NHS Workforce Disability Equality Standard (WDES)

Annual Report 2021

Wirral Community Health and Care NHS Foundation Trust

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1   Introduction

The Workforce Disability Equality Standard is included in the NHS standard contract for 2021/22. All NHS Trusts were required to produce and publish their first WDES baseline data in August 2019 and are subsequently required to publish a WDES report annually along with an annual action plan which must be approved by the Board (this year by the 31 October 2021).

This report details the information for Wirral Community Health and Care NHS Foundation Trust for 2021 and the data set is for 31 March 2021 using data from several sources; Electronic Staff Record (ESR), Trac system, HR record system for employment relation cases and NHS Staff Survey from 2020.

All data information is required as a submission to the national WDES team for the 31 August 2021 and must be published externally with an action plan by 31 October 2021.

This is the third year that the WDES information has been collated and published.

During 2020 there was a national temporary pause to the WDES due to the impact of the COVID pandemic and this extended the date of data submission and the action plan to 31 October 2020 for 2019/2020 data set.

During 2020/ 21 there has been no pause to the requirements.

There are 10 indicators which form the WDES and these are as follows

Indicator	Description
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.
Metric 2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all post
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
Metric 4	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.
Metric 5	Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.
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.
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.

Metric 8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work
Metric 9	Disabled staff engagement
Metric 10	Percentage difference between the organisation's board voting membership and its organisation's overall workforce

The WDES action plan forms one of the key "People" equality objectives which supports the trust's Inclusion Strategy with the aim of improving both access to work for people with disabilities as well as staff experience.

2   Executive summary

The impact of COVID must be acknowledged when considering these results in relation to our disabled staff within the workforce of WCHC. This is in relation to staff themselves and also provides some rationale as to why some of the actions have not been completed for the 2020/21 action plan and have been carried forward to the 2021/22 plan.

Some disabled staff have been prevented from working as they were shielding during the lockdown periods of the pandemic, they may have been away from work and for some this has meant that they have been assigned other tasks or worked from home. The ability staff network which felt that this name was more reflective of group has continued to meet monthly and remotely via MS teams during this period. Whilst the disproportionate impact of COVID on people with disabilities, and therefore our staff has been a concern, the process of ensuring every clinically vulnerable member of staff member of staff had the opportunity to complete a risk assessment to provide them with appropriate support, brought about increased awareness of individual circumstances.

There has been an improvement in some indicators; the percentage of the workforce stating they have a disability and the likelihood of being appointed has increased from the period WDES data. The Board constitution in comparison to the workforce continues to be higher.

However indicators in relation to staff experience continues to show a worse experience for disabled staff which is the same as the national NHS data from the 2020 Staff Survey.

As nationally 1 in 5* of us is disabled then there is further work to do in increasing the number of staff in our workforce and this report highlights where we are and what we plan to do to increase rates and declaration rates.

There is still a big differential between the number of staff who have disclosed they are disabled on ESR and the number who state whilst filling in the NHS Staff Survey that they have a disability or a long-term condition.

*source SCOPE

3   WDES progress in 2020/21

Appendix 1 shows a baseline for workforce information in relation to disabled staff and an overview has been shared with the Ability Staff Network and Strategic Workforce Development Group.

An action plan has been developed for the period August 2021 – July 2022. This will be taken biannually to the Education and Workforce committee and will also be continually reviewed and monitored with the staff network, Inclusion and Health Inequalities Steering group and champions.

Actions carried over from 2020/21 are identified in the action plan in appendix 2 and are as follows;

- Promotion through Onboarding of Ability staff network (as part of network awareness raising)
- Develop a buddy scheme for new employees
- Reverse mentoring scheme to be set up with directors and disabled staff as part of wider scheme after the BAME scheme review
- Promote Disability Confident Employer status across the trust wide to raise awareness and increase allyship.
- Increase disabled staff numbers. By
    - reviewing the R&S training to include the subject of unconscious bias
    - Identifying areas of underrepresentation to target recruitment to posts;
    - Introduce wider recruitment initiatives outside NHS Jobs to attract a higher application rate of disabled people through liaison with relevant community groups in Wirral
    - Engage with disabled community groups for opportunities of work placements i.e. Poppy Factory
- Agile Working programme - consideration of impact on a range of disabilities including sensory disabilities of agile working.

