

Title:	Workforce Disability Equality Standard 2023
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<p>Purpose of the report and summary of key issues:</p>	<p>The purpose of this report is provide the Workforce Disability Equality Standard (WDES) metrics for 2023.</p> <p>Key areas of analysis are measured against data from the electronic staff record and the national NHS staff survey 2022. The metric framework includes a breakdown of:</p> <ul style="list-style-type: none"> - Colleagues with a disability within the agenda for change bandings in four clusters (1-4, 5-7, 8a-8b, 8c-9 and VSM). - likelihood of colleagues being appointed from shortlisting - Colleagues entering the capability process. - The number of colleagues with a disability who are facing bullying, and harassment from patients, colleagues and managers. - The membership of the Board and its contrast with our Disabled workforce. <p>Findings from the 2023 report show an improvement in some of the indicators such as:</p> <ul style="list-style-type: none"> • An increase in the number of overall colleagues declaring their status on ESR • Fewer incidents of bullying and harassment have occurred to Disabled staff since the last WDES from managers, patients or service users or colleagues (and more were reported if they occurred although this level of reporting is below the national average). • Disabled staff at HDFT are less likely to experience bullying and from managers, patients or service users or colleagues compared to the 2022 NHS staff survey national averages. <p>The report also contains an action plan to focus on areas which have not improved, or where there are differences between perception or experience of disabled and non-disabled colleagues, this includes that:</p>
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	<ul style="list-style-type: none"> • Disabled staff feel less likely than non-disabled staff that the Trust acts fairly with regard to promotion and career progression. • Disabled staff feel higher levels of pressure to attend for work whilst unwell. • A lower percentage of disabled staff feel the Trust values their work compared to non-disabled staff • Levels of empowerment and staff engagement are lower for disabled colleagues • There is a small reduction in the likelihood of disabled colleagues being appointed versus non-disabled colleagues. 	
Trust Strategy and Strategic Ambitions	<p>The Patient and Child First Improving the health and wellbeing of our patients, children and communities</p>	
	Best Quality, Safest Care	
	Person Centred, Integrated Care; Strong Partnerships	
	Great Start in Life	
	At Our Best: Making HDFT the best place to work	x
	An environment that promotes wellbeing	
	Digital transformation to integrate care and improve patient, child and staff experience	
	Healthcare innovation to improve quality	
Corporate Risks	N/A	
Report History:	N/A	
Recommendation:	<p>The Board is requested to discuss and note the 2023 WDES metrics and the action plan that will attempt to address areas that need improving for disabled colleagues.</p> <p>The data element of this report will be published on our HDFT website on 31 October 2023 following approval by the Board.</p>	

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2023

Harrogate and District NHS

Foundation NHS Trust

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Introduction

Welcome to our Workforce Disability Equality Scheme (WDES) Annual Report 2023. The report aims to communicate our internal data and metrics for the last twelve months, the progress we have made to date and a proposed action plan to allow us to continue to develop our approaches, initiatives and activities. It also identified areas that will be focused on in our action plan in Appendix 1.

Our Values

Whether you are a patient, a visitor, or a member of staff, our KITE values are what describe and define our organisational culture.

- ✓ Kind
- ✓ Integrity
- ✓ Team Work
- ✓ Equality

Our Commitment to Promoting Equality and equity for colleagues who identify as being disabled.

The WDES was introduced in 2019 and is designed to improve workplace and career experiences for Disabled people working, or seeking employment, in the NHS.

Commissioned by the NHS Equality and Diversity Council, the WDES is mandated through the NHS Standard Contract. It consists of metrics, based on workforce data and staff feedback from the NHS Staff Survey, which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. The data highlights areas which require improvement and it is used to develop and publish an action plan which can then be tracked year on year to demonstrate progress. The WDES supports our compliance with the Public Sector Equality Duty, as part of the Equality Act 2010. It reinforces the improvements set out in the NHS Long Term Plan; to champion the insight and strengths of people with lived experience and, to become a model employer of people with a learning disability and of autistic people.

Its function is integral to the NHS People Promise and the Trust People Plan.

