
Consultants	0	0.00	188	54.97	154	45.03