



**Wirral Community  
Health and Care**  
NHS Foundation Trust

# **NHS Workforce Disability Equality Standard (WDES)**

Annual Report 2023

Wirral Community Health and Care NHS Foundation  
Trust

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# 1 Introduction

The Workforce Disability Equality Standard (WDES) is included in the NHS standard contract for 2023/24. 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 2023).

This report details the information for Wirral Community Health and Care NHS Foundation Trust for 2023 and the data set is for 31 March 2023 using data from several sources; Electronic Staff Record (ESR), Trac system, HR record system for employment relation cases and NHS Staff Survey from 2022.

All data information was submitted to the national WDES team by the earlier deadline of 31 May 2023 and must be published externally with an action plan by 31 October 2023.

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

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 reasonable adjustment(s) to enable them to carry out their work <i>* Prior to 2022, the term "adequate adjustments" was used</i>
Metric 9	Engagement of disabled staff
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 ambitions within both the People Strategy and Inclusion and Health Inequality Strategy with the aim of improving both access to work for people with disabilities as well as their staff experience.

## 2 Executive summary

For a third year 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 the staff themselves, attendance at the network meetings and also provides some rationale as to why some of the actions have not been completed for the 2022/23 action plan.

The ability staff network continued to meet monthly and remotely via MS teams during this period.

A member of staff agreed to take on the role of chair of the network, Laura Kennedy and she has been instrumental in getting more colleagues to join the network.

There has been a continued improvement in some indicators: the percentage of the workforce stating they have a disability is now 6.2% and was 4.6% and the likelihood of being appointed has increased from the previous period WDES data from 1.16 to 0.98 (lower the better). The Board constitution in comparison to the workforce continues to be higher.

However, indicators in relation to staff experience continues to show that the experience for disabled staff is worse than the experience for non-disabled staff, which mirrors the national NHS data from the 2022 Staff Survey.

There is still a differential between the number of staff who have disclosed they are disabled on ESR and the number who state in the NHS Staff Survey that they have a disability or a long-term condition, but positive progress continues to be made.

The Executive Director sponsor has changed during the year following a trust wide review of sponsors for all staff networks. Each director has specific inclusion objectives and one of these is to be a network sponsor and demonstrate allyship which has meant a change in sponsor for the group from Dr Jo Chwalko, Chief Operating Officer to Dr Nick Cross, Medical Director.

### 3 WDES progress in 2022/23

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

An action plan has been developed for the period August 2023 – July 2024. This will be taken biannually to the People and Culture Committee and will also be continually reviewed and monitored with the network, at the Inclusion and Health Equality Steering group and with the inclusion champions.

Actions carried over from 2022/23 are identified in the action plan in appendix 2 and are as follows;

- Increase disabled staff numbers by:
  - Implementing unconscious bias as part of the cultural awareness training;
  - Identifying areas of underrepresentation to target recruitment to posts;

Priority actions identified by the ability staff network are:

- to raise awareness in relation to neurodiversity
- 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.
- encourage more colleagues to join the network.

In addition, the Trust has also recently reviewed its reasonable adjustment agreement (now renamed reasonable adjustment passport) which has been incorporated into a new reasonable adjustment procedure which also includes a newly developed framework to support staff with neurodiverse conditions.

The Trust also developed and implemented a Menopause staff network and policy as it is recognised the impact that symptoms can have on an individual and, possibly, any pre-existing disabilities.

The key findings from the WDES 2023 results are as follows:

- The number of disabled staff has increased from 4.6% to 6.2%
- The likelihood of being shortlisted continues to improve and disabled applicants are now as likely to be appointed as non-disabled applicants.

