NHS

Humber Teaching
NHS Foundation Trust

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2020

Humber Teaching NHS Foundation Trust

CONTENTS

1   Introduction

The Workforce Disability Equality Standard (WDES) is mandated by the NHS Standard Contract and applies to all NHS Trusts and Foundation Trusts.

The WDES is a data-based standard that uses a series of ten measures (metrics) to improve the experiences of Disabled staff in the NHS.

All of the metrics draw from existing data sources (recruitment dataset, ESR, NHS Staff Survey, local HR data) with the exception of one; metric 9b asks for narrative evidence of actions taken, to be written into the trust's WDES annual report.

The metrics have been developed to capture information relating to the workplace and career experiences of Disabled staff in the NHS.

The national WDES 2019 Annual Report has shown that Disabled staff have poorer experiences in areas such as bullying and harassment and attending work when feeling unwell, when compared to non-disabled staff.

The ten metrics have been informed by research by Middlesex and Bedford Universities, conducted on behalf of NHS England/Improvement, and by Disability Rights UK on behalf of NHS Employers.

The annual collection of the WDES Metrics will allow trusts to better understand and improve the workplace and career experiences of Disabled staff in the NHS.

The WDES metrics have been designed to be as simple and straightforward as possible. The development of the WDES owes a great deal to the consultation and engagement with NHS key stakeholders, including Disabled staff, trade unions and senior leaders.

WDES metrics 2020
There have been three minor changes to the metrics this year:

- Metric 2 has been reworded for improved clarity.
- Metric 3 moves from a voluntary to a mandatory status.
- Metric 9a removes the requirement to compare the NHS Staff Survey staff engagement score between Disabled staff and the overall workforce.

The following information provides insight into the Humber Teaching NHS Foundation Trust current position against the Workforce Disability Equality Standard (WDES) Metrics.

2   Executive summary

The Humber Teaching NHS Foundation Trust has demonstrated a number of key strengths in the past 12 months when compared to other NHS Trusts, relating to:

- Disabled representation across the pay bands compared to overall workforce
- the relative likelihood of Disabled staff being appointed from shortlisting
- the relative likelihood of Disabled staff entering the formal disciplinary process
- the percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.
- the percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

However, this report also identifies clear concerns relating to:

- the percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse
- the percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
- The 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.
- the percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.

3   WDES in 2019/20

- 34.9% of disabled staff reported experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months, this compares to 22.6% of non-disabled staff. 34% represents a small increase of 1.2% on 2018/19.
- 20% of disabled staff reported experiencing harassment, bullying or abuse from a manager in the last 12 months, this compares to 10% of non-disabled staff. However, 20% is a decrease of 4.1% on 2018/19.
- 18.3% of disabled staff reported experiencing harassment, bullying or abuse from other colleagues in the last 12 months, this compares to 13.3% of non-disabled staff. However, 18.3% demonstrates a decrease of 5.3% on 2018/19.
- 57% of disabled staff reported the last time they experienced harassment, bullying or abuse at work they or a colleague reported it, this compares 52.5% of non-disabled staff. 57% demonstrates 0.9% increase on 2018/19.
- 79.5% of disabled staff believe that their organisation provides equal opportunity for career progression or promotion, this compares with 84.5% of non-disabled staff. 79.5% represents a decline of 5.3% on 2018/19.
- 25.2% of disabled staff have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties, this compares to 17.1% of non-disabled staff. This represents a decline of 3.2% on 2018/19.
- 36.4% of disabled staff were satisfied with the extent to which their organisation values their work, this compares to 45.7% of non-disabled staff. 36.4% represents a slight increase of 0.7% on 2018/19.
- 79.4% of disabled staff say their employer has made adequate adjustments to enable them to carry out their work, this compares with 80.3% in 2018.

4 Conclusion and next steps

The Humber Teaching NHS Foundation Trust has demonstrated a number of key strengths in the past 12 months when compared to other NHS Trusts, relating to:

- Disabled representation across the pay bands compared to overall workforce
- the relative likelihood of Disabled staff being appointed from shortlisting
- the relative likelihood of Disabled staff entering the formal disciplinary process
- the percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.
- the percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

However, this report also identifies areas for improvement relating to:

- the percentage of Disabled staff compared to non-disabled staff reporting they experienced harassment, bullying or abuse
- the percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
- The 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.
- the percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.

