



Northumbria Healthcare
NHS Foundation Trust

WORKFORCE DISABILITY EQUALITY

STANDARD (WDES)

ANNUAL REPORT 2020

building a caring future

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Executive summary

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of Disabled and non-disabled staff. The submission was new for 2019 and like the Workforce Race Equality Standard (WRES) its an opportunity for NHS Trusts to hold up the mirror to organisational performance on the equality agenda and develop action plans to facilitate progress in each metric, to improve the experience of disabled staff with in the Trust.

In the last 12 months, we have seen an improvement in 5 out of the 9 metric. 1 metric remained the same and 3 metrics where we saw a decline.

There is still additional work to be done to improve the number of staff who declare themselves as disabled. Our ESR data shows that 3% of our workforce have declared themselves as disabled. Although we did see a slight improvement (1.5%) on the number of staff who had declared their disability status, there are still 1274 (13.5%) of the workforce have not declared their disability status.

As a trust we are proud to see a significant improvement on Metric 8, we saw a jump from 76.2% to 90.6% on the percentage of disabled staff saying their employer has made adequate adjustments to enable them to carry out their role.

Other Key findings include:

- Disabled candidates are 1.46 less likely to be appointed from shortlisting compared to non-disabled candidates, increase from last year (1.39).
- Disabled staff are more likely than non-disabled staff to experience harassment, bullying or abuse from patients, relatives or the public compared to their non-disabled colleagues (37.6% Disabled; 27.1% Non-disabled) an increase from last year. 13.3% of disabled staff who completed the staff survey said they have experienced harassment, bullying or abuse from their manager, an improvement from last year (14.8%) and 18.6% from other staff members a slight increase from last year (18.5%). There was an increase on the percentage of disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported in in the last 12 months, from 49.4% to 54.3%.
- The perception of equal opportunities for career progression or promotion within the Trust is lower amongst disabled staff (89.1% disabled; 96.4% non-disabled), a decline on last year.
- 22.5% of disabled staff compared to 11.7% of non disabled staff felt under pressure to come to work, despite not feeling well enough, an improvement on last year.

- There was improvement on the percentage of disabled staff saying they are satisfied with the extent the organisation values their work, from 43.6% to 53.8%.
- The engagement score for disabled staff is improved this year, but there is still a 0.4 gap between the engagement score of disabled and no-disabled staff.

Introduction

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of Disabled and non-disabled staff. This information will then be used to develop a local action plan which will enable the Trust to demonstrate progress against the indicators of disability equality.

The WDES has been commissioned by the Equality and Diversity Council (EDC). It is mandated through the NHS Standard Contract and is restricted to NHS Trusts and Foundation Trusts for the first two years of implementation.

The WDES comprises ten Metrics. The Metrics have been developed to capture information relating to the experience of disabled staff in the NHS.

Metrics 5,6,7, 8 & 9a are based on staff survey results. As a Trust we do not facilitate a full census, choosing to opt for a random sample. Random sampling provides a statistically valid way to gather data from a manageable portion of the population. It allows us to take results obtained in the sample and use them as a reliable estimate of what is true for the relevant population. The size of the basic sample is 1,250.

The Trust's overall response rate was good, we had the highest response rate in the "Combined Acute and Community Trusts" with a 76% response rate (932 staff).

At Northumbria Healthcare, we have a workforce of 9539 staff. Our ESR data shows that 3% of our workforce (312) has declared themselves as disabled. However 13.5% (1285) of the workforce have not declared their disability status and data from the 2019 staff survey results states that 174 of responders who completed the survey declared that they have a disability (18.6%). It would appear therefore that ESR monitoring information is not accurate and may not be truly reflective. Declaration rates for disability is a national issue, we are working locally and with other Trusts in the North East and Yorkshire region to look at how we can encourage staff to update their information. If a significant proportion of staff are not declaring their disability status this does call into question all the information and analysis that is based on these figures (such as % of disabled staff successful in recruitment etc). it may be more appropriate to note that this is the % of staff who have declared a disability.

