NHS
Derbyshire Healthcare
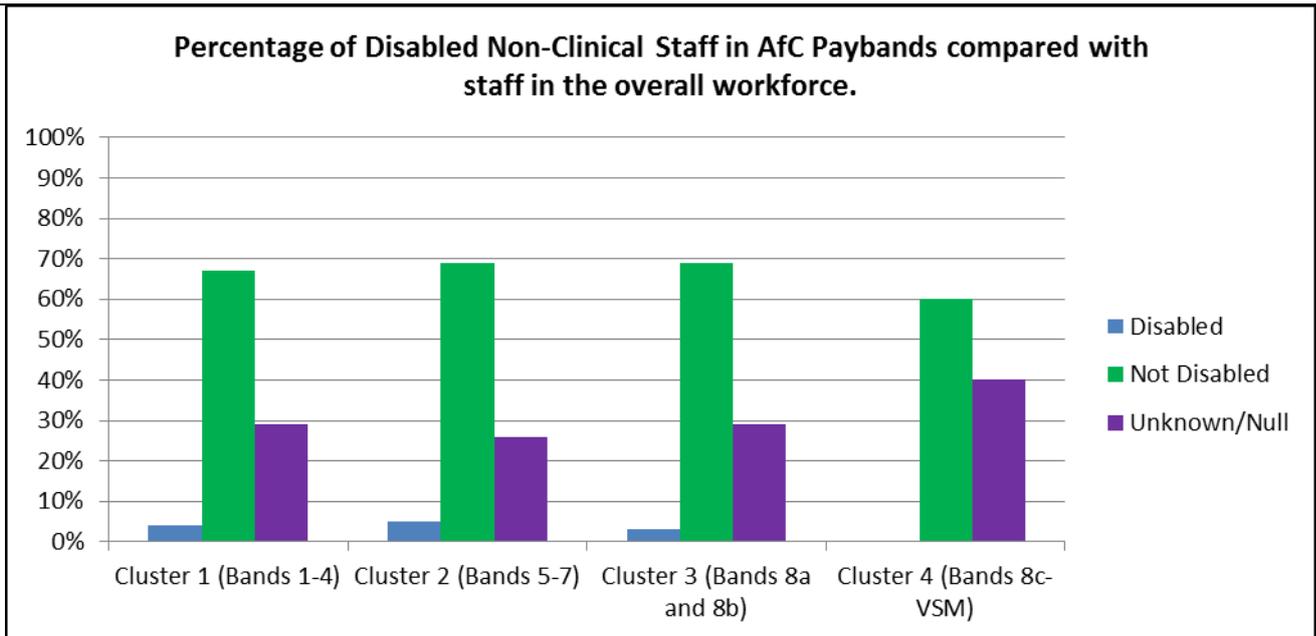**NHS Foundation Trust**

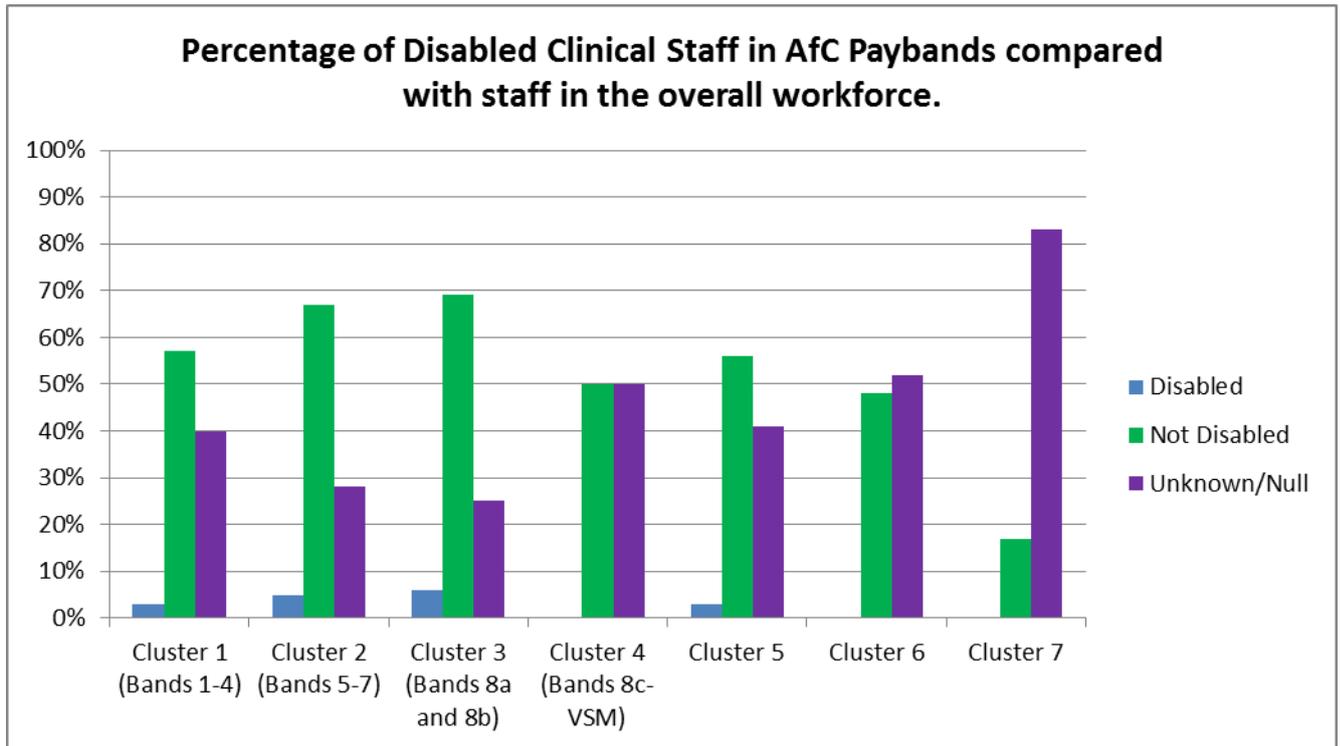**DHCFT Workforce Disability Equality Standard (WDES) 2018-19 Reporting Template**

