

**People and Culture Committee meeting
25th September 2024**

Title:	Workforce Disability Equality Standard 2024
Responsible Director:	Director of People and Culture - Angela Wilkinson
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Purpose of the report and summary of key issues:	<p>The purpose of this report is to present the Workforce Disability Equality Standard (WDES) metrics for 2024.</p> <p>Key areas of analysis are measured against data from the electronic staff record from April 1st, 2023, to 31st March 2024 and the national NHS staff survey 2023. 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 disabled colleagues being appointed from shortlisting. - Colleagues entering the capability process. - Number of colleagues with a disability who are facing bullying and or harassment from patients, colleagues and managers. - Membership of the Board and its contrast with our Disabled workforce. <p>Findings from the 2024 report show an improvement in some of the indicators:</p> <ul style="list-style-type: none"> • An increase in the overall number of colleagues disclosing their disability or long-term condition on ESR. • A reduction in bullying from 2022 data • Increase in people who have reasonable adjustments to support them in their role. 	
Trust Strategy and Strategic Ambitions	The Patient and Child First Improving the health and wellbeing of our patients, children and communities	
	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 2024 WDES metrics and the Action Plan, which will attempt to address areas that need improving for disabled colleagues.</p> <p>Following approval by the Board, the data element of this report will be published on our HDFT website on 31 October 2024.</p>	

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2024

Harrogate and District NHS

Foundation NHS Trust

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Introduction

Welcome to our Workforce Disability Equality Scheme (WDES) Annual Report 2024. This report aims to communicate our internal data and metrics for the last twelve months, the progress we have made to date and proposes an Action Plan to allow us to continue to develop our approaches, initiatives and activities. See appendix 1.

Our Values and Commitments

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

KINDNESS

We show **compassion**,
and are **understanding**
and **appreciative** of
other people

INTEGRITY

We display personal and
professional **integrity**,
are **honest** and bring a
positive attitude

TEAMWORK

We are **helpful** to each
other, **listen** intently and
communicate clearly

EQUALITY

We show **respect**,
we are **inclusive** and
we act **fairly**

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 from the Electronic Staff Records, 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 is used to develop and publish an Action Plan, which can then be tracked year on year to demonstrate progress. The WDES complies with the


Public Sector Equality Duty, as part of the Equality Act 2010, which reinforces the improvements set out in the NHS Long Term Plan. This plan also champions the insight and strengths of people with lived experience and promotes becoming a model employer of people with a learning difference. 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 lie at the heart of the NHS. The WDES is important because it enables NHS organisations to better understand the experiences of their disabled staff and to support 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, increase patient satisfaction and improved patient safety.

The data collected is drawn from the Electronic Staff Record (ESR) April 2023 to March 2024, and the National Staff Survey (NSS) from November 2023.

Throughout the report the following colour key applies:

Improvement on previous year 

Worse than previous year 

Metric 1 – Workforce Representation

The profile of our disabled employees versus the NHS declaration rate for April 2023 / March 2024. HDFT declaration in 2024

	NHS Average 2024	HDFT 2024	Variance
Staff Declaring a Disability	-	6.3%	1.4%
	NHS Average 2023	HDFT 2023	Variance
Staff Declaring a Disability	4.9%	5.3%	+0.4%

The number of employees declaring a disability in 2024

	Disabled	Unknown	Non-disabled
Staff Declaring a Disability 2024	319	496	4254
Staff Declaring a Disability 2023	257	582	3975

9.8% of HDFT colleagues have not disclosed their disability or long-term condition status.

The number of HDFT colleagues who have disclosed a disability or long-term condition is 1.4% higher than the NHS average for 2024. Declarations of a disability or long-term condition have increased by 1% since 2023.

The table below highlights the percentage of staff on Agenda for Change (AfC) pay bands, medical and dental subgroups and very senior managers compared with the percentage of staff in the overall workforce.

