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**NHS Workforce Disability Equality Standard Annual Report 2022-23**



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**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 it’s 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 2023 covering the period 1 April 2022 - 31 March 2023. The information below is provided in the template from NHS Employers. Please note that the workforce data from ESR is for the period 2022/23 whereas the Staff survey results relate to the staff survey in 2022 compared to 2021.

**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 2023** | **Disabled staff in 2023 Vs 2022** | **Non-disabled staff in 2022**  | **Non-disabled staff in 2023**  | **Non-disabled staff in 2023 Vs 2022** | **Unknown/null staff in 2022**  | **Unknown/null staff in 2023**  | **Unknown/null staff in 2023 Vs 2022** | **Total staff in 2022** | **Total staff in 2023** |
|  | **Percentage (%)**  | **Percentage (%)**  | **% points difference (+/-)** | **Percentage (%)**  | **Percentage (%)**  | **% points difference (+/-)** | **Percentage (%)**  | **Percentage (%)**  | **% points difference (+/-)** | **Headcount**  | **Headcount**  |
| **Cluster 1 (Bands 1 - 4)** | 4.3 | 5.5 | +1.2 | 77.6 | 78.8 | +1.2 | 18 | 15.6 | -2.4 | 322 | 326 |
| **Cluster 2 (Band 5 - 7)** | 1.2 | 3.1 | +1.9 | 73.3 | 74 | +0.7 | 25.6 | 22.9 | -2.7 | 86 | 96 |
| **Cluster 3 (Bands 8a - 8b)** | 0 | 2.3 | +2.3 | 87.5 | 88.4 | +0.9 | 12.5 | 9.3 | -3.2 | 32 | 43 |
| **Cluster 4 (Bands 8c – 9 & VSM)** | 0 | 0 | 0 | 100 | 100 | 0 | 0 | 0 | 0 | 12 | 17 |

**1b. Clinical workforce**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Disabled staff in 2022** | **Disabled staff in 2023** | **Disabled staff in 2022/2023** | **Non-disabled staff in 2022**  | **Non-disabled staff in 2023**  | **Non-disabled staff in 2022/2023** | **Unknown/null staff in 2022**  | **Unknown/null staff in 2023** | **Unknown/null staff in 2022/2023** | **Total staff in 2022** | **Total staff in 2023** |
|  | **Percentage (%)**  | **Percentage (%)**  | **% points difference (+/-)** | **Percentage (%)**  | **Percentage (%)**  | **% points difference (+/-)** | **Percentage (%)**  | **Percentage (%)**  | **% points difference (+/-)** | **Headcount**  | **Headcount**  |
| **Cluster 1 (Bands 1 - 4)** | 1.9 | 2.1 | +0.2 | 77.3 | 80.7 | +3.4 | 20.9 | 17.2 | -3.7 | 321 | 326 |
| **Cluster 2 (Band 5 - 7)** | 3.8 | 5.2 | +1.4 | 80.4 | 82.8 | +2.4 | 15.7 | 12.1 | -3.6 | 757 | 795 |
| **Cluster 3 (Bands 8a - 8b)** | 0 | 0 | 0 | 79.5 | 88.2 | +8.7 | 20.5 | 11.8 | -8.7 | 39 | 34 |
| **Cluster 4 (Bands 8c – 9 & VSM)** | 9.1 | 20 | +10.9 | 63.6 | 60 | -3.6 | 27.5 | 20 | -7.5 | 11 | 5 |
| **Cluster 5****(Medical and Dental staff, Consultants)** | 0 | 0 | 0 | 75 | 100 | +25 | 25 | 0 | -25 | 36 | 5 |
| **Cluster 6 (Medical and Dental staff, Non-consultant career grade)** | 0 | 0 | 0 | 0 | 73.53 | +73.53 | 0 | 26.47 | +26.47 | 0 | 34 |
| **Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)** | 0 | 0 | 0 | 0 | 100 | +100 | 0 | 0 | 0 | 0 | 1 |

**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 2023** | **Relative likelihood difference (+-)** |
| **Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff** | **1.4** | **2.34** | **+0.94** |

**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 2022/23** | **Relative likelihood difference (+-)** |
| **Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff** | **0** | **0** | **0** |

**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 2022 NHS Staff Survey**  | **Non-disabled staff responses to 2022 NHS Staff Survey** | **% points difference (+/-) between Disabled staff and non-disabled staff responses 2022** |
|  | **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** | **25** | **19.4** | **+5.6** |
| **4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months** | **11.8** | **5.4** | **+6.4** | **10.9** | **5** | **+5.9** |
| **4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months** | **20.6** | **9.6** | **+11** | **16.9** | **7.8** | **+9.1** |
| **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** | **62.9** | **47.2** | **+15.7** |