The WDES complements the existing Workforce Race Equality Standard (WRES) and both are vital to ensuring that the values of equality, diversity and inclusion lay at the heart of the NHS. It is important because it enables NHS organisations to better understand the experiences of their disabled staff and supports positive change for all employees by creating a more inclusive environment for disabled people working and seeking employment in the NHS.

Research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety. It supports positive change for existing employees, and enables a more inclusive environment for disabled people working within the NHS.

Metric 1 – Workforce Representation

The profile of our disabled employees versus the NHS declaration rate for 2023.

	NHS Average 2023	HDFT 2023	Variance
Staff Declaring a Disability	4.9%	5.3%	+0.4%

The number of employees declaring a disability


	Disabled	Unknown
Staff Declaring a Disability	257	582

12.1% of HDFT colleagues have not disclosed their disability or long-term condition status.

The number of HDFT colleagues who declared a disability or long-term condition is 0.4% higher than the NHS average for 2023.

Percentage of staff on Agenda for Change (AfC) pay bands or medical and dental subgroups and very senior managers compared with the percentage of staff in the overall workforce

Increase 

Reduction 

WDES 2023 Non Clinical Staff	2023			2022		
AfC Pay-Bands	Disabled	Non-Disabled	Un-known	Disabled	Non-Disabled	Un-known
1-4	6.5%	83.3%	10.2%	5.4%	83.2%	11.4%
5-7	6.3%	83.2%	10.5%	5.3%	83.0%	11.7%
8a-8b	6.6%	85.2%	8.2%	5.7%	84.9%	9.4%
8c-9 and VSM	5.3%	94.7%	0.0%	5.9%	94.1%	0.0%
WDES 2023 Clinical Staff	2023			2022		
AfC Pay-Bands	Disabled	Non-Disabled	Un-known	Disabled	Non-Disabled	Un-known
1-4	5.2%	80.9%	14.0%	4.6%	80.5%	14.9%
5-7	5.5%	83.4%	11.1%	4.6%	82.0%	13.5%
8a-8b	7.0%	79.6%	13.4%	7.4%	78.4%	14.2%
8c-9 and VSM	0.0%	87.5%	12.5%	0.0%	75.0%	25.0%
Medical and Dental Staff	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
Consultants	2.5%	74.7%	22.8%	1.3%	73.7%	25.0%
Non-consultant Career Grades	0.00%	81.3%	18.7%	0.0%	79.2%	20.8%
Trainee Grades	4.0%	88.6%	7.4%	5.8%	88.5%	5.8%

There has been an increase in colleagues in cluster bands 1-4 and 5-7 declaring a disability compared to 2022.

There has been a slight reduction in non-clinical Band 8c to 9 and VSM (Very Senior Manager) decrease staffing and clinical Band 8a-8b who have declared if they have a disability.

The number of Consultants declaring a disability has increased and there was a reduction in training grade medical staff declaring a disability.

It is notable that across all clusters, the percentage of 'Unknown' disability status has decreased.

Metric 2 - Recruitment

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

	Relative likelihood in 2022	Relative likelihood in 2023
Relative likelihood of non-disabled people being appointed from shortlisting compared to disabled staff	1.04	1.09

The relative likelihood of a person with a disability being appointed from shortlisting compared to a person with non-disability has decreased by 0.05 since last year.

Metric 3 - Capability

Relative likelihood of colleagues with a disability compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entering into the formal capability procedure.

	Relative likelihood in 2022	Relative likelihood in 2023
Relative likelihood of disabled staff entering formal capability process compared to non-disabled staff	0.00	0.00

No employees with a disability or long-term condition has entered the capability process in 2022 or 2023.

Metric 4 – Harassment, Bullying or Abuse

Percentage of colleagues with a disability compared to non-disabled staff experiencing harassment, bullying or abuse from patient/service users, their relatives or other members of the public, managers or other colleagues.