Data Summary

Indicator	2018/19					2019/20				
1. Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce	Non-Clinical					Non-Clinical				
		Disabled	Non-Disabled	Unknown		Disabled	Non-Disabled	Unknown		
	Bands 1	5%	70%	25%		Bands 1	8%	74%	18%	
	Bands 2	4%	85%			Bands 2	4%	85%	11%	
	Bands 3	5%	83%			Bands 3	5%	84%	11%	
	Bands 4	4%	78%			Bands 4	4%	77%	19%	
	Bands 5	4%	82%			Bands 5	4%	80%	16%	
	Bands 6	2%	80%			Bands 6	5%	80%	15%	
	Bands 7	6%	79%			Bands 7	6%	85%	9%	
	Bands 8a	0%	80%	20%		Bands 8a	0%	90%	10%	
	Bands 8b	2%	77%	21%		Bands 8b	2%	77%	21%	
	Bands 8c	0%	87%	13%		Bands 8c	0%	90%	10%	
	Bands 8d	0%	100%	0%		Bands 8d	0%	83%	17%	
	Bands 9	0%	50%			Bands 9	0%	67%	33%	
	VSM	0%	74%	26%		VSM	0%	65%	35%	
	Other	3%	87%	10%		Other	9%	87%	4%	
	Cluster 1 (Bands 1 - 4)	4%	82%	14%		Cluster 1 (Bands 1 - 4)	4%	83%	13%	
	Cluster 2 (Band 5 - 7)	4%	81%	16%		Cluster 2 (Band 5 - 7)	5%	81%	14%	
	Cluster 3 (Bands 8a - 8b)	1%	79%			Cluster 3 (Bands 8a - 8b)	1%	82%	17%	
	Cluster 4 (B8c-VSM)	0%	82%	18%		Cluster 4 (B8c-VSM)	0%	80%	20%	

	Clinical					Clinical			
	Disabled		Non-Disabled			Disabled		Non-Disabled	
Bands 1	25%		75%		0%		0%		
Bands 2		2%		89%		3%		91%	6%
Bands 3		2%		73%		2%		74%	24%
Bands 4		1%		74%		2%		77%	21%
Bands 5		3%		85%		4%		85%	11%
Bands 6		3%		81%		3%		83%	14%
Bands 7		3%		82%		3%		82%	15%
Bands 8a	2%		85%		13%	3%		88%	9%
Bands 8b	3%		83%		15%	3%		87%	13%
Bands 8c	0%		73%		27%	0%		77%	23%
Bands 8d	0%		71%		29%	0%		71%	29%
Bands 9		0%	100%		0%	0%		100%	0%
VSM	0%		100%		0%	0%		100%	0%
<u>Medical & Dental Staff,</u>									
Consultants	1%		82%		17%	1%		83%	16%
Non-Consultants career grade	2%		78%		20%	3%		78%	19%
Trainee grades		5%		91%	4%	6%		86%	8%
Other	2%		84%		13%	4%		83%	13%
Cluster 1									
(Bands 1 - 4)	2%		81%		17%	3%		83%	14%
Cluster 2									
(Band 5 - 7)	3%		83%		14%	3%		84%	13%
Cluster 3									
(Bands 8a - 8b)		2%		85%	13%	3%		87%	10%
Cluster 4									
(B8c -VSM)	0%		81%		19%	0%		83%	17%
Cluster 5									
(Consultants)	1%		82%		17%	1%		83%	16%
Cluster 6									
(NonCon									

	career grade) 2% 78% 20% Cluster 7 (Trainee grades)5% 91% 4%	career grade) 3% 78% 19% Cluster 7 (Trainee grades)6% 87% 7%
2. Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.	Non-Disabled staff are 1.39 times more likely to be appointed from shortlisting	Non-Disabled staff are 1.46 times more likely to be appointed from shortlisting.
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.	This Metric is based on a 2 year rolling average and is voluntary in the first year.	As a Trust we do not have any staff entering the formal capability process
4a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: Patients/service users, their relatives or other members of the public	Disabled 34.5% Non-Disabled 25.7%	Disabled 37.6% Non-Disabled 27.1%
4a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: Managers	Disabled 14.8% Non-Disabled 7.4%	Disabled 13.3% Non-Disabled 7.1%
4a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: Other colleagues	Disabled 18.5% Non-Disabled 14%	Disabled 18.6% Non-Disabled 11.1%