**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 2022 NHS Staff Survey**  | **Non-disabled staff responses to 2022 NHS Staff Survey** | **% points difference (+/-) between Disabled staff and non-disabled staff responses 2022** |
|  | **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** | **56.4** | **57** | **+0.6** |
| **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** | **16.1** | **11.9** | **-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** | **37.4** | **44.8** | **+7.4** |
| **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** | **77.7** | **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 2022 NHS Staff Survey**  | **Non-disabled staff engagement score for 2022 NHS Staff Survey** | **Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2022** |
| **a) The staff engagement score for Disabled staff, compared to non-disabled staff.** | **7.1** | **7.0** | **+0.1** | **6.9** | **7.1** | **-0.2** |

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| --- |
| **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.****Completed our first cohort of the reverse mentoring programme** |

**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** |  | **Disabled Board members in 2023** | **Non-disabled Board members in 2023** | **Board members with disability status unknown in 2023** |
|  | **Percentage (%)** | **Percentage (%)** | **Percentage (%)** |  | **Percentage (%)** | **Percentage (%)** | **Percentage (%)** |
| **Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.** | **Exec = 0****Non-exec = 0****Voting = 0****Non-voting = 0** | **Exec = 100****Non-exec = 85.71****Voting = 91.67****Non-voting = 100** | **Exec = 0****Non-exec = 14.29****Voting = 8.33****Non-voting = 0** |  | **Exec = 0****Non-exec = 0****Voting = 0****Non-voting = 0** | **Exec = 100****Non-exec = 83.33****Voting = 90****Non-voting = 100** | **Exec = 0****Non-exec = 16.67****Voting = 10****Non-voting = 0** |

**WDES improvement plan 2023/24**

**Workforce Disability Equality Standard (WDES): Improvement Plan 2023 – 2024**

Having considered our 2022/23 data, it is acknowledged that further work is required to all of our indicators to improve the experience for our disabled staff.

This improvement plan has been developed with the aim of bringing about positive change across the Trust.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| WDESIndicator | Objective | Action | Lead | Timescale | Status |
| **WDES Indicators****1 & 2**  | Ensure our recruitment and selection processes are inclusive | Review and update the Safer Recruitment Policy, training and associated documentation with a focus on reducing bias in recruitment and selection, ensuring our processes are inclusive  | Head of Resourcing  | January 2024 |  |
|  |  | Work towards Disability Confident Leader Status | Senior HR Advisor  | August 2024 |  |
| **WDES****Indicators****ALL** | Ensure we hold comprehensive data on all protected characteristics  | Formalise the approach to issuing communications to staff to encourage disclosing protected characteristics.  | Head of HR Services & Head of Workforce | March 2024 |  |
|  |  | Ensure the communication encourages disclosure clearly setting out how the data will be used to benefit staff with targeted actions | Head of HR Services | March 2024 |  |
|  |  | Work with the workforce networks to identify any barriers to reporting protected characteristics on ESR  | Head of HR Services | February 2024 |  |
| **WDES****Indicators****1 & 2**  | Increase the diversity balance across the workforce  | Work with staff networks to review the recruitment processes and relevant policies | Head of Resourcing & Head of HR services  | August 2024 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **WDES Indicator** | Objective | Action | Lead | Timescale | Status |
| **WDES Indicators****4, 5, 6, 7 & 8** | Enhance staff experience ensuring a culture of civility, respect and inclusion for all | Roll out Civility and respect across the Trust  | OD Business Partner | August 2024 |  |
|  |  | Work with the staff networks to develop a communication plan to encourage staff to report instances of bullying, harassment and abuse  | Head of HR Services  | March 2024 |  |
|  |  | Review the Dignity At Work Policy | HR Business Partner  | March 2024 |  |
|  |  | Refresh the staff network offer and relaunch with Executive sponsors.(To include work plans that align to the Trust’s strategic EDI objectives) | Head of HR Services | March 2024 |  |
| **WDES****Indicators** **ALL** | Raise awareness of equality, diversity and inclusion and embed in everything we do | Embed EDI roles and responsibilities into all job descriptions including what it is to be a good champion at Board and Senior Level | Head of Resourcing  | June 2024 |  |
|  |  | Refresh a Trust Wide EDI strategy with a refreshed set of objectives  | Head of HR Services | August 2024 |  |

