Trust EDI Lead: Olayinka Iwu, Head of Equality Diversity and Inclusion
Authors: Olayinka Iwu, Gemma Glanville, Sebastiano Rossitto

For any inquiries, please contact Equality Diversity and Inclusion (EDI) team by emailing imperial.inclusion@nhs.net

Workforce Disability Equality Standard Report 19/20

1. Background

The Workforce Disability Equality Standard is a set of ten specific metrics to enable NHS organisations to compare the career and workplace experiences of disabled and non-disabled staff. This is the second year of reporting WDES. WDES is an important step for the NHS and is a clear commitment in support of the government's aims of increasing the number of disabled people in employment.

2. Organisational Breakdown by Disability

Below details the overall breakdown of employees who have and have not declared a disability, and where this is unknown, based on data from electronic staff record. This data excludes bank and locum staff, students on placement and staff employed by contractors. The data is correct as of 31 March 2020.
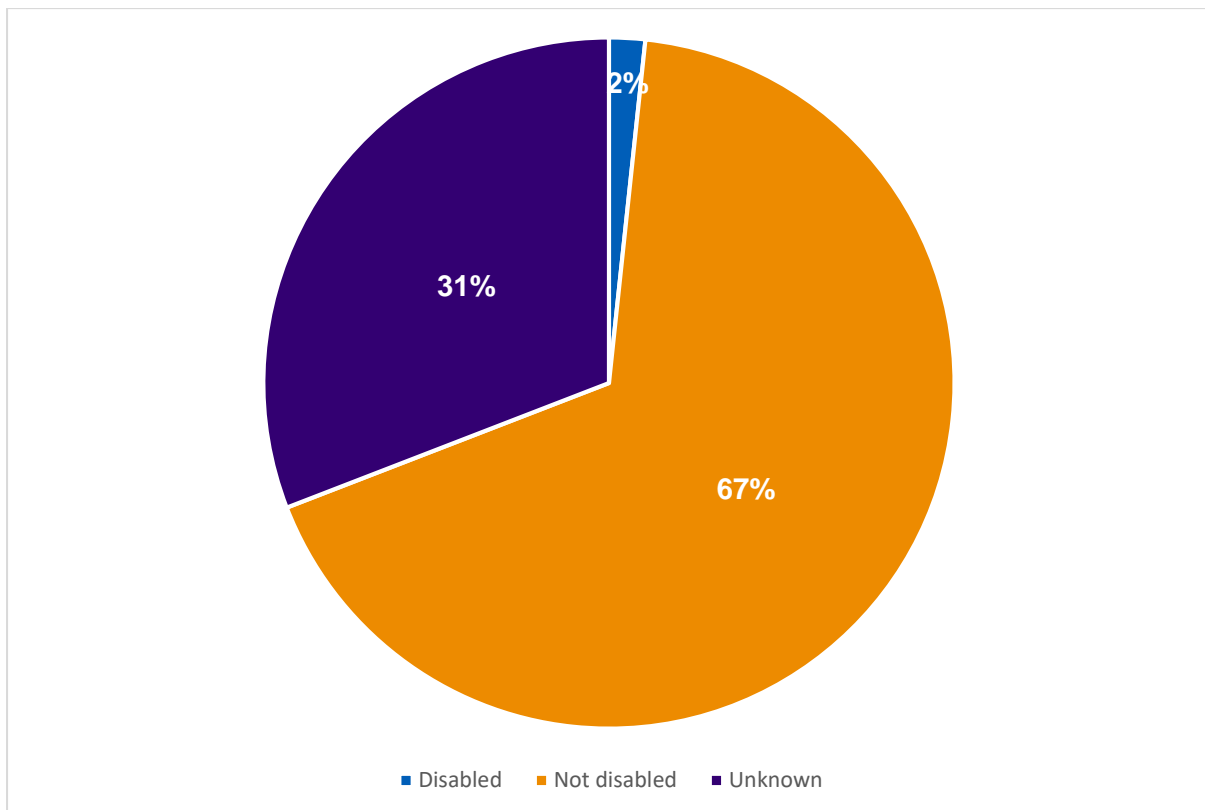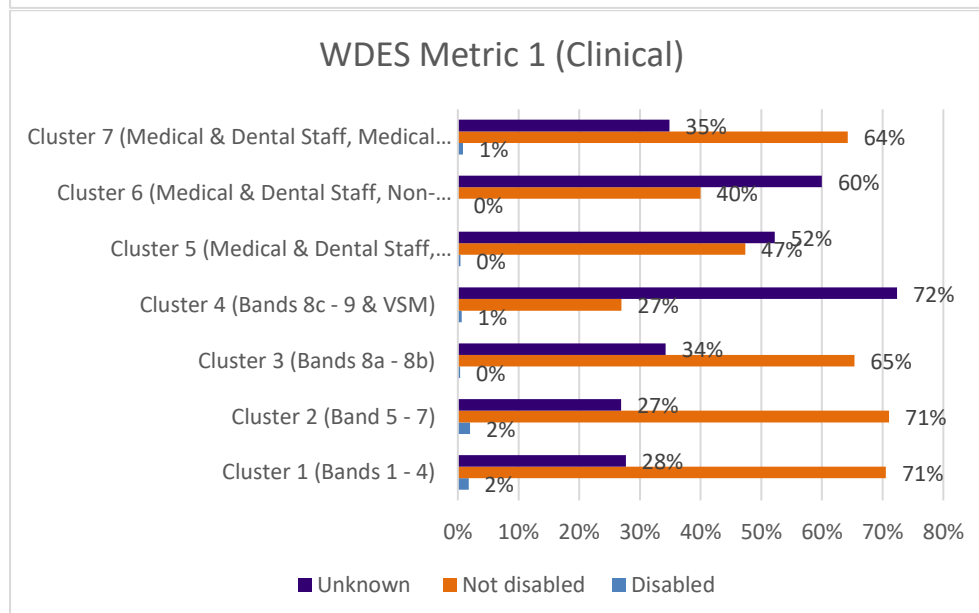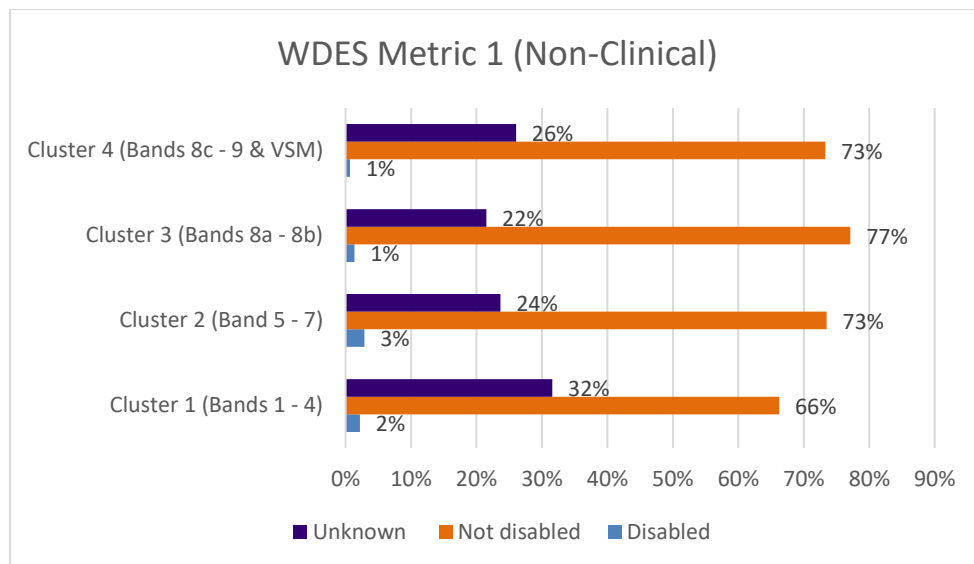
Out of 12756 employees, 2% (215 people) have disclosed a disability and 67% (8603) are recorded not to have a disability. Out of the 31% (3938 people) where the disability status is unknown, 94% are coded as 'unspecified', 1% prefer not to answer and 5% are listed as 'not declared'.

Compared to 2018/2019, the proportion of people reporting a disability has increased from 1% to 2% and the proportion of people reporting to have no disability has increased by 2%. The unknown group has reduced by 3%, and the breakdown of codes within the unknown group has remained the same.