Indicator	Data
1	Indicator 1: **Percentage of staff in AfC paybands or medical and dental subgroups and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce.** Overall Workforce Profile: Total workforce: 2586 Disabled: 115 (4.45% of workforce) Non-Disabled: 1662 (64.27% of workforce) Prefer not to say: 1 (0.04% of workforce) Unknown/Null: 808 (31.25% of workforce) The data shows the declaration rates for the Trust are low, with 31.28% of the workforce not declaring their disability status on ESR (this includes 'Prefer not to say' and 'Unknown/Null' as above). Non-Clinical Staff

	Disabled	Average Disabled across DHCFT workforce	Percentage difference		Not Disabled	Disability Unknown/ Null
Cluster 1 (Bands 1-4)	4%	4.45%	-0.45%		67%	29%
Cluster 2 (Bands 5-7)	5%	4.45%	+0.55%		69%	26%
Cluster 3 (Bands 8a-8b)	3%	4.45%	-1.45%		69%	29%
Cluster 4 (Bands 8c-9 & VSM)	0%	4.45%	-4.45%		60%	40%

Percentage of Disabled Non-Clinical Staff in AfC Paybands compared with staff in the overall workforce.

The data shows an underrepresentation of disabled staff in senior leadership positions with no disabled employees at Bands 8c and above, but it also shows a higher proportion of employees with unknown disability status in the higher bands, suggesting more needs to be done to increase declaration rates among all colleagues, and particularly those in senior leadership roles.

Clinical Staff

	Disabled	Average Disabled across DHCFT workforce	Percentage difference		Not Disabled	Disability Unknown/ Null
Cluster 1 (Bands 1-4)	3%	4.45%	-1.45%		57%	40%
Cluster 2 (Bands 5-7)	5%	4.45%	+0.55%		67%	28%
Cluster 3 (Bands 8a-8b)	6%	4.45%	+1.55%		69%	25%
Cluster 4 (Bands 8c-9 & VSM)	0%	4.45%	-4.45%		50%	50%
Cluster 5 (Medical & Dental Staff: Consultants)	3%	4.45%	-1.45%		56%	41%
Cluster 6 (Medical and Dental Staff: Non-consultants career grade)	0%	4.45%	-4.45%		48%	52%
Cluster 7 (Medical & Dental Staff: Trainee grades)	0%	4.45%	-4.45%		17%	83%

Percentage of Disabled Clinical Staff in AfC Paybands compared with staff in the overall workforce.

Similar to the data for Non-Clinical staff, the data above shows a need to focus on improving declaration rates at all levels, and particularly those in senior leadership roles, and in the medical and dental staff groups.

2	Indicator 2: **Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.** Non-disabled colleagues are **2.88 times more likely** to be appointed from shortlisting compared to disabled colleagues.
3	Indicator 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.** Disabled colleagues are **0 times more likely** to enter the formal capability process compared to non-disabled colleagues. (A small number of people entered the formal capability process during 2018-19, all of whom had not declared their disability status, therefore we have a 0 entry for this indicator).

4	Indicator 4: Staff Survey Q13
	    a) **Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying and abuse from:**
	    i) Patients/service users, their relatives or other members of the public

33.8% of disabled staff (95 of 281 respondents)
26.0% of non-disabled staff (236 of 909 respondents)

ii) Managers

14.0% of disabled staff (39 of 278 respondents)
8.8% of non-disabled staff (78 of 889 respondents)

iii) Other colleagues

17% of disabled staff (47 of 277 respondents)
14.5% of non-disabled staff (130 of 896 respondents)

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.**

55.0% of disabled staff (66 of 120 respondents)
53.2% of non-disabled staff (151 of 284 respondents)

5	Indicator 5: Staff Survey Q14 **Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.** 78.5% of disabled staff (128 of 163 respondents) 85.2% of non-disabled staff (506 of 594 respondents)
6	Indicator 6: Staff Survey Q11 **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.** 20.4% of disabled staff (40 of 196 respondents) 14.6% of non-disabled staff (66 of 453 respondents)
7	Indicator 7: Staff Survey Q5 **Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.** 37.2% of disabled staff (105 of 282 respondents) 48.9% of non-disabled staff (442 of 904 respondents)
8	Indicator 8: Staff Survey Q28b **Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.** 83.3% of disabled staff (130 of 156 respondents)

9	Indicator 9: Staff Survey
	a) **The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.**
	Disabled staff: 6.5 (285 respondents) Non-disabled staff: 7.0 (911 respondents) Organisation average: 6.9 (1273 respondents)
	b) **Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)**
	Yes
	Note: For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. **If no**, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the WDES technical guidance.
	DHCFT examples: - Disability & Wellness Network - Disability & Wellness Executive Sponsor - Engagement with the Disability & Wellness Network to work on the WDES Indicators and Action Plan. First meeting on 10th July 2019. - Task group is to be set up as a subgroup of the Disability & Wellness Network to review policies affecting employees with disabilities and long-term conditions.
10	Indicator 10: **Percentage difference between the organisation's Board voting membership and its organisation's overall workforce**
	-4.00%
	Percentage of Disabled Voting Board Members: 0% Percentage of Disabled Overall Workforce: 4%