b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	Disabled 49.4% Non-Disabled 51.7%	Disabled 54.3% Non-Disabled 56.8%
5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled 93% Non-Disabled 94.9%	Disabled 89.1% Non-Disabled 96.4%
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.	Disabled 26.8% Non-Disabled 16.8%	Disabled 22.5% Non-Disabled 11.7%
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.	Disabled 43.6% Non-Disabled 57.5%	Disabled 53.8% Non-Disabled 62.3%
8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	76.2%	90.6%

9a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Disabled 7.1 Non-Disabled 7.5 Unknown 7.4	Disabled 7.2 Non-Disabled 7.6 Unknown 7.6
10. Percentage difference between the organisation's Board voting membership and its organisation's overall workforce	18%	18%

Summary of data:

1. Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce

The overall percentage of disabled staff in the workforce is 3%, although we know 13.5% of the workforce has not declared their disability status.

In terms of clusters, disabled staff are over represented in clusters 1 (band 1-4) and 2 (band 5-7) for non clinical staff, but under represented in clusters 3 (band 8a-8b) and 4 (8c-VSM).

In clinical roles, disabled staff are represented in all clusters, except cluster 5 (Medical and Dental Staff Consultants) which is under represented at 1% and cluster 7 (Medical & Dental Staff trainee grades) which is over represented at 6%.

The Trust recognises that there is a significant amount of work to be done to ensure our workforce data is accurate and that staff are declaring their disability status. We need to improve declaration so that we can undertake a deeper dive to understand and achieve disability equality within our workforce in each of the pay bands.

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

Non-Disabled candidates are 1.46 times more likely than disabled staff to be appointed from shortlisting. We are aware that we saw a significantly lower number of candidates who declared themselves as disabled and also a large number of candidates who did not declare their disability at recruitment stage. This may affect the accuracy of the relative likelihood of disabled staff being appointed.

The Trust plans to undertake a number of initiatives in the next 12 months, including reviewing our recruitment information so that candidates are aware of why we ask for this information. We also plan to review our recruitment and selection training, to ensure it includes information on inclusive recruiting particularly regarding disability and reasonable adjustments we could offer as an organisation to enable disabled candidates to perform their best at interview. The Trust is planning a deep dive into recruitment data to fully understand the root cause of the issue and will develop local level actions to improve this data. Building on the successful recruitment event targeted at BAME communities, the Trust is working with 5 other trusts to develop a bespoke recruitment event targeted at disabled candidates. This is planned for April 2021.

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.

This Metric is based on a 2 year rolling average. To date we do not have any staff in the past 24 months entering a formal capability process.

4a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

- i) Patients/service users, their relatives or other members of the public**
- ii) Managers**
- iii) Other colleagues**

We have seen an increase this in the percentage of staff experiencing harassment, bullying and abuse from Patients and Service User for both Disabled staff (37.6%) and non-disabled staff (27.1%). This is an increased by 3.1% for Disabled staff and 1.4% for non-disabled staff in the last 12 months.

We saw a 1.2% decrease in the number of disabled staff experiencing bullying and harassment from their managers with 13.3% of disabled staff reporting they experience this on staff survey, for non-disabled staff we saw a slight decrease of 0.3% with 7.1% of staff reporting this experience.

This year we saw a slight increase (0.1%) of disabled staff experiencing bullying and harassment from other colleagues. The Trust accepts that any form of bullying and harassment is unacceptable and is looking at improvements to reduce this further.

As part of a local initiative, the Staff Experience Programme aims to foster happy, healthy and productive teams in the workplace. The programme involves gathering regular feedback from staff on their experience at work and from this data we are able to identify hotspot areas in the Trust where there may be issues such as relationship problems with colleagues. Where there are concerns of this nature, specific interventions will be identified and work will be facilitated with teams to encourage self directed improvement in their team experience.

b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.

