

Workforce Disability Equality Standard (WDES)

Annual Report and Action Plan 2020/21

September 2021

Introduction

The WDES requires all NHS organisations to demonstrate progress against a set of ten indicators in order to assess the experiences of disabled and non-disabled staff. The aim of the WDES is to ensure employees who have a disability have equal access to opportunities and receive fair treatment in the workplace.

The standard has been implemented across all NHS Trusts in response to research that shows that disabled staff have poorer experiences in areas such as bullying and harassment, feeling pressure to come to work despite not feeling well enough and in access to opportunities for career progression when compared to their non-disabled colleagues.

The WDES will help foster a better understanding of the issues faced by disabled colleagues and the inequalities they experience, and supports Trusts to take action to create an inclusive and diverse leadership, which is in line with Derbyshire Healthcare's mission to be 'positively inclusive'.

WDES Data 2020/21

Detailed below is the organisation's WDES data covering the period 1 April 2020 to 31 March 2021.

	2019/20	2020/21
Number of staff employed within the Trust	2672	2795
Proportion of disabled staff employed within the Trust as at 31 March 2020 and 31 March 2021	4.4% (117 people)	5.3% (149 people)
Indicator 1 Percentage of staff in each of the AfC Bands 1-9 and VSM compared with the percentage in the overall workforce	Please see table below	
Indicator 2 Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts Note: A figure above "1" would indicate non-disabled candidates are more likely to be appointed from shortlisting	1.40	1.05
Indicator 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. Note: A figure above "1" would indicate that disabled staff are more likely to enter the formal capability process	0.00	0.00

<p>Indicator 4a Percentage of staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> i) Patients, service users or members of the public ii) Manager iii) Other colleagues 	<p>i) Disabled: 30.4% (112 of 368 responses) Non-disabled: 23.0% (253 of 1098 responses)</p> <p>ii) Disabled: 11.8% (43 of 365 responses) Non-disabled: 8.0% (87 of 1090 responses)</p> <p>iii) Disabled: 22.6% (83 of 367 responses) Non-disabled: 14.6% (159 of 1091 responses)</p>	<p>i) Disabled: 27.6% (121 of 438 responses) Non-disabled: 21.9% (249 of 1135 responses)</p> <p>ii) Disabled: 11.2% (49 of 437 responses) Non-disabled: 5.7% (64 of 1130 responses)</p> <p>iii) Disabled: 20.6% (90 of 436 responses) Non-disabled: 11.8% (133 of 1127 responses)</p>
<p>Indicator 4b Percentage of staff saying the last time they experienced harassment, bullying or abuse, they or a colleague reported it</p>	<p>Disabled: 53.6% (82 of 153 responses) Non-disabled: 51.2% (169 of 330 responses)</p>	<p>Disabled: 54.8% (92 of 168 responses) Non-disabled: 62.0% (191 of 308 responses)</p>
<p>Indicator 5 Percentage of staff believing the Trust provides equal opportunities for career progression or promotion.</p>	<p>Disabled: 81.2% (203 of 250 responses) Non-disabled: 87.6% (642 of 733 responses)</p>	<p>Disabled: 85.1% (263 of 309 responses) Non-disabled: 89.6% (731 of 816 responses)</p>
<p>Indicator 6 Percentage of staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.</p>	<p>Disabled: 16.4% (40 of 244 responses) Non-disabled: 12.3% (69 of 563 responses)</p>	<p>Disabled: 17.1% (40 of 234 responses) Non-disabled: 11.1% (43 of 386 responses)</p>

Indicator 7 Percentage of staff saying they are satisfied with the extent to which the organisation values their work.	Disabled: 43.9% (161 of 367 responses) Non-disabled: 54.1% (596 of 1102 responses)	Disabled: 50.3% (219 of 435 responses) Non-disabled: 59.2% (672 of 1135 responses)
Indicator 8 Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Disabled: 84.6% (208 of 246 responses)	Disabled: 86.6% (252 of 291 responses)
Indicator 9a Staff engagement score for disabled staff, compared to non-disabled staff.	Disabled: 6.9 Non-disabled: 7.2	Disabled: 7.1 Non-disabled: 7.5
Indicator 9b Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (yes/no)	Yes	Yes
Indicator 10 Percentage difference between the organisation's Board voting membership and its organisation's overall workforce.	+ 4% (8% of Board voting membership declared a disability compared to 4% of overall workforce)	+ 20 % (25% of Board voting membership declared a disability compared to 5% of overall workforce)

Representation of disabled and non-disabled staff broken down by banding:

NON-CLINICAL		
	2019/20	2020/21

Band	Disabled %	Non-disabled %	Unknown/Null %	Disabled %	Non-disabled %	Unknown/Null %	% of 'Unknown' 2020-2021
Cluster 1 (Bands <1 - 4)	4.7%	69.9%	25.4%	5.3%	71.5%	23.2%	-2.20%
Cluster 2 (Band 5 - 7)	3.2%	71.0%	25.8%	4.9%	70.8%	24.3%	-1.50%
Cluster 3 (Bands 8a - 8b)	3.8%	65.4%	30.8%	3.7%	66.7%	29.6%	-1.20%
Cluster 4 (Bands 8c - 9 & VSM)	8.0%	72.0%	20.0%	7.1%	64.3%	28.6%	+8.60%