Priority actions identified by the ability staff network are;

- to raise awareness of reasonable adjustments for line managers so that staff experiences are improved and line managers are trained to support staff with disabilities and long term illnesses.
- to encourage staff who consider themselves disabled to have this indicated on their staff record. This will enable the trust to improve the information it is able to gather about the experience of staff with disabilities in relation to promotion and access to training etc.
- Understand perceived barriers to "Raising Concerns" from Ability staff network – as data on harassment from (i)patients and public, (ii)Team

managers and colleagues are not comparable when reviewing 2020 Staff Survey data and grievances/ dignity at work and FTSU data.

The key findings from the 2021 results are as follows;

- The number of disabled staff has increased from 3% to 4.09%
- The likelihood of being shortlisted has improved
- No disabled staff entered the formal capability processes as per the previous year
- Disabled staff continue to be more likely to state they feel have been harassed by patients, public, team leaders and colleagues than non-disabled staff
- As per 2019 staff survey results, fewer disabled staff compared to non-disabled staff believe that the trust provides equal opportunities for career progression or promotion.
- Fewer disabled staff compared to non-disabled staff state they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties as the 2019 results showed.
- The % of disabled staff compared to non-disabled saying that they are satisfied with the extent to which their organisation values their work continues to be lower for 2020 scores.
- There was an improvement in the % of disabled staff stating that they have had adequate reasonable adjustments put in place
- The % of disabled staff in the board remains as last year's WRES results

4   Conclusion and next steps

The percentage of disabled staff has increased and this may be due to staff being encouraged to declare their disability through the pandemic and risk assessment process rather than increasing workforce.

The likelihood of a disabled person being appointed through recruitment has increased however it remains less likely than for a non-disabled applicant to be appointed.

We continue to have a more representative board in comparison to the rest of the workforce.

In relation to staff experience our disabled staff as the national WDES results, have a worse experience than non-disabled colleagues.

The Ability Staff Network has continued to meet on a monthly basis and although attendance has fluctuated it is seen as a valued space for members to meet and share experiences. During 2020/21 it resulted in changes to the planned layout of the St Cath's Health Centre entrance, it increased the usage of the speech recognition software in the trust and it suggested the trust wide reasonable adjustment database.

Executive sponsors are being established for all staff networks in 2021/22 to reflect the approach taken with the BAME Staff Network, and it is anticipated that this support will enhance further the profile and effectiveness of the Ability Network.

There has been a change in the governance arrangements in relation to the Inclusion Team which will include Health Inequalities and will promote the wider agenda and improve the links to the Social Value agenda.

Appendix 1 WDES metrics report

Detailed below is the organisation's WDES data which was submitted in August 2021 covering the period 1 April 2020 – 31 March 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 2020	Disabled staff in 2021	Disabled staff in 2020/2021	Non-disabled staff in 2020	Non-disabled staff in 2021	Non-disabled staff in 2020/21	Unknown/null staff in 2020	Unknown/null staff in 2021	Unknown/null staff in 2020/21	Total staff in 2020	Total staff in 2021
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	2.0	4.7	+2.7	96.0	92.8	-3.2	2.0	2.5	+0.5	252	278
Cluster 2 (Band 5 - 7)	2.9	5.1	+2.2	94.3	91.0	-3.3	2.9	3.8	+0.9	70	78
Cluster 3 (Bands 8a - 8b)	6.7	5.3	-1.4	86.7	78.9	-7.8	6.7	15.8	+9.1	15	19
Cluster 4 (Bands 8c – 9 & VSM)	0	8.3	+8.3	100	91.7	-8.3	0	0	0	10	12