Next Steps

The areas of concern highlighted in this report have been taken into account when identifying actions for the equality, diversity and inclusion strategy for the next year.

As such, the Trust's Equality, Diversity and Inclusion Annual Report for 2019/20 contain a set of actions to address the concerns contained in this report and can be found on the Trust website at the following address:

https://www.humber.nhs.uk/downloads/Equality%20and%20Diversity/2020/Equality%20Diversity%20and%20Inclusion%20Annual%20Report%20201920.pdf

Appendix 1 WDES metrics report

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

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 2019	Disabled staff in 2020	Disabled staff in 2019/2020	Non-disabled staff in 2019	Non-disabled staff in 2020	Non-disabled staff in 2019/2020	Unknown/null staff in 2019	Unknown/null staff in 2020	Unknown/null staff in 2019/2020	Total staff in 2019	Total staff in 2020
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	6%	6.4%	+0.4%	73%	62%	-11%	21%	31.6%	+10.6%	706	595
Cluster 2 (Band 5 - 7)	3%	2.8%	-0.2%	72%	82.1%	+10.1%	25%	15.1%	-9.9%	101	106
Cluster 3 (Bands 8a - 8b)	7%	9.1%	+2.1%	67%	75.8%	+8.8%	26%	15.2%	10.8%	27	33
Cluster 4 (Bands 8c – 9 & VSM)	0%	0.0%	0%	65%	53.8%	-11.2%	35%	46.2%	+11.2%	17	13

1b.   Clinical workforce

	Disabled staff in 2019	Disabled staff in 2020	Disabled staff in 2019/2020	Non-disabled staff in 2019	Non-disabled staff in 2020	Non-disabled staff in 2019/2020	Unknown/null staff in 2019	Unknown/null staff in 2020	Unknown/null staff in 2019/2020	Total staff in 2019	Total staff in 2020
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	4%	5.13%	+1.13	75%	63.65%	-11.35%	21%	31.22%	+10.22%	625	633
Cluster 2 (Band 5 - 7)	17%	4.52%	-12.48%	52%	66.03%	+14.03%	30%	29.45%	-0.55%	1089	1107
Cluster 3 (Bands 8a - 8b)	0%	4.80%	+4.80	75%	73.60%	-1.4%	25%	21.60%	-3.4%	108	125
Cluster 4 (Bands 8c – 9 & VSM)	0%	0.0%	0%	80%	61.90%	-18.1%	20%	38.10%	+18.10%	19	21
Cluster 5 (Medical and Dental staff, Consultants)	3%	0.0%	-3%	47%	50%	+3%	50%	50%	0%	40	32
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	8%	9.09%	+1.09	69%	54.55%	-14.45%	23%	36.36%	+13.36%	9	11
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	100%	27.27%	-72.73%	69%	54.55%	-14.45%	23%	18.18%	4.82%	13	11

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 2019	Relative likelihood in 2020	Relative likelihood difference (+-)
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	0.08	0.30	+0.22

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 2018/19	Relative likelihood in 2019/20	Relative likelihood difference (+-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	0.0	0.01	+0.01

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 2018 NHS Staff Survey	Non-disabled staff responses to 2018 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2018	Disabled staff responses to 2019 NHS Staff Survey	Non-disabled staff responses to 2019 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2019
	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	33.7%	24.1%	+9.6%	34.9%	22.6%	+12.3%
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	24.1%	11.1%	+13%	20%	10%	+10%
4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	23.6%	13.7%	+9.9	18.3%	13.3%	+5%
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	56.1%	55.9%	+0.2%	57%	52.5%	4.5%

Metrics 5 – 8

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

	Disabled staff responses to 2018 NHS Staff Survey	Non-disabled staff responses to 2018 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2018	Disabled staff responses to 2019 NHS Staff Survey	Non-disabled staff responses to 2019 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2019
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	84.8%	88.7%	-3.9%	79.5%	84.5%	-5%
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.	28.4%	16.4%	+12%	25.2%	17.1%	+8.1%
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.	35.7%	41.9%	-6.2%	36.4%	45.7%	-9.3%
Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	80.3%	N/A	N/A	79.4%	N/A	N/A

