

Workforce Disability Equality Standard (WDES)

Annual Report and Action Plan
2019/20

Report publishing date: October 2020

Introduction

The WDES requires all NHS organisations to demonstrate progress against a set of ten indicators in order to assess the experiences of disabled and non-disabled staff. The aim of the WDES is to ensure employees who have a disability have equal access to opportunities and receive fair treatment in the workplace.

The standard has been implemented across all NHS Trusts in response to research that shows that disabled staff have poorer experiences in areas such as bullying and harassment, feeling pressure to come to work despite not feeling well enough and in access to opportunities for career progression when compared to their non-disabled colleagues.

The WDES will help foster a better understanding of the issues faced by disabled colleagues and the inequalities they experience, and supports Trusts to take action to create an inclusive and diverse leadership, which is in line with Derbyshire Healthcare's mission to be 'positively inclusive'.

WDES Report 2019/20

Detailed below is the organisation's WDES data which was submitted in August 2020 covering the period 1 April 2019 to 31 March 2020.

	2018/19	2019/20
Number of staff employed within Trust	2586	2672
Proportion of disabled staff employed within Trust as at 31 March 2020	4.5% (115 people)	4.4% (117 people)
Indicator 1 Percentage of staff in each of the AfC Bands 1-9 and VSM compared with the percentage in the overall workforce	Please refer to Appendix 1	
Indicator 2 Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts Note: A figure above "1" would indicate non-disabled candidates are more likely to be appointed from shortlisting	2.88	1.40
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. Note: A figure above "1" would indicate that disabled staff are more likely to enter the formal capability process	0.00	0.00
Indicator 4a Percentage of staff experiencing harassment, bullying or abuse from: <ul style="list-style-type: none"> i) Patients, service users or members of the public ii) Managers iii) Other colleagues 	<ul style="list-style-type: none"> i) Disabled: 33.8% Non-disabled: 26.0% ii) Disabled: 14.0% Non-disabled: 8.8% iii) Disabled: 17.0% Non-disabled: 14.5% 	<ul style="list-style-type: none"> i) Disabled: 30.4% Non-disabled: 23.0% ii) Disabled: 11.8% Non-disabled: 8.0% iii) Disabled: 22.6% Non-disabled: 14.6%

Indicator 4b Percentage of staff saying the last time they experienced harassment, bullying or abuse, they or a colleague reported it	Disabled: 55.0% Non-disabled: 53.2%	Disabled: 53.9% Non-disabled: 51.2%
Indicator 5 Percentage of staff believing the Trust provides equal opportunities for career progression.	Disabled: 78.5% Non-disabled: 85.2%	Disabled: 81.2% Non-disabled: 87.6%
Indicator 6 Percentage of staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	Disabled: 20.4% Non-disabled: 14.6%	Disabled: 16.4% Non-disabled: 12.3%
Indicator 7 Percentage of staff saying they are satisfied with the extent to which the organisation values their work.	Disabled: 37.2% Non-disabled: 48.9%	Disabled: 43.9% Non-disabled: 54.1%
Indicator 8 Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Disabled: 83.3%	Disabled: 84.6%
Indicator 9a Staff engagement score for disabled staff, compared to non-disabled staff.	Disabled: 6.5 Non-disabled: 7	Disabled: 6.9 Non-disabled: 7.2
Indicator 9b Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (yes/no)	Yes <ul style="list-style-type: none"> • Disability & Wellness Staff Network • Executive Sponsor of disability equality • Equality Forum • Staff Forum • Freedom to Speak Up (F2SU) Guardian & F2SU Champions 	Yes <ul style="list-style-type: none"> • Disability & Wellness Staff Network • Executive Sponsor of disability equality • Equality Forum • Staff Forum • Freedom to Speak Up (F2SU) Guardian & F2SU Champions
Indicator 10 Percentage difference between the organisation's Board voting membership and its organisation's overall workforce.	- 4% (0% of Board voting membership vs. 4% of overall workforce)	+ 4% (8% of Board voting membership vs. 4% of overall workforce)

Action Plan

This action plan has been created in partnership with the Disability & Wellness Staff Network in August 2019 and amended on 28 July and 5 August 2020.

Please note that this action plan is a live document that will be updated and amended throughout the year to ensure that the actions and outcomes remain effective in closing the gaps in disability inequality in our Trust.

