



## NHS Workforce Disability Equality Standard Annual Report 2021-22



## Context – Background to WDES and Disability

The Workforce Disability Equality Standard (WDES) was introduced into the NHS in 2019. The report is based on a snapshot of data from 31 March each year. The purpose of its implementation is to improve the experiences of disabled people working in, or seeking employment within the NHS. The mandated evidence based metrics help an organisation understand more about the experiences of its staff.

The WDES report compares data between disabled and non-disabled staff in order to identify inequalities within the workplace. The inequalities are then reviewed to inform our WDES action plan which aims to address these inequalities.

### What is disability?

The Equality Act 2010 defines a disabled person as:

*“someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities”*

## WDES metrics report

Detailed below is Shropshire Community Trusts WDES data which was submitted in August 2022 covering the period 1 April 2021 - 31 March 2022. The information below is provided in the template from NHS Employers. Please note that the workforce data from ESR is for 2021 and 2022 whereas the Staff survey results relate to the staff survey in 2021 compared to 2020.

### Metric 1 Percentage of staff in AfC 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.

(Data source: ESR).

#### 1a. Non-clinical workforce

	Disabled staff in 2022	Disabled staff in 2021	Disabled staff in 2021 Vs 2022	Non-disabled staff in 2022	Non-disabled staff in 2021	Non-disabled staff in 2021 Vs 2022	Unknown/null staff in 2022	Unknown/null staff in 2021	Unknown/null staff in 2021 Vs 2022	Total staff in 2022	Total staff in 2021
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	4.3	5.4	1.1-	77.6	94.6	-17	18	0	+18	322	261
Cluster 2 (Band 5 - 7)	1.2	1.1	0.1+	73.3	71.6	+1.7	25.6	27.4	-1.8	86	95
Cluster 3 (Bands 8a - 8b)	0	0	0	87.5	85.2	+2.3	12.5	14.8	-2.3	32	27
Cluster 4 (Bands 8c - 9 & VSM)	0	0	0	100	100	0	0	0	0	12	13

## 1b. Clinical workforce

	Disabled staff in 2022	Disabled staff in 2021	Disabled staff in 2022/2021	Non-disabled staff in 2022	Non-disabled staff in 2021	Non-disabled staff in 2020/2021	Unknown/null staff in 2022	Unknown/null staff in 2021	Unknown/null staff in 2020/2021	Total staff in 2022	Total staff in 2021
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	1.9	1.9	0	77.3	73.0	+4.3	20.9	25.2	-4.3	321	318
Cluster 2 (Band 5 - 7)	3.8	3.5	+0.3	80.4	76.9	-3.5	15.7	19.6	-3.9	757	796
Cluster 3 (Bands 8a - 8b)	0	3.1	-3.1	79.5	71.9	-7.6	20.5	25.0	-4.5	39	32
Cluster 4 (Bands 8c - 9 & VSM)	9.1	25.0	-15.9	63.6	25.0	+38.6	27.5	50.0	-22.5	11	4
Cluster 5 (Medical and Dental staff, Consultants)	0	0	0	75	80.0	-5	25	20.00	+5	36	5
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	0	0	0	0	71.43	-71.43	0	28.57	-28.57	0	35
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	0	0	0	0	0	0	0	0	0	0	0

## Metric 2 – Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts

(Data source: Trust's recruitment data)

	Relative likelihood in 2022	Relative likelihood in 2021	Relative likelihood difference (+/-)
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	1.4	1.82	-0.42

## 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.

(Data source: Trust's HR data)

	Relative likelihood in 2021/22	Relative likelihood in 2020/21	Relative likelihood difference (+/-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	0	49.18	-49.18

## Metric 4 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.

(Data source: Question 13, NHS Staff Survey)

	Disabled staff responses to 2021 NHS Staff Survey	Non-disabled staff responses to 2021 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2021	Disabled staff responses to 2020 NHS Staff Survey	Non-disabled staff responses to 2020 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2020
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
4a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	26.0	16.7	+9.3	20.6	18	+2.6
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	11.8	5.4	+6.4	13.1	7.1	+6

4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	20.6	9.6	+11	15.4	11.9	+3.5
4d) Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	62.3	55.6	+6.7	53.8	44.2	+9.6

### Metrics 5 – 8

(Data source: Questions 14, 11, 5, 28b, NHS Staff Survey)

	Disabled staff responses to 2021 NHS Staff Survey	Non-disabled staff responses to 2021 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2021	Disabled staff responses to 2020 NHS Staff Survey	Non-disabled staff responses to 2020 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2020
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	57.6	58.0	-0.4	64.8	62.4	+2.4
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.	18.9	10.9	-8	20.2	16	-4.2
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.	37.6	47.0	-9.4	45.3	48.1	-2.8
Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	77.1	N/A	N/A	81.9	N/A	N/A