WDES 2024 Non-Clinical Staff	2024			2023		
AfC Pay-Bands	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
1-4	7.5%	84.6%	7.9%	6.5%	83.3%	10.2%
5-7	9.5%	83.3%	7.2%	6.3%	83.2%	10.5%
8a-8b	8.8%	88.2%	2.9%	6.6%	85.2%	8.2%
8c-9 and VSM	0.0%	100%	0.0%	5.3%	94.7%	0.0%
WDES 2024 Clinical Staff	2024			2023		
AfC Pay-Bands	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
1-4	6.6%	80.9%	12.5%	5.2%	80.9%	14.0%
5-7	6.2%	85.2%	8.6%	5.5%	83.4%	11.1%
8a-8b	8.4%	80.7%	10.8%	7.0%	79.6%	13.4%
8c-9 and VSM	0.0%	90.9%	9.1%	0.0%	87.5%	12.5%

Medical and Dental Staff	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
Consultants	2.4%	76.8%	20.8%	2.5%	74.7%	22.8%
Non-consultant Career Grades	0.7%	82.4%	16.9%	0.0%	81.3%	18.7%

Trainee Grades	4.7%	89.1%	6.2%	4.0%	88.7%	7.4%
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There has been an increase in non-clinical staff disclosing a disability in cluster bands 1-4, 5-7, 8a-8b and an increase in non-consultant career grades and trainee grades compared to 2023.

There has been a reduction in non-clinical Band 8c to 9 and VSM (Very Senior Manager) who have disclosed their disability.

Across all clusters, the percentage of disability status 'Unknown' has decreased.

Metric 2 - Recruitment

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

A relative likelihood above 1 indicates that non-disabled applicants are more likely to be appointed from shortlisting compared to Disabled applicants.

	National Average 2024	Relative likelihood in 2024	Relative likelihood in 2023
Relative likelihood of non-disabled people being appointed from shortlisting compared to disabled staff	-	1.15	1.09

The relative likelihood of a person with a disability being appointed from shortlisting compared to a person with no disability has increased by 0.06 since last year, meaning colleagues with a disability are .15 times less likely to be appointed than a non-disabled applicant. It is not possible to further analyse protected characteristic information on the recruitment system to help prevent bias and ensure fairness in the recruitment process.

The national figure suggests applications from disabled and non-disabled applicants are equal, but experience varies at trust level. [NHS England » Workforce Disability Equality Standard: 2023 data analysis report for NHS trusts](#)

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 formal capability procedures.

	Relative likelihood in 2024	Relative likelihood in 2023
Relative likelihood of disabled staff entering formal capability process compared to non-disabled staff	3.33	0.00

Metric 3 is taken from a two-year rolling average of the current and previous year (1st April 2022 – 31st March 2024 divided by two). Last year (1st April 2022 – March 31st 2023) no staff members with a disability or LTC were capability managed. This year (1st April 2023 – 31st March 2024) 1 staff member with a disability was capability managed.

Based on this information, the likelihood of a staff member entering capability:

- With a disability is 0.16%
- Without a disability is 0.05%

Disabled colleagues are over 3 times more likely to be capability managed. This figure is above the national average recorded for 2023 which was 2.17.

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.

Metric 4 (a-d)	National Average Disabled Staff	2024		2023	
		Disabled Staff	Non-Disabled Staff	Disabled Staff	Non-Disabled Staff
a) 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 the public?	29.8%	26.7%	18.3%	29.7%	22.5%

In the last 12 months, how many times have you personally experienced harassment, bullying or abuse at work from managers?	15.3%	11.0%	6.8%	14.5%	8.2%
In the last 12 months, how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?	25.3%	22.1%	13.9%	21.2%	15.4%
The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it? (Yes)	50.6%	56.1%	52.0%	49.3%	45.1%

In the 2023 National Staff Survey, there were fewer incidences of bullying and harassment compared to 2022 towards people who have disclosed a disability or a long-term condition from patients/service users, their relatives or the public and from managers. There is a small increase in incidences of bullying, harassment or abuse from other colleagues. The data also shows there continues to be a higher incidence of bullying and harassment for disabled staff compared to non-disabled colleagues, but the gap between disabled and non-disabled has reduced in metrics 4b and 4d since last year.