54.3% of disabled staff compared to 56.8% of non-disabled staff are likely to report bullying behaviour. This is a 4.9% improvement on last years. The Trust has a zero tolerance approach to bullying and harassment and are reviewing reporting mechanisms to ensure we encourage staff to report unacceptable behaviour whether it is from patients, colleagues or managers.

5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

89.1% of disabled staff compared to 96.4% non-disabled staff feel the trust provides equal opportunities. This is a decrease from last year of 3.9%.

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.

22.5% of disabled staff compared to 11.7% non-disabled staff have felt pressure to come to work from their manager despite not feeling well enough to do so. This is a 4.3% improvement on last year but recognises there is still work to do, to improve this.

The Trust have a number of mechanisms in place to up skilling line managers in supporting staff at work and managing health and wellbeing in the workplace. This includes a Level 3 and Level 5 Leadership and Management Apprenticeship Programme and a New Managers Induction Programme which focus on compassionate leadership skills. We also have bespoke Health at Work training for managers to enhance their confidence and awareness in dealing with all health related issues in the workplace and specifically how disabled employees can be supported.

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.

The trust saw a 10.1% increase in this metric compared to last year, with 53.8% of disabled staff stating that they are satisfied with the extent the organisation values their work.

The Trust is undertaking a Staff Experience Programme, a first in the NHS, to foster happy, healthy and productive teams. Part of this work includes reviewing how staff wish to be rewarded and recognised. The Trust values the contributions of all staff and there is work underway to broaden our methods of acknowledging staff performance and contribution increasing informal acts of kindness and recognition alongside more formal mechanisms such as Staff Awards.

8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

The trust saw an improvement of 14.6% in this metric. 90.8% of disabled staff feel that the Trust has made adequate adjustments to enable them to carry out their work. The Trust needs to investigate how it reviews reasonable adjustments to ensure they are still affective to support staff.

The Trust have a number of mechanisms in place to up skilling line managers in supporting staff at work and managing health and wellbeing in the workplace. This includes a Level 3 and Level 5 Leadership and Management Apprenticeship Programme and a New Managers Induction Programme which focus on compassionate leadership skills. We also have bespoke Health at Work training for managers to enhance their confidence and awareness in dealing with all health related issues in the workplace and specifically how disabled employees can be supported.

9a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

Although an improvement on last year, there is still a gap between disabled and non-disabled staff. The engagement score for Disabled staff is 7.2 (in 2019 it was 7.1), non-disabled staff is 7.6 (in 2019 it was 7.5) and staff who have not confirmed their disability status also increase to 7.6 (in 2019 it was 7.4)

10. Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

Currently there are no members on the board who have declared themselves to have a disability. This shows that the board is not reflective of the workforce by 18%. This will be discussed with Board Members to encourage declaration if it is appropriate.

Staff Network Groups

The Trust has taken action to facilitate the voices of disabled staff to be heard in the form of staff network groups. It has 7 groups in total, but there are three specific groups which are specific to disability. The Enable Disability Staff Network Group, The Mental Health Staff Network Group and The Autism Spectrum Disorder Staff Network Group. All groups are well established and are growing in size.

The groups meet on a quarterly basis and are instrumental in supporting the organisation to become more inclusive.

The Trust also has a Freedom to speak up guardian and 60 E&D allies within the organisation as a source of support for disabled staff.

Conclusions

This is the second data submission for the WDES. Based on staff survey data, the Trust is performing well in areas of equality, diversity and inclusion, but there is always room for improvement. As a caring organisation, we are keen to improve within each metric and will create an action plan to improve representation and the experience of disabled staff.

An area we must focus on as a Trust is encouraging our staff to update their monitoring information on ESR, 13.5% of staff have not declared. We are also aware that disability status may change throughout a staff member's career and the information on ESR may not be reflective of staff members change of circumstances. We know this is a national problem and will share best practice with other NHS organisations to improve in this area.

We are pleased to see progress in 5 of the 9 metric and will continue to build on these. An action plan will be developed to review the other 4 areas to look at where improvements can be made.