CLINICAL							
	2019/20			2020/21			
Band	Disabled %	Non-disabled %	Unknown/Null %	Disabled %	Non-disabled %	Unknown/Null %	% of 'Unknown' 2020-2021
Cluster 1 (Bands <1 - 4)	2.8%	65.9%	31.3%	4.4%	65.9%	29.8%	-1.50%
Cluster 2 (Band 5 - 7)	5.2%	70.4%	24.4%	6.0%	71.0%	23.0%	-1.40%
Cluster 3 (Bands 8a - 8b)	4.5%	76.8%	18.8%	5.9%	76.5%	17.6%	-1.20%
Cluster 4 (Bands 8c - 9 & VSM)	0.0%	53.3%	46.7%	6.3%	68.8%	25.0%	-21.70%
Cluster 5 (Medical & Dental Staff, Consultants)	2.6%	57.7%	39.7%	3.9%	61.04%	35.06%	-4.64%

Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	0.0%	41.9%	58.1%	0.0%	50.0%	50.0%	-8.10%
Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	0.0%	34.8%	65.2%	0.0%	50.0%	50.0%	-15.20%

WDES Action Plan

This action plan was produced in collaboration with our Disability and Wellness Staff Network, operational leaders, and senior leadership over August and September 2021.

Please note that this action plan is a live document that will be updated and amended throughout the year to ensure that the actions and outcomes remain effective in closing the gaps in disability inequality in our Trust.

Indicator	Actions for 2021 (within 12 months)	Lead/s	Deadline	Position
Indicator 1 Percentage of staff in each of the AfC Bands 1-9 and VSM compared with the percentage in the overall workforce	Mandatory inclusion objective in every senior leader's appraisal (Aligned to WRES Action Plan 2020/21)			Not started
	Disclosure campaign launched in May 2021 to address low rates of declaration. Campaign includes posters circulated virtually, and drop-in sessions with EDI team to highlight the importance of disclosing a disability or long-term condition.	EDI team	31 March 2022	Completed launch. Campaign ongoing until March 2022.

	Podcasts/videos with people talking about the difference declaring a disability can have.	Disability and Wellness Staff Network	31 March 2022	Not started
Indicator 2 Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts	Cultural Intelligence HR/Recruitment National Pilot across the Derbyshire system with Above Difference to recruit and progress inclusively with Cultural Intelligence. (Aligned to WRES Action Plan 2020/21)	Director of People and Inclusion	31 March 2022	In progress
	Recruitment Inclusion Guardians (RIGS): RIGs were introduced to all shortlisting and interview processes at Band 6 and above in April 2021, from just interview panels at Band 7 and above since February 2020. A new RIG assurance process is to be introduced in 2021. (Aligned to WRES Action Plan 2020/21)	EDI team	31 December 2021	In progress
	Deliver inclusive recruitment workshops with appointing managers. Pilot workshop has already been delivered. (Aligned to WRES Action Plan 2020/21)	EDI team	31 March 2022	In progress
Indicator 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.	0 staff have entered the formal capability process.			
Indicator 4a	Refresh induction to focus on the impact of language, behaviour, bullying and harassment, and the difference between banter and harassment.	EDI Advisor	30 September 2021	Completed

<p>Percentage of staff experiencing harassment, bullying or abuse from: Patients, service users or members of the public Manager Other colleagues</p>	<p>Statement on hate crime to be sent out to all Trust staff. (Aligned to WRES Action Plan 2020/21)</p>	<p>Executive Director of Nursing and Patient Experience</p>	<p>30 September 2021</p>	<p>Completed</p>
<p>Indicator 4b Percentage of staff saying the last time they experienced harassment, bullying or abuse, they or a colleague reported it</p>	<p>Written process for all to understand the reporting process for bullying, harassment and abuse of staff against staff to be added to the 'It's Not Okay' campaign on Focus. (Aligned to WRES Action Plan 2020/21)</p>	<p>EDI team</p>	<p>31 October 2021</p>	<p>Not started</p>
<p>Indicator 5 Percentage of staff believing the Trust provides equal opportunities for career progression.</p>				
<p>Indicator 6 Percentage of staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.</p>	<p>Training for leaders to support people with disabilities, especially mental health.</p>	<p>EDI team</p>	<p>31 March 2022</p>	<p>Not started</p>
	<p>Line managers' booklet currently in development that focuses on leading inclusively and incorporates supporting staff with protected characteristics, including the need to support staff with disabilities/long term conditions.</p>	<p>EDI team</p>	<p>31 October 2021</p>	<p>In progress</p>
<p>Indicator 7 Percentage of staff saying they are satisfied with the extent to which the organisation values their work.</p>				

<p>Indicator 8 Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</p>	<ul style="list-style-type: none"> • Disability & Wellness Network reviewing Reasonable Adjustments Passport and guidance. • Task and finish group to be organised out of EDI Group on Reasonable Adjustments Passport and how to support people in line with the Trust values. 	<p>EDI Group <i>With</i> Disability and Wellness Staff Network</p>	<p>31 March 2022</p>	<p>In progress</p>
<p>Indicator 9a Staff engagement score for disabled staff, compared to non-disabled staff.</p>				
<p>Indicator 9b Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (yes/no)</p>				
<p>Indicator 10 Percentage difference between the organisation's Board voting membership and its organisation's overall workforce.</p>				