

FINANCE AND PERFORMANCE COMMITTEE – 31 July 2020

Equality and Diversity Update July 2020

<p>Purpose of report and executive summary (250 words max): This paper provides an update on the Workforce Disability Equality Standard that is due for publication on October 2020.</p> <p>It seeks approval to publish the required data set for the WDES metrics and the associated narrative report.</p>		
<p>Action required: For approval</p>		
<p>Previously considered by: HR senior team</p>		
<p>Director: Chief People Officer</p>	<p>Presented by: Head of HR</p>	<p>Author: Head of HRBP and EDI Manager</p>

Trust priorities to which the issue relates:	Tick applicable boxes
Quality: To deliver high quality, compassionate services, consistently across all our sites	<input checked="" type="checkbox"/>
People: To create an environment which retains staff, recruits the best and develops an engaged, flexible and skilled workforce	<input checked="" type="checkbox"/>
Pathways: To develop pathways across care boundaries, where this delivers best patient care	<input type="checkbox"/>
Ease of Use: To redesign and invest in our systems and processes to provide a simple and reliable experience for our patients, their referrers, and our staff	<input checked="" type="checkbox"/>
Sustainability: To provide a portfolio of services that is financially and clinically sustainable in the long term	<input checked="" type="checkbox"/>

<p>Does the issue relate to a risk recorded on the Board Assurance Framework? YES</p> <p>1. There is a risk that the trust is unable to recruit and retain sufficient supply of staff with the right skills to meet the demand for services</p> <p>2. There is a risk that the culture and context of the organisation leaves the workforce insufficiently empowered and motivated, impacting on the trust's ability to deliver the required improvements and transformation and to enable people to feel proud to work here</p>
<p>Any other risk issues (quality, safety, financial, HR, legal, equality): Ineffective or inefficient staff management is likely to increase negative staff survey results, turnover, sickness absence and replacement costs.</p>

Proud to deliver high-quality, compassionate care to our community

NHS Workforce Disability Equality Standard (WDES)

1. Introduction

NHS England, with its partners, has prioritised its commitment to tackling discrimination and creating an NHS where the talents of all staff are valued and developed. Respect, equality and diversity are central to changing culture and are at the heart of the workforce implementation plan (NHS Long Term Plan).

The NHS Workforce Equality Standards are designed to address under-representation in the area of Disability (WDES) with development underway for a further standard focussed on Sexual Orientation. The standards use nationally designed spreadsheets supported by technical guidance bulletins and regional briefing events to ensure national comparisons can be made. Timeframes for completion of the data spreadsheets and supporting narrative are determined nationally.

WDES – Key Dates for 2020	
WDES Data Collection Period	6 th July to 31 st August 2020
WDES Spreadsheet (returned via SDCS) and WDES Online Reporting Form deadline	31 st August 2020
Publication of Board Approved Trust WDES Action Plans	31 st October 2020

This report provides the Board with the initial WDES data set and narrative due for publication on 31st October 2020.

The Board is asked to approve:

- The submission of the metrics and narrative report for the WDES

2. Background

The Workforce Disability Equality Standard (WDES) came into force on 1st April 2019. It is mandated through the NHS Standard Contract. The WDES evolved from the design of the WRES with some adaptive changes. There are ten metrics that enable NHS organisations to compare the experiences of Disabled and non-Disabled staff, which they will then use to implement action plans.

3. Workforce Disability Equality Standard Metrics

The Trust is required to submit the data set using the national format. The full 10 WDES metrics report are included - appendix 1 in excel format.

The highlights of the report are:

1. Percentage of disabled staff in each band shows a significant proportion of staff do not report whether they consider themselves to have a disability or not.

