

WDES Summary Report

1. Purpose

- 1.1. The purpose of the report is to inform the Board of the results from the recent Workforce Disability Equality Standards (WDES) annual collection.

2. Background

- 2.1. The report looks at the experience of staff who have a disability and staff who do not have a disability. The reporting dates of this report include the period when the Trust was dealing with Covid-19 and this is likely to have impacted on staff who have a disability. It has not been possible to assess the impact that this has had on the results gained via the staff survey.

3. Workforce Data

- 3.1. The data period for the information within the submission was 1st April 2021 – 31st March 2022
- 3.2. The total number of staff employed by NDHT at 31st March 2022 stood at 3681, of which 153 were recorded as having a disability with 246 having an unknown status in ESR. This shows that 93.32% of staff have stated their disability status, which is recorded in ESR. Staff with a disability represent 4.16% of the total staff population.
- 3.3. This is at variance to the figures recorded from respondents to the Staff Survey, where the figure recorded from these respondents is 19.2%.
- 3.4. In February 2020 the Workforce team commenced a data cleansing exercise for staff who had an ESR status recorded as unknown. The intention was to reduce the number recorded as unknown either to having a disability, not having a disability or do not wish to disclose. A result of this work has shown a small decrease in the number of unknown declarations.

4. Recruitment

- 4.1. The data has shown that of the 83 people who were shortlisted, who classified themselves as disabled, 29 of these were appointed. This means that 34.94% were taken into employment. 41.49% of people who identify as not disabled were appointed into roles. This shows that people classified as disabled are still less likely to be appointed directly. However these figures are closer than last year, indicating a potential improvement in this area.

5. Capability process

- 5.1. The data for those involved in the capability process shows one member of staff who has confirmed their status as having a disability and 11 members of staff who have confirmed their status as no disability. Given these very small figures it is difficult to make any useful interpretation of the results.
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6. Workforce Disability Equality Indicators (Staff Survey)

6.1. Bullying, harassment or abuse:

	Disabled			Non-Disabled		
	2019	2020	2021	2019	2020	2021
% of staff who experience harassment, bullying or abuse from patients, relatives or members of the public	32.1%	29.4%	31.6% ↑	22.0%	21.3%	23.8% ↑
% of staff experiencing harassment, bullying or abuse from manager in the last 12 months	15.6%	15.5%	14.5% ↓	8.0%	7.2%	7.3% ↑
% Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	25.1%	25.5%	21.9% ↓	14.5%	15.3%	15.7% ↑

Whilst below the national average on all metrics there has been an increase in non-disabled staff experiencing bullying or harassment from the public, manager and other colleagues, however there has been a decrease in disabled staff reporting the same from managers and other colleagues.

6.2. Reporting harassment, bullying or abuse

	Disabled			Non-Disabled		
	2019	2020	2021	2019	2020	2021
% of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	47.6%	48.2%	47.8% ↓	46.6%	45.1%	49.4% ↑

Reporting of incidents relating to staff experiencing harassment, bullying or abuse at work has reduced for those who have reported a disability and increased those who have not. For the first time since 2018 data it appears that reporting of these incidents is lower among staff declaring a disability.

6.4. Equal opportunities with regard to career progression:

	Disabled			Non-Disabled		
	2019	2020	2021	2019	2020	2021
% of staff who believe their organisation provides equal opportunity for career progression or promotion	56.9%	53.6%	58.4% ↑	65.1%	62.5%	63.0% ↑

The data for staff receiving equal opportunities with regards to career progression shows an increase for both staff with a disability and for staff without a disability with a greater increase for staff declaring a disability

Please note that the calculation of this metric has changed at a national level leading to a difference in numbers compared to previous reporting submitted despite the data being consistent. In previous reporting the figure was a result of those who selected Yes to the question “Does your organisation act fairly with regard to career progression/promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?” as a proportion of those who selected both Yes and No. For this year’s reporting the percentage is calculated as those who said Yes out of those who selected either Yes, No or Don’t know leading to lower figures overall

6.5. Pressure to come to work:

	Disabled			Non-Disabled		
	2019	2020	2021	2019	2020	2021
% of staff who felt pressure from their manager to come to work, despite feeling not well enough to perform their duties	24.6%	26.7%	24.2%↓	17.5%	20.8%	15.4%↓

The staff survey results show a decrease in staff feeling pressure from their line manager to come to work, despite feeling not well enough to work for both staff with and without a disability. However, there remains a significant disparity between staff with a disability and staff without a disability, with a higher percentage of staff with a disability experiencing this than staff without.

6.6. Staff satisfaction with extent work is valued by organisation:

	Disabled			Non-Disabled		
	2019	2020	2021	2019	2020	2021
% of staff who were satisfied with the extent to which the organisation values their work	46.2%	44.6%	39.4%↓	56.0%	56.1%	48.7%↓

The staff survey results show a decrease in both disabled and non-disabled staff reporting that they are satisfied with the extent to which the organisation values their work. Despite maintaining above the national average there is still a significant disparity between staff with a disability and staff without, with a significantly lower percentage of staff with a disability feeling valued than staff without.

6.7. Adequate adjustments made for staff with a disability:

	Disabled Staff 2019	Disabled Staff 2020	Disabled Staff 2021
% of staff with a long-lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	79.8%	82.4%	80.0%↓

The staff survey data shows a decrease (2.4%) in the percentage of staff who said their employer has made adequate adjustment(s) to enable them to carry out their work.

7. Board Voting Membership

- 7.1. The return shows that the Board voting membership consists of 2 non-disabled members and 1 who have not declared their disability status.
- 7.2. Due to the merging of Northern Devon with Royal Devon and Exeter Trust there were, at the snapshot date, an additional 12 members of the board operating under honorary contracts while preparing for integration who have not been included in this submission. The above figure in 7.1 therefore only includes board members who had substantive contracts solely at Northern Devon Trust.

8. Recommendations / Actions

- 8.1. The Inclusion Steering Group has been established across Royal Devon University Healthcare Trust with a join action plan in place to address some of the concerns highlighted in this report.
 - 8.2. As an integrated Trust we are planning to run a programme called Driving Your Career, aimed at bridging the gap between different staff groups and boosting confidence of those taking part. We will also be running inclusive leadership and inclusive interview training, this is designed to support the confidence in our leaders in supporting issues relating to equity, and boost the chances of staff from less represented backgrounds to pass the application process.
 - 8.3. The data highlights concern around the equity in the provision of reasonable adjustments in the organisation, with staff with disability reporting a decrease in the provisions made.
 - 8.4. There are also concerns reported regarding a decrease in staff with a disability reporting bullying or harassment.
 - 8.5. An Inclusion and Diversity Data Analyst has now started in post, it is proposed that data is presented for divisional oversight to ensure local accountability alongside central action plans.
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