- No disabled staff entered the formal capability processes as per previous years
- Number of responses from disabled staff for the Staff Survey has increased to 251 (n= 27.3% of responses) compared to 243 (24.9% of responses) in 2021
- Disabled staff continue to be more likely to state that they feel they have been harassed by service users, public, team leaders and colleagues than non-disabled staff
- With regards to staff experiencing harassment, bullying or abuse from managers, although this continues to be higher than that reported by non-disabled staff, the Trust has seen a reduction for disabled staff experiencing this. It is the lowest it has been over the past 5 years and below the national average.
- As per previous staff survey results, fewer disabled staff compared to non-disabled staff (49.4%) believe that the trust provides equal opportunities for career progression or promotion (64.5%), however the position has improved for disabled staff which reported at 48.5% in 2021.
- Disabled staff (20.8%) are more likely to state that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties compared to non-disabled staff (15.6%). This is the same position as the previous year although the % difference between these groups has reduced by 3.9 percentage points and % of disabled staff reporting this has reduced by 4.7%
- The % of disabled staff (38.6%) compared to non-disabled (45.2%) saying that they are satisfied with the extent to which their organisation values their work continues to be lower, although this metric has seen an increase in disabled staff reporting that they felt this way by 3.7%.
- There was a continued improvement in the % of disabled staff stating that they have had reasonable adjustments put in place .This increased from 77.8% to 84% and is above the NHS community benchmark average
- Engagement score for disabled staff has improved marginally from 6.6 to 6.7 but remains lower than engagement scores for non-disabled staff (7.1) and the NHS national staff survey average for disabled staff (6.9)
- The % of disabled staff on the board has decreased compared to last year's WDES results from 15.4% (n=2) to 8.3% (n=1) however with an increase in unknown status from 7.7% (n=1) to 16.7% (n=2).

## 4 Conclusion and next steps

The percentage of disabled staff has increased and, according to the NHS staff survey, the Trust has a higher-than-average rate of disabled staff reporting that reasonable adjustments are in place. The roll-out of the Trust's reasonable adjustment procedure will continue to support staff and managers in discussing disabilities and any adjustments required.

The likelihood of a disabled person being appointed through recruitment is the same as a non-disabled applicant. However, in relation to staff experience our disabled staff, mirroring the national WDES results, report having a worse experience than non-disabled colleagues.

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

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. New members have joined the group and the Trust's Medical Director is the named Executive sponsor for the network.

The Inclusion and Health Inequality Strategy and the People Strategy both include ambitions to increase the diversity of the workforce which includes a greater representation of disabled staff to reflect the 1 in 4 in the wider population with disabilities\*.

\* [scope.org.uk https://www.scope.org.uk/media/disability-facts-figures/](https://www.scope.org.uk/media/disability-facts-figures/) (23% of working age adults are disabled)



## Appendix 1 WDES metrics report

Detailed below is the organisation's WDES data which was submitted in May 2023 covering the period 1 April 2022 – 31 March 2023.

**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 2022	Disabled staff in 2023	Disabled staff in 2022/2023	Non-disabled staff in 2022	Non-disabled staff in 2023	Non-disabled staff in 2022/23	Unknown/null staff in 2022	Unknown/null staff in 2023	Unknown/null staff in 2022/23	Total staff in 2022	Total staff in 2023
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	4.7	3.8	-0.9	91.3	90.2	-1.1	4.0	5.9	1.9	298	287
Cluster 2 (Band 5 - 7)	6.6	8.3	1.7	90.1	84.4	-5.7	3.3	7.3	4	91	96
Cluster 3 (Bands 8a - 8b)	4.5	7.1	2.6	77.3	82.1	4.8	18.2	10.7	-7.5	22	28
Cluster 4 (Bands 8c – 9 & VSM)	8.3	6.7	-1.6	83.3	73.3	-10	8.3	20.0	11.7	12	15

### 1b. Clinical workforce

	Disabled staff in 2022	Disabled staff in 2023	Disabled staff in 2022/2023	Non-disabled staff in 2022	Non-disabled staff in 2023	Non-disabled staff in 2022/23	Unknown/null staff in 2022	Unknown/null staff in 2023	Unknown/null staff in 2022/23	Total staff in 2022	Total staff in 2023
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	2.2	5.1	2.9	90.2	85.7	-4.5	7.7	9.2	1.5	325	336
Cluster 2 (Band 5 - 7)	5.6	7.1	1.5	84.7	82.7	-2	9.7	10.2	0.5	1138	1152
Cluster 3 (Bands 8a - 8b)	1.7	5.1	3.4	89.8	83.1	-6.7	8.5	11.9	3.4	59	59
Cluster 4 (Bands 8c – 9 & VSM)	0	0	0	71.4	100	28.6	28.6	0	-28.6	7	5
Cluster 5 (Medical and Dental staff, Consultants)	0	0	0	100	50	-50	0	50	50	3	2
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	0	0	0	100	100	0	0	0	0	18	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 2022	Relative likelihood in 2023	Relative likelihood difference (+/-)
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	1.16	0.98	0.18