HDFT disabled staff experience less bullying and harassment or abuse across all metrics than the national average. HDFT disabled staff are more likely than their non-disabled counterparts, as well as the national average to report bullying and harassment or abuse.

There is a 6.8% improvement in disabled staff reporting incidences of bullying and harassment between 2023 and 2024.

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.

	2024		2023	
	Disabled	Non – Disabled	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)	57.9%	62.4%	51.0%	57.1%

More disabled staff feel that the Trust acts fairly with regard to promotion and career progression than they did in 2022. HDFT has more disabled staff feeling like the organisation acts fairly than the national average of 51.5%.

Metric 6 – Presenteeism

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

	National Average	2024		2023	
		Disabled 2023	Non-Disabled	Disabled	Non-Disabled
Have you felt pressure from your manager to come to work? (yes)	28.6%	18.4%	14.1%	21.7%	15.9%

Disabled staff feel higher levels of pressure to attend work whilst unwell than their non-disabled counterparts. Less disabled staff at HDFT feel Presenteeism than last year and the national average.

Metric 7 – Feeling Valued

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

	National Average	2024		2023	
		Disabled	Non-disabled	Disabled	Non-disabled
The extent to which my organisation values my work (Satisfied /Very Satisfied)	35.7%	42.9%	52.6%	33.9%	44.7%

Disabled staff report that HDFT values their work more than in 2022. The gap between Disabled and non-Disabled staff has reduced by 1.1%.

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.

More disabled colleagues are receiving reasonable adjustments to enable them to be present and work than in 2022. There has been an increase in accessing reasonable adjustments of 8.1%. HDFT disabled staff access reasonable adjustments more than the national average.

	National Average	2024 Disabled	2023 Disabled
Has your employer made reasonable adjustment(s) to enable you to carry out your work? (Yes)	73.4%	75.9%	67.8%

Metric 9 – Staff Engagement

NHS staff survey and the engagement of staff with a disability

The staff engagement score has increased for both disabled and non-disabled colleagues compared to last year, however the increase has been greater for non-disabled colleagues, meaning the gap has widened.

	Trust Staff Engagement Score	NHS Staff Average Engagement Score
2023	7.05	6.91
2024	6.44	6.42

	National Average	2024		2023	
	(Disabled)	Disabled	Non-disabled	Disabled	Non-disabled
Staff engagement score (0-10)	6.5%	6.8%	7.9%	6.4%	7.0%

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 for 2023

2024	Disabled	Non - Disabled	Unknown
Total Board Members	0.0%	87.5%	12.5%
Of which: Voting Board Members	0.0%	92.9%	7.1%
Non-Voting Board Members	0.0%-	50.0%	50.0%
Of which: Exec Board Members	0.0%	100.0%	0.0%
Non-Exec Board Members	0.0%	77.8%	22.2%
Difference (Total Board - Overall Workforce)	-6.0%	4.0%	3.0%
Difference (Voting Membership- Overall workforce)	-6.0%	9.0%	-3.0%
Difference (Executive Membership - Overall Workforce)	-6.0%	16.0%	-10.0%

2023	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%

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

Both groups are supported, and meetings are attended, by their Executive sponsor and the EDI Champion / Non-Executive Director. Both network 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 being neurodivergent. These forums enable a regular voice across the organisation for staff with a disability.