3. WDES Metrics

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 (based on data from electronic staff record)

WDES Metric 1 (Non-Clinical)

Cluster 4 (Bands 8c - 9 & VSM): Unknown 26%, Not disabled 73%, Disabled 1%
Cluster 3 (Bands 8a - 8b): Unknown 22%, Not disabled 77%, Disabled 1%
Cluster 2 (Band 5 - 7): Unknown 24%, Not disabled 73%, Disabled 3%
Cluster 1 (Bands 1 - 4): Unknown 32%, Not disabled 66%, Disabled 2%

WDES Metric 1 (Clinical)

Cluster 7 (Medical & Dental Staff, Medical…): Unknown 35%, Not disabled 64%, Disabled 1%
Cluster 6 (Medical & Dental Staff, Non-…): Unknown 60%, Not disabled 40%, Disabled 0%
Cluster 5 (Medical & Dental Staff,…): Unknown 52%, Not disabled 47%, Disabled 0%
Cluster 4 (Bands 8c - 9 & VSM): Unknown 72%, Not disabled 27%, Disabled 1%
Cluster 3 (Bands 8a - 8b): Unknown 34%, Not disabled 65%, Disabled 0%
Cluster 2 (Band 5 - 7): Unknown 27%, Not disabled 71%, Disabled 2%
Cluster 1 (Bands 1 - 4): Unknown 28%, Not disabled 71%, Disabled 2%

While the proportion of disabled staff is low across all clusters, it is evident within both clinical and non-clinical areas; there are higher proportions of disabled staff in clusters 1 and 2, which represent the junior levels of the organisation. This is a similar pattern to the previous year.

Metric 2: Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

Data from this metric is taken from the online Trac recruitment system. Candidates are given a yes or no option regarding whether they wish to declare a disability. This includes medical and non-medical staff. We run a guaranteed interview scheme for disabled candidates who meet essential criteria. The total headcount varies year to year, depending on when posts were advertised, when people applied and when the appointment was made.

The likelihood of applicants with no disability being appointed from shortlisting is 15% and the likelihood from those declaring a disability is 13%.

The relative likelihood of applicants with no disability being appointed from shortlisting compared to applicants with a declared disability is **1.12 times greater**. This is a small increase from the previous year's figure of 1.08. However, the relative likelihood is still very close to 1, which means that disabled and non-disabled candidates are near equally likely to be shortlisted.

	Disability	No disability	Unknown
Shortlisted	652	17560	502
Appointed	88	2660	49
Likelihood	0.13	0.15	0.10

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

This metric relates to capability on the grounds of performance (not ill-health). Staff whose disability is unknown are excluded for the purpose of this metric. The data is based on a 2 year rolling average of the annual average number of formal performance meetings recorded on the employee relations tracker system for non-medical staff.

The relative likelihood of staff with a disability entering the formal capability procedure, compared to staff without a disability was **2.5 times greater**, which has decreased from the figure of 5.92 times greater from the previous year.

It is important to note the very small amount of performance management cases that this metric is based on, as outlined below, which means the likelihood of any of the below groups entering the formal capability process is less than 0.00. There were no new performance cases for staff with a disability in 2019/20.

Year	Disability	No disability	Unknown

2018/19	1	9	3
2019/20	0	7	5

Metrics 4 to 9: National Staff Survey Responses

Metrics 4 to 9 relate to the 2019/2020 national staff survey results, comparing the responses of disabled and non-disabled staff. This is based on a sample of 5,659 staff who responded to the survey, which represents a 52% completion rate across the Trust. This is a much larger sample than the previous year's staff survey (based on 522 respondents), which should be taken into account when comparing the previous year's metrics.

Within the demographic section of the staff survey, respondents are asked if they have any physical, mental health conditions, disabilities or illness that have lasted or are expected to last for 12 months or more. There are only 'yes' or 'no' responses to this question. 5,457 staff chose to answer this question, Out of these staff, 10.3% answered yes to having a disability. This is lower than the national average of other acute Trusts (17.8% of staff saying yes to this question).

However, the staff survey disability declaration percentage of 10.3% is considerably higher than electronic staff record, where 2% of staff are recorded to have a disability. This is a similar contrast to last year.

It is noted that staff survey questions are not compulsory, so the number of responses fluctuates per question. Where a metric is marked with a *, this means a higher percentage indicates a positive response. For all other metrics, a lower percentage is positive.