<i>Metric 4 (a-d)</i>	2022		2021	
	<i>Disabled Staff</i>	<i>Non-Disabled Staff</i>	<i>Disabled Staff</i>	<i>Non-Disabled Staff</i>
In the last 12 months how many times, have you personally experienced harassment, bullying or abuse at work from patients/service users, their relatives or other members of the public	29.7%	22.5%	30.7%	25.7%
In the last 12 months, how many times have you personally experienced harassment, bullying or abuse at work from managers	14.5%	8.2%	20.6%	11.9%
In the last 12 months, how many times have you personally experienced harassment, bullying or abuse at work from other colleagues	21.2%	15.4%	26.7%	17.7%
The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it (Yes).	49.3%	45.1%	48.2%	44.8%

Fewer incidents of bullying and harassment have occurred to disabled staff since the last WDES from managers, colleagues and patients/service users. For the incidents that did occur, more were reported in 2022 in comparison to the previous year.

HDFT disabled staff experience bullying and harassment less than the national average (NHS Staff Survey 2022):

National average from patients, service users or the public is 33.2%, 3.5% higher than HDFT.

National average from Managers is 16.1%, 1.7% higher than HDFT

National average from other colleagues is 24.8%, 3.6% higher than HDFT.

Whilst the Trust has seen an improvement of more staff reporting incidents for both disabled and non-disabled staff in comparison to the previous year, the Trust is below the national average, which is 51.3% for disabled staff and 49.5% for non-disabled staff.

Metric 5 – Career Progression

Percentage of staff with a disability compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion

	Trust 2022 NHS Staff Survey Score	Disabled	Non - Disabled
Does your organisation act fairly with regard to career progression/promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age (Yes)	55.3%	51.0%	57.1%

Disabled staff feel less likely than non-disabled staff that the Trust acts fairly with regard to promotion and career progression.

Metric 6 – Presenteeism

Percentage of colleagues with a disability compared to colleagues without a disability responding to if they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

	Trust 2022 NHS Staff Survey Score	Disabled	Non - Disabled
Have you felt pressure from your manager to come to work?	17.7%	21.7%	15.9%

Disabled staff feel higher levels of pressure to attend for work whilst unwell.

Metric 7 – Feeling Valued

Percentage of colleagues with a disability compared to colleagues without, declaring if they are satisfied with the extent to which their organisation values their work

	Trust 2022 NHS Staff Survey Score	Disabled	Non-Disabled
The extent to which my organisation values my work (Satisfied/Very Satisfied)	41.8%	33.9%	44.7%

A lower percentage of disabled staff feel the Trust values their work that non-disabled staff.

Metric 8 – Reasonable Adjustments

Percentage of colleagues with a disability responding to their employer making reasonable adjustments to enable them to carry out their work

Many disabled colleagues are receiving their reasonable adjustments to enable them to be present and work at their best.

	Disabled	Non-Disabled
Has your employer made reasonable adjustment(s) to enable you to carry out your work (Yes)?	67.8%	No data

Metric 9 – Staff Engagement

NHS staff survey and the engagement of staff with a disability

The next data set will compare the yes response against that of the organisation.

	Trust 2022 NHS Staff Survey Score	Disabled	Non - Disabled
Time passes quickly when I am working (Often/Always).	78.4%	72.0%	80.9%
There are frequent opportunities for me to show initiative in my role (Agree/Strongly Agree).	71.8%	63.0%	75.0%
I am able to make suggestions to improve the work of my team/department (Agree/Strongly Agree).	71.2%	62.8%	74.3%
I am able to make improvements happen in my area of work (Agree/Strongly Agree).	55.2%	43.7%	59.2%
Care of patients/service users is my organisation's top priority (Agree/Strongly agree).	73.6%	69.8%	75.0%
I would recommend my organisation as a place to work (Agree/Strongly agree).	57.1%	47.7%	60.6%
If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation (Agree/Strongly agree).	63.6%	60.4%	64.9%

The table suggests that colleagues with a disability are less empowered to make decisions and as a reason, would not recommend the Trust as a place of work as highly as non-disabled colleagues. The Trust is only 0.02 points below the National NHS average.

Trust Staff Engagement Score	NHS Staff Average engagement Score
6.44	6.42

Has your Trust taken action to facilitate the voices of colleagues with a disability in your organisation to be heard (provide an example or action plan).