Metric 9 – Disabled staff engagement

(Data source: NHS Staff Survey)

	Disabled staff engagement score for 2018 NHS Staff Survey	Non-disabled staff engagement score for 2018 NHS Staff Survey	Difference (+/-) between disabled staff and non-disabled staff engagement scores 2018	Disabled staff engagement score for 2019 NHS Staff Survey	Non-disabled staff engagement score for 2019 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2019
a) The staff engagement score for Disabled staff, compared to non-disabled staff.	6.4	6.8	-0.4	6.3	6.9	-0.6

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

Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.

Example 1: In March 2020, the Trust held a setting equality priorities workshop for 90 staff, patients and carers to identify barriers/issues related to disability (as well as other protected characteristics) where a range of feedback was taken and entered into strategic improvement plans

Example 2: In July 2020, the Trust established Humber Ability, the Trusts disability staff network who in the future will advise the Trust on issues around disability as well as evaluate the Trusts actions in response to the Workforce Disability Equality Standard

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 2019	Non-disabled Board members in 2019	Board members with disability status unknown in 2019	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce	Disabled Board members in 2020	Non-disabled Board members in 2020	Board members with disability status unknown in 2020	% points difference (+/-) Between Disabled and non-disabled Board members in 2020
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)		
Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.	Exec = 0 Non-exec = 1 Voting = 1 Non-voting = 0	Exec = 6 Non-exec = 6 Voting = 11 Non-voting = 1	Exec = 0 Non-exec = 0 Voting = 0 Non-voting = 0	Total Board = 8.3% Overall workforce = 4.7% Difference = +3.6%	Exec = 0 Non-exec = 1 Voting = 1 Non-voting = 0	Exec = 6 Non-exec = 6 Voting = 11 Non-voting = 1	Exec = 0 Non-exec = 0 Voting = 0 Non-voting = 0	Total Board = 8.3% Overall workforce = 5.1% Difference = +3.2% percentage points

APPENDIX 2 - WDES action plan 2020/21

Metric	Objective	Action/s	Timescales	Lead/s	Why
1,2	Increase in staff declaring disability status	Review disability monitoring information for staff and agree ESR updating processes.	Sept 2020	JD/JW	The Trust has a higher proportion of 'prefer not to say' disability declarations in ESR
1,2	Decrease in number of new starters in the 'undeclared' and ' prefer not to say' categories.	Review OH paperwork for new starters to identify any improvements that could encourage new starters to declare disability status.	Dec 2020	JD/HM	
1,2,3,6,7,8	Improve manager's ability to deal with employment disability issues.	PROUD Leadership Programme(s)	Throughout 2020/21	OD Team	25.2% of disabled staff have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties, this compares to 17.1% of non-disabled staff.
1,2,3,4b,5,7,8	Improved satisfaction for disabled staff in NHS Staff Survey. Also monitor impact via HR employee relations issues for disabled staff.	Managers to review staff survey results and put in place actions to engage with disabled staff.	Mar 2021	All Executive Directors	
1	Improved confidence in managers in dealing with recruitment and career development disability issues (local survey)	New Recruitment and Selection Programme in place for 2020/21	July 2020	Recruitment Team	To continue improvements to the relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff
1,3,5,6	Improved satisfaction for disabled staff in NHS Staff Survey. Improved satisfaction for disabled staff regarding reasonable adjustments in NHS Staff Survey.	Promote internal and external structures which can support staff with disabilities	Mar 2021	JD/JR	79.4% of disabled staff say their employer has made adequate adjustments to enable them to carry out their work, this compares with 80.3% in 2018.
1, 4a, 7	Increased representation of disabled people in Trust communications and publications	Review how the Trust promotes disabled people in everyday communication, etc.	Nov 2020	JD/Communications Dept	36.4% of disabled staff were satisfied with the extent to which their organisation values their work, this compares to 45.7% of non-disabled staff
1	Improved representation of disabled staff across directorates.	Information to be provided to managers on numbers of disabled staff. Managers to ensure that their services are set up to promote and support disabled staff.	Mar 2021	Workforce Information Team All Managers	61% of the Trusts disabled staff work in the lower pay bands.