1b. Clinical workforce

	Disabled staff in 2020	Disabled staff in 2021	Disabled staff in 2020/2021	Non-disabled staff in 2020	Non-disabled staff in 2021	Non-disabled staff in 2020/2021	Unknown/null staff in 2020	Unknown/null staff in 2021	Unknown/null staff in 2020/2021	Total staff in 2020	Total staff in 2021
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	2.34	5.1	+2.76	93.93	87.1	-6.83	3.74	7.8	+4.06	214	396
Cluster 2 (Band 5 - 7)	3.02	3.5	+0.48	92.33	90.3	-2.03	4.65	6.2	+1.55	860	883
Cluster 3 (Bands 8a - 8b)	0	0	0	95.00	95.3	+0.3	5.00	4.7	-0.3	40	43
Cluster 4 (Bands 8c – 9 & VSM)	0	0	0	80.00	80.00	0	20.00	20.00	0	5	5
Cluster 5 (Medical and Dental staff, Consultants)	0	0	0	100.00	100.00	0	0	0	0	2	2
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	0	0	0	100.00	100.00	0	0	0	0	19	20
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	0	0	0	0	0	0	0	0	0	0	0

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 2020	Relative likelihood in 2021	Relative likelihood difference (+-)
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	2.48	1.25	-1.23

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 2020	Relative likelihood in 2021	Relative likelihood difference (+-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	0 staff entered formal process	0 staff entered formal process	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 2019 NHS Staff Survey	Non-disabled staff responses to 2019 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2019	Disabled staff responses to 2020 NHS Staff Survey	Non-disabled staff responses to 2020 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2020
	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	27.6	19.3	+8.3	26.6	14.7	+11.9
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	11.9	6.6	+6.6	15.3	5.9	+9.4
4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	23.5	9.5	+14	22.6	10.6	+12.0
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	51.4	57.9	-6.5	61.4	58.1	+3.3

Metrics 5 – 8

(Data source: Questions 14, 11, 5, 28b, NHS Staff Survey)

	Disabled staff responses to 2019 NHS Staff Survey	Non-disabled staff responses to 2019 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2019	Disabled staff responses to 2020 NHS Staff Survey	Non-disabled staff responses to 2020 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2020
	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.	85.5	91.2	-5.7	87.7	88.4	-0.7
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.	25.8	15.8	+10	25.9	14.9	+11
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.	36.6	50.4	-13.8	42.6	48.4	-5.8
Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	76.6	N/A	N/A	77.4	N/A	N/A

Metric 9 – Disabled staff engagement

(Data source: NHS Staff Survey)

	Disabled staff engagement score for 2019 NHS Staff Survey	Non-disabled staff engagement score for 2019 NHS Staff Survey	Difference (+/-) between disabled staff and non-disabled staff engagement scores 2019	Disabled staff engagement score for 2020 NHS Staff Survey	Non-disabled staff engagement score for 2020 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2020
a) The staff engagement score for Disabled staff, compared to non-disabled staff.	6.8	7.3	-0.5	6.8	7.3	-0.5

b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)

Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.

Example 1:
Involvement in policy as a reasonable adjustments database was compiled due to the suggestion of the Ability Staff Network.

Example 2:
Consultation with the Ability Staff Network by the Estates department regarding changes to St Catherine's Health Centre entrance results in changed to the revolving door and layout of the entrance. Considerations were made in relation to visually and mobility impaired staff and patients.

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 2020	Non-disabled Board members in 2020	Board members with disability status unknown in 2020	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce	Disabled Board members in 2021	Non-disabled Board members in 2021	Board members with disability status unknown in 2021	% points difference (+/-) Between Disabled and non-disabled Board members in 2021
	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 = 13% (1) Non-exec = 0 Voting = 0 Non-voting = 25% (1)	Exec = 88%(7) Non-exec = 100 %(5) Voting = 100%(9) Non-voting = 75% (3)	Exec = 0 Non-exec = 0 Voting = 0 Non-voting = 0	Total Board = 8% and 92% Overall workforce = 4% and 93% Difference = 4% percentage points	Exec = 13% (1) Non-exec = 0 Voting = 0 Non-voting = 25% (1)	Exec = 88%(7) Non-exec = 100 %(5) Voting = 100%(9) Non-voting = 75% (3)	Exec = 0 Non-exec = 0 Voting = 0 Non-voting = 0	Total Board = 8% and 92% Overall workforce = 4.3% and 90.9% Difference = 4% percentage points

To note in 2020 13 board members (9 voting and 4 non voting)

APPENDIX 2 - WDES action plan 2021/22

Separate document