Conclusion and Recommendations

Findings from the 2023 National Staff Survey Benchmarking report show an improvement in several indicators:

- There is an increase in the number of staff disclosing a disability or long-term condition.
- There is a decrease in reported incidences of bullying, harassment or abuse, particularly from patients, managers and the public, however issues persist with bullying, harassment or abuse from other colleagues, although the gap between disabled and non-disabled staff has narrowed.
- More disabled staff feel the Trust provides equal opportunities for career progression compared to the previous year and HDFT scores better than the national average for this metric.
- More staff are receiving reasonable adjustments, which supports their ability to perform in their roles effectively.
- Challenges include that disabled people are 3.3 times more likely to enter the formal capability process than their non-disabled peers.
- Disabled staff report higher levels of Presenteeism, although this has been reducing steadily since 2020.
- Disabled staff remain underrepresented at Senior Management and Board levels.

The report also contains an Action Plan to focus on areas which have not improved or where there are differences between the perceptions and experiences of disabled and non-disabled colleagues.

The Board is requested to discuss and note the 2024 WDES metrics and Action Plan that will attempt to address areas for improvement for disabled colleagues.

Following approval by the Board, the data element of this report will be published on our HDFT website on 31 October 2024.

Action Plan

Workforce Disability Equality Standard 2024

Metric	HDFT	National Average	Context	Actions	Timescale
Metric 2: Likelihood of appointment from shortlisting	1.15		Applicants with a disability are less likely to be appointed than those without.	<ul style="list-style-type: none"> Continue to deliver unconscious bias training Improve access to information related to: <ul style="list-style-type: none"> Clinical Skills Leadership and Management Job posts Personal Development 	<p>Ongoing</p> <p>February 2025</p>
4: Bullying, harassment and abuse	<p>a) 26.5%</p> <p>b) 11.1%</p> <p>c) 22.2%</p>	<p>a) 30%</p> <p>b) 15.4%</p> <p>c) 25.3%</p>	While there has been a reduction in reported instances, disabled staff still experience higher rates of harassment and bullying. Addressing this issue is crucial for creating a safe and supportive work environment for all employees.	<p>Devise and implement a communications plan to better promote access to current resources such as:</p> <ul style="list-style-type: none"> Respectful Resolutions Bullying and harassment training Speaking up with BUILD 	December 2024

Continue to drive bullying and harassment as part of our values

Appendix 1: Workforce Disability Equality Standard 2024

WDES Data 2023/24

(Workforce Disability Equality Standard)

		March 2023	March 2024	
1	Percentage of staff in AfC pay-bands or medical and dental subgroups and very senior managers (including Executive Board members, but excluding Non-Executive Board members) compared with the percentage of staff in the overall workforce.			
	Cluster 1 (up to Band 4)	5.65%	6.9%	↑
	Cluster 2 (Bands 5-7)	5.58%	6.5%	↑
	Cluster 3 (Bands 8a-8b)	6.88%	8.5%	↑
	Cluster 4 (Bands 8c-9 and VSM)	3.70%	0%	↓
	Cluster 5 (Medical/dental consultants)	2.5%	2.4%	↓
	Cluster 6 (Medical/dental, non-consultants)	0.00%	0.7%	↑
	Cluster 7 (Medical/dental, trainees)	4.03%	4.67%	↑
		5.3%	6.3%	↑
2	Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.	1.09	1.15	↑
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.	0.00	3.33	↑
4a	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Patients or other members of the public	27.9%	26.7%	↓
4b	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers	14.5%	11.0%	↓
4c	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Other Colleagues	21.2%	22.1%	↑
4d	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	49.3%	56.1%	↑

		March 2023	March 2024	
5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	51.0%	57.9%	↑
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.	21.7%	18.4%	↓
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.	33.9%	42.9%	↑
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	67.8%	75.9%	↑
9a	The staff engagement score for Disabled staff, compared to non-disabled staff. (0-10)	6.4	6.8	↑
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	Y	Y	↔
10a	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce (voting membership of the Board)	-5.3%	-6.0%	↑
10b	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce (Executive membership of the Board)	-5.3%	-6.0%	↑

Key:

	The score has worsened
	The score has remained at the same or similar level as the previous year
	The score has improved