The Trust have a strong Disability and Long-Term Conditions staff network as well as a network for colleagues who are neurodiverse. Both network meetings facilitate discussions with their members to talk openly and in a safe space about their conditions and their reasonable adjustments.

A reasonable adjustment passport is being launched this summer to support these employees. Both groups are supported, and meetings are attended by their executive sponsor and the EDI Champion / Non-Executive Director. Both networking groups have doubled in size in the last six months through robust publicity, word of mouth and campaigns to demonstrate our commitment to colleagues who identify as having a disability or neurodiverse.

Metric 10 - Board Representation

Percentage difference between the organisation's board voting membership and its organisation's overall workforce disaggregated. Voting and non-voting membership of the board, by executive and non-exec membership of the board

	Disabled	Non - Disabled	Unknown
Total Board Members	0.0%	83.3%	16.7%
Of which: Voting Board Members	0.0%	83.3%	16.7%
Non-Voting Board Members	-	-	-
Of which: Exec Board Members	0.0%	100.0%	0.0%
Non-Exec Board Members	0.0%	70.0%	30.0%
Difference (Total Board - Overall Workforce)	-5.3%	0.8%	4.6%
Difference (Voting Membership- Overall workforce)	-5.3%	0.8%	4.6%
Difference (Executive Membership - Overall Workforce)	-5.3%	17.4%	-12.1%

Conclusion and Recommendations

Findings from the 2023 report show an improvement in many of the indicators such as:

- An increase in the number of overall colleagues declaring their status on ESR
- Fewer incidents of bullying and harassment have occurred to disabled staff since the last WDES from managers, patients or service users or colleagues since 2022 (and more were reported if they occurred although this level of reporting is below the national average).
- Disabled staff at HDFT are less likely to experience bullying and from managers, patients or service users or colleagues compared to the 2022 NHS staff survey national averages.

The report also contains an action plan to focus on areas which have not improved or where there are differences between perception and experience of disabled and non-disabled colleagues, this includes that:

- Disabled staff feel less likely than non-disabled staff that the Trust acts fairly with regard to promotion and career progression.
- Disabled staff feel higher levels of pressure to attend for work whilst unwell.
- A lower percentage of disabled staff feel the Trust values their work that non-disabled staff
- Levels of empowerment and staff engagement are lower for disabled colleagues
- There is a small reduction in the likelihood of disabled colleagues being appointed versus non-disabled colleagues.

The Board is requested to discuss and note the 2023 WDES metrics and the action plan that will attempt to address areas that need improving for disabled colleagues.

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Action Plan

Workforce Disability Equality Standard 2023

Metric	HDFT	National Average	Narrative	Actions	Timescale
Metric 1 Disabled Declaration in the overall workforce	5.3%	4.9%	HDFT have appointed a larger percentage of people with a disability than the national average recorded in the NHS,	Continued focus on ensuring our recruitment and selection processes are inclusive through recruiting for values, conscious decision making. Continue to offer placements through Project Search. Introduction of T levels. Continue to work with the staff network to raise the profile of disability equality across the trust.	Ongoing Ongoing Ongoing Ongoing
Metric 2 Likelihood of appointment from shortlisting 1.0 = equitable	1.09	0.99	801 out of 4,895 Non-disabled candidates were appointed from shortlisting (16.4%) compared to 62 out of 413 Disabled candidates (15.0%).	Continue to work with the staff network.	Ongoing
Metric 5 Career Progression	51%	52.1%	51% of colleagues with a disability believe that we provide equal opportunities for career progression or promotion	Continue to work with the staff network.	Ongoing

Metric 8 Reasonable Adjustments	67.8%	73.4%	Further work needs to be carried out to support people with their reasonable adjustments.	Review Reasonable Adjustment Policy and Process and discuss if reasonable adjustments are an issue with Disability/Long Term Condition Network.	Ongoing
Metric 10 Disabled representation on the board	Overall 0.0%	5.7%	HDFT currently ranked last.	<p>Each board member to have an EDI objective in their appraisal.</p> <p>Use positive action for recruitment to Board level NEDs</p>	<p>End of appraisal setting period.</p> <p>Next recruitment campaign</p>