Metric 4

1. Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months

Year	Disabled respondents	Non-disabled respondents
2019	39.5%	33.0%
2018	49.1%	36.4%

2. Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months

Year	Disabled respondents	Non-disabled respondents
2019	21.1%	13.2%
2018	42.9%	15.5%

3. Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

Year	Disabled respondents	Non-disabled respondents
2019	34.7%	22.5%
2018	35.1%	24.8%

4. Percentage of 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*

Year	Disabled respondents	Non-disabled respondents
2019	47.8%	46.7%
2018	28.9%	43.9%

Metric 5

Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion*

Year	Disabled respondents	Non-disabled respondents
2019	72.1%	78.8%
2018	65.7%	75.5%

Metric 6

Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

Year	Disabled respondents	Non-disabled respondents
2019	33.0%	23.2%
2018	45.7%	23.5%

Metric 7

Percentage of staff saying that they are satisfied with the extent to which their organisation values their work*

Year	Disabled respondents	Non-disabled respondents
2019	40.1%	51.9%
2018	23.2%	46.3%

The below table summarises these metrics outlining the differences between disabled and non-disabled staff responses. Bearing in mind the significant differences in sample size from the previous year, it should be noted that while disabled respondents still report higher instances of negative experiences in the workplace overall, the differences between disabled and non-disabled respondents have reduced in all metrics, with the exception of staff reporting harassment and bullying from other colleagues which has increased by 2%.

Summary of Metrics 4-7 by percentage of responses to staff survey questions 2019

Staff survey question	% of disabled respondents	% of non-disabled respondents	difference
% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	39.5%	33.0%	6.5%
% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	21.1%	13.2%	7.9%
% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	34.7%	22.5%	12.2%
% of 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*	47.8%	46.7%	1.1%
% of staff believing that the Trust provides equal opportunities for career progression or promotion*	72.1%	78.8%	-6.7%

% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	33.0%	23.2%	9.8%
% of staff saying that they are satisfied with the extent to which their organisation values their work*	40.1%	51.9%	-11.8%

Metric 8: Adequate Adjustments

This metric relates to the percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. This is only answered by those who have declared a disability within the staff survey. **329** staff who declared a disability chose to answer this question. **67.8%** of staff said employer has made adequate adjustments, compared to a national average of 73.3%. This is a significant improvement from 2018, where only 48.4% responded positively to this question.

Metric 9a: Engagement Score

The staff engagement score is calculated based on nine questions in the staff survey relating to motivation, ability to contribute to improvements and recommendation of the organisation as a place to work/receive treatment. The engagement score for disabled staff is **6.7** compared to **7.3** for staff who have not stated to have a disability. The engagement scores for both disabled and non-disabled staff are above the national averages of 6.6 and 7.1, and both have increased compared to last year.

This metric has changed from the previous year as there is no longer the requirement to compare the NHS Staff Survey staff engagement score between Disabled staff and the overall workforce.

Metric 9b: Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)

The questions refers to action specifically related to disabled staff, rather than all staff engagement exercises The Trust answered 'no' to Metric 9b in 2019 and set a number of actions as part of the WDES action plan to improve performance. This year we answered yes due to:
- Establishing the Trust disability network

- Holding coffee mornings with contact and training with Microsoft teams

- Commissioning and offering mental health first aider training

- A communications campaign to share positive stories of disabled staff across the Trust

Metric 10: Board Representation Metric

This metric looks at the percentage difference between the organisation's board voting membership and its organisation's overall workforce, disaggregated by voting membership of the board and by executive membership of the board. The below data is based on board membership as of 31 March 2020 and disability declaration data from the electronic staff record. No members of the board have declared a disability.

	Disabled	Not disabled	Unknown
Total Board members - % by Disability	0%	50%	50%
Voting Board Member - % by Disability	0%	50%	50%
Non-Voting Board Member - % by Disability	0%	0%	0%
Executive Board Member - % by Disability	0%	0%	100%
Non-Executive Board Member - % by Disability	0%	83%	17%
Overall workforce - % by Disability	2%	67%	31%
Difference (Total Board - Overall workforce)	-2%	-17%	19%
Difference (Voting membership - Overall Workforce)	-2%	-17%	19%
Difference (Executive membership - Overall Workforce)	-2%	-67%	69%