## 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 2022	Relative likelihood in 2023	Relative likelihood difference (+/-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	0 staff entered formal process	0 disabled staff entered formal process	0

*if there are fewer than 10 Disabled members of staff (on average) entering the formal capability process over the previous two years, this data does not need to be included with the publication of the WDES data: instead, a note can be added explaining this has been suppressed due to the small numbers involved.*

## 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 2021 NHS Staff Survey	Non-disabled staff responses to 2021 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2021	Disabled staff responses to 2022 NHS Staff Survey	Non-disabled staff responses to 2022 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2022
	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	20.0	15.4	+4.6	24.3	16.9	+7.4
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	14.8	4.7	+10.1	8.1	6.1	+2
4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	18.3	11.2	+7.1	21.5	8.4	+13.1
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	54.3	60.5	-6.2	59.3	58.7	+0.6

## Metrics 5 – 8

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

	Disabled staff responses to 2021 NHS Staff Survey	Non-disabled staff responses to 2021 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2021	Disabled staff responses to 2022 NHS Staff Survey	Non-disabled staff responses to 2022 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2022
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
<b>Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.</b>	48.5	59.1	-10.6	49.4	64.5	-15.1
<b>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.</b>	25.5	16.4	+9.1	20.8	15.6	+5.2
<b>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.</b>	34.9	44.1	-9.2	38.6	45.2	-6.6
<b>Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</b>	77.8	NA	NA	84.0%	NA	<i>Increase of 6.2% from 2021</i>

## Metric 9 – Disabled staff engagement

(Data source: NHS Staff Survey)

	Disabled staff engagement score for 2021 NHS Staff Survey	Non-disabled staff engagement score for 2021 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2021	Disabled staff engagement score for 2022 NHS Staff Survey	Non-disabled staff engagement score for 2022 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2022
<b>a) The staff engagement score for Disabled staff, compared to non-disabled staff.</b>	6.6	7.0	-0.4	6.7	7.1	-0.4
<b>b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)</b>						
Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.						
<b>Example 1:</b>						
Contributed to the development of a reasonable adjustment procedure						
<b>Example 2 :</b>						

Helped review the access to work process for staff

**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 2022	Non-disabled Board members in 2022	Board members with disability status unknown in 2022	% points difference (+/-) Between Disabled and non-disabled Board members in 2022	Disabled Board members in 2023	Non-disabled Board members in 2023	Board members with disability status unknown in 2023	% points difference (+/-) Between Disabled and non-disabled Board members in 2023
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	Percentage (%)	
<b>Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.</b>	Exec = 11.11% (1)	Exec = 77.78% (7)	Exec = 11.11% (1)	Total board = 15.38% and 76.92%	Exec = 0% (0)	Exec = 87.5% (7)	Exec = 12.5% (1)	Total board = 8.33% vs 75%
	Non-exec = 25% (1)	Non-Exec = 75% (3)	Non-Exec = 0%		Non-exec = 25% (1)	Non-Exec = 50% (2)	Non-Exec = 25% (1)	
	Voting = 11.11% (1)	Voting = 77.87% (7)	Voting = 11.1% (1)	Overall workforce = 4.76% and 86%	Voting = 11.11% (1)	Voting = 66.67% (6)	Voting = 22.2% (2)	Overall workforce = 6.2% vs 84.5%
	Non-voting = 25% (1)	Non-voting = 75% (3)	Non-voting = 0%	Difference = 11% percentage points	Non-voting = 0% (0)	Non-voting = 100% (3)	Non-voting = 0% (0)	Difference = 3.1% percentage points

**APPENDIX 2 - WDES action plan 2023/24**

**Separate document**