## Metric 9 – Disabled staff engagement

(Data source: NHS Staff Survey)

	Disabled staff engagement score for 2021 NHS Staff Survey	Non-disabled staff engagement score for 2021 NHS Staff Survey	Difference (+/-) between disabled staff and non-disabled staff engagement scores 2021	Disabled staff engagement score for 2020 NHS Staff Survey	Non-disabled staff engagement score for 2020 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2020
a) The staff engagement score for Disabled staff, compared to non-disabled staff.	7.1	7.0	+0.1	7.2	7.1	+0.1

b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? Yes

Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.

We are currently in our first cohort of a reverse mentoring programme. There are a several mentors on the programme with a disability and as part of the process they are sharing their experiences with their mentee of working in Shropshire Community. As a result of this we are working with these individuals to raise awareness and improve experience.

## Metric 10 – Percentage difference between the organisation's board voting membership and its organisation's overall workforce

(Data source: NHS ESR and/or trust's local data)

	Disabled Board members in 2022	Non-disabled Board members in 2022	Board members with disability status unknown in 2022	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce in 2022	Disabled Board members in 2021	Non-disabled Board members in 2021	Board members with disability status unknown in 2021	% points difference (+/-) Between Disabled and non-disabled Board members in 2021
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)		
Percentage difference between the organisation's Board	Exec = 0 Non-exec = 0	Exec = 100	Exec = 0	Total Board = 0	Exec = 0 Non-exec = 0	Exec = 100 Non-exec = 85.71	Exec = 0	Total Board = 0

<b>voting membership and its organisation's overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.</b>	<b>Voting = 0</b> <b>Non-voting = 0</b>	<b>Non-exec = 85.71</b> <b>Voting = 90.91</b> <b>Non-voting = 100</b>	<b>Non-exec = 14.29</b> <b>Voting = 9.09</b> <b>Non-voting = 0</b>	<b>Overall workforce = 3</b> <b>Difference = -3 percentage points</b>	<b>Voting = 0</b> <b>Non-voting = 0</b>	<b>Voting = 92.31</b> <b>Non-voting = 0</b>	<b>Non-exec = 14.29</b> <b>Voting = 7.69</b> <b>Non-voting = 0</b>	<b>Overall workforce = 3.07</b> <b>Difference = - 3.07 percentage points</b>
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# WDES action plan 2022/23

## Workforce Disability Equality Standard (WDES): Action Plan 2022 – 2023

WDES Indicator	Action	Responsible Officer	Timescale
<b>WDES Indicators: 1</b>	Continue to encourage staff on a regular basis to update their electronic staff records	Human Resources Business Partner – Equality, Diversity & Inclusion Workforce Lead & Communications Lead	By March 2023
<b>WDES Indicators: 4</b>	Grow our speaking out culture working with our networks and Freedom to Speak Up (FTSU) Guardian	Human Resources Business Partner – Equality Diversity & Inclusion Workforce Lead to liaise with the Freedom to Speak Up Guardian	By March 2023
<b>WDES Indicators: ALL</b>	Work with members of the Board to raise the profile of our Staff Networks	Human Resources Business Partner – Equality, Diversity & Inclusion Workforce Lead	By August 2023
<b>WDES Indicators: 4, 5, 6, 7 &amp; 8</b>	Continue to review experiences of disabled staff with the Disability Staff Network to understand better the experiences and needs of our disabled workforce. This will include relooking at the WDES data and the staff survey results.	Human Resources Business Partner – Equality Diversity & Inclusion Workforce Lead	By August 2023
<b>WDES Indicators: 8</b>	Develop Reasonable Adjustments Guidance document for managers and staff	Senior Human Resources Advisor	By March 2023
<b>WDES Indicators: 3, 4, 5, 6, 7 &amp; 8</b>	Develop a Disability resource section on the Staff Zone for Managers and staff to provide guidance and support	Human Resources Business Partner – Equality Diversity & Inclusion Workforce Lead	By August 2023
<b>WDES Indicators: 7,8</b>	Develop a communication plan to positively raise profile of disability and increase colleague awareness. Work with the Disability Staff Network to promote and identify staff stories to support raising awareness	Human Resources Business Partner – Equality, Diversity & Inclusion Workforce Lead & Communications Officer	By February 2023
<b>WDES Indicators: ALL</b>	Complete the self-assessment tool for the next level of the Disability Confident symbol and develop an action plan as required with the aim to achieve the next level	Senior Human Resources Advisor	By April 2023