Objective	Action/s	Timescale	Lead/s	Update (September 2020)	Position
Indicator 1: Improve declaration rates across the Trust	Improve declaration rates on ESR using a campaign to promote the importance of colleagues declaring their disability status with a 'how to' document and a simplified process to enable staff to do so easily and quickly.	Ongoing	EDI Service Disability & Wellness Network		Ongoing
Indicator 2: Improve the likelihood of disabled staff being appointed from shortlisting	Aligned to the current WRES work programme: 1) Recruitment Inclusion Guardians for vacancies at Band 7 and above to include colleagues with disabilities and long term conditions to challenge bias in the recruitment process. 2) Equality interview questions introduced to interview panels. 3) Advertisement to appeal to candidates from diverse communities, including candidates with disabilities. 4) The Trust is a Disability Confident	Ongoing	Recruitment Action Steering Group	1) 16 Recruitment Inclusion Guardians have been trained to take part in recruitment processes for all vacancies of Band 7 and above with further training across Staff Networks planned for 2020/21. 2) In development; equality interview questions have been introduced to all interview panels. 3) Advertising poster has been amended to be more culturally sensitive and distributed to local community groups.	Ongoing

	Employer (Level 2), looking to progress to Disability Confident Leader (Level 3). The Disability Confident Scheme is designed for organisations to demonstrate their commitment to inclusive recruitment and development practices.				
Indicators 4a, 4b, 6 & 8: Target and reduce bullying and harassment in the Trust.	<p>1) Work to be undertaken to identify themes and hotspots across the Trust through triangulation of data from sources including WRES, WDES, Gender Pay Gap, Staff Survey and Freedom to Speak Up Guardian.</p> <p>2) Implementation of a 'Just and Learning Culture' in the Trust to bring about an inclusive culture that focuses on a remediation approach rather than administering blame when things go wrong.</p> <p>3) Review leadership development offer to ensure inclusion and compassionate leadership is central to our development offer.</p> <p>4) 'It's not okay' campaign to be launched to confirm the Trust's zero tolerance approach to any form of harassment, discrimination or violence against its staff, visitors, carers and also towards any individuals who are in receipt of our services.</p>	2020/21	<p>Jaki Lowe, Director of People & Inclusion</p> <p>EDI Service</p> <p>Leadership Development team</p> <p>Communications team</p>	4) 14 members of the Staff Networks have participated in the campaign.	
Indicators 7 & 9b: Support	1) Establish a newsletter for Trust staff to include case studies/staff stories to raise	2020/21	Disability & Wellness		Ongoing

colleagues to feel valued and heard.	awareness of challenges faced by colleagues with disabilities and long-term conditions; information on opportunities for flexible working and training opportunities. 2) Aligned to actions from NHS People Plan 2020/21 and NHS People Promise: 'We are compassionate and inclusive' and we are 'safe and healthy'.		Network		
All indicators: Promote understanding of lived experience of our colleagues from different groups.	Reverse Mentoring for Equality, Diversity and Inclusion programme: Cohort 3 to be rolled out in 2020 with mentors to include colleagues with wider protected characteristics, including disabilities and/or long term conditions.	Q3-4 2020	Reverse Mentoring Steering Group		Ongoing
Review and learn from WDES good practice.	Review WDES National Report for learning what works in other organisations with improving scores.	When released on NHS WDES website.	EDI Service		

Appendix 1

NON-CLINICAL		
	2018/19	2019/20

Band	Disabled %	Non-disabled %	Unknown/Null %	Disabled %	Non-disabled %	Unknown/Null %
Cluster 1 (Bands 1 - 4)	4.0%	66.6%	29.4%	4.7%	69.9%	25.4%
Cluster 2 (Band 5 - 7)	4.6%	69.4%	25.9%	3.2%	71.0%	25.8%
Cluster 3 (Bands 8a - 8b)	2.9%	68.6%	28.6%	3.8%	65.4%	30.8%
Cluster 4 (Bands 8c - 9 & VSM)	0.0%	60.0%	40.0%	8.0%	72.0%	20.0%

CLINICAL						
	2018/19			2019/20		
Band	Disabled %	Non-disabled %	Unknown/Null %	Disabled %	Non-disabled %	Unknown/Null %
Cluster 1 (Bands 1 - 4)	3.3%	57.1%	39.6%	2.8%	65.9%	31.3%
Cluster 2 (Band 5 - 7)	5.4%	66.7%	27.9%	5.2%	70.4%	24.4%
Cluster 3 (Bands 8a - 8b)	5.9%	68.6%	25.5%	4.5%	76.8%	18.8%
Cluster 4 (Bands 8c - 9 & VSM)	0.0%	50.0%	50.0%	0.0%	53.3%	46.7%
Cluster 5 (Medical & Dental Staff, Consultants)	2.7%	56.0%	41.3%	2.6%	57.7%	39.7%
Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	0.0%	48.5%	51.5%	0.0%	41.9%	58.1%
Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	0.0%	16.7%	83.3%	0.0%	34.8%	65.2%