		% Disabled	% Non-disabled	% Unknown
Non-	Bands 1 - 4	4%	66%	30%

Clinical	Bands 5 - 7	3%	69%	28%
	Bands 8a – 8b	0%	75%	25%
	Bands 8c – 9 & VSM	0%	83%	17%
Clinical	Bands 1 - 4	3%	66%	31%
	Bands 5 - 7	2%	69%	29%
	Bands 8a – 8b	0%	60%	40%
	Bands 8c – 9 & VSM	0%	39%	61%
Medical	Consultants	0%	42%	58%
	Non-Consultants Career Grade	1.66%	49.72%	48.62%
	Trainee Grades	0.29%	45.14%	54.57%

2. Relative likelihood of a non-disabled applicant being appointed from shortlisting is 2.41; an increase from 1.60 reported year 2019. Therefore, disabled applicants less likely to be appointed than non-disabled applicants.
3. Likelihood of entering capability process is 0.00. As a Trust we have not managed any disabled staff under formal capability and therefore those with a disability are less likely to enter a formal process than those without. It is also worth noting that out of 64 capability cases reported, 49 did not state ability/disability status.
4. From the staff survey - In the last 12 months, percentage of staff experiencing bullying, harassment or abuse from:

	NHS Staff Survey 2018			NHS Staff Survey 2019		
	% disabled	% Non-disabled	Dif.	% disabled	% Non-disabled	Dif.
Patients/service users, their relatives or other members of the public	35.0%	30.0%	5%	36.5%	28.3%	8.2%
Managers	25.0%	16.0%	9%	23.7%	14.7%	9%
Other colleagues	27.0%	21.0%	6%	28.1%	20.1%	8%
At work, they or a colleague reported it	41.0%	41.0%	0%	38.1%	41.1	3%

5. From the staff survey 2019 - Percentage of disabled staff (75%) compared to non-disabled (84%) staff who believe the Trust provides equal opportunities.
6. From the staff survey 2019 – percentage of disabled staff (34%) compared to non-disabled staff (26%) who have felt pressure to attend work despite not feeling well enough to do so.
7. From the staff survey 2019 – percentage of disabled staff (33%) compared to non-disabled staff (50%) report they are satisfied with the way the organisation values their work.

8. From the staff survey 2019 – percentage of disabled staff (73%) who have reported that the Trust has made adequate adjustments for them to do their work.

9.

a. Overall engagement scores of disabled staff (6.4) compared to non-disabled staff (7).

b. Has the Trust taken action to facilitated disabled voices in the organisation?

Yes – via the Disabled Staff Network and Disability Confident framework.

10. Board representation

	% Disabled	% Non-disabled	% Unknown
Total Board Members - % Disability	0%	50%	50%
Voting Board Member - % Disability	0%	0%	100%
Non-Voting Board Member - % Disability	0%	78%	22%
Executive Board Member - % Disability	0%	0%	100%
Non-Executive Board Member - % Disability	0%	78%	22%
Overall workforce - % Disability	2%	64%	33%
Difference (Total Board - Overall workforce)	-2%	-14%	17%
Difference (Voting membership - Overall workforce)	-2%	-64%	67%
Difference (Executive membership - Overall workforce)	-2%	-64%	67%

4. Workforce Disability Equality Standard narrative

Attached at Appendix 1 is the draft narrative report recommended for publication on August 2020.

Key findings:

- Low number of staff declaration in view of their disability status
- Higher number of disabled staff from experiencing bullying & harassment
- Disabled staff not being shortlisted for interviews
- Access to work issues

Appendix 2 sets out the goals and the high level actions that need to be carried out to address these.

5. Recommendations

The Board is asked to:

- Note the contents of this report
- Approve the publication of the data set for WDES

The Team will come back with further detailed plan which has been agreed with the disability staff network for impact actions to take forward

Appendix 1



WDES - V6.xlsx

Appendix 2 – Action Plan

ISSUES TO ADDRESS ISSUES FROM WDES DATA

	Goals	Specific Actions	Timeline
	<ul style="list-style-type: none"> • To investigate and actively seek to address the low numbers of staff with disability status recorded on ESR. • To address negative experience in the workplace by disabled members of staff compared to others as shown by staff survey results. • To address Concerns raised by disabled members of staff during network meetings with regards to access issues • To address the disparities of disabled members of staff from being shortlisted for interviews 	<ul style="list-style-type: none"> • Campaign for raising awareness to be conducted by EDI Team with support from Occupational Health • Implementing Workforce Disability Equality Standard (WDES) requirements and actively conducting interview with disabled members of staff to address their concerns • Work with Estates Team to Improve Access to work • Ensure fair advertising and recruitment process for staff - Strengthen the role of IA within interview processes for disabled applicants 	<ul style="list-style-type: none"> • Within 1 – 3 Months • 3-6 Months • 6-12 Months • ASAP using existing inclusion ambassadors