



WDES
2020

WORKFORCE
DISABILITY
EQUALITY
STANDARD
2020



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1. Background and introduction

The WDES was launched by NHS England on 1st April 2019 and is designed to improve the representation and experience of Disabled staff at all levels of the organisation.

The WDES is mandatory upon all NHS Trusts and Foundation Trusts and will be built into assurance and regulatory processes including the Care Quality Commissions (CQC) inspection of hospitals.

There are ten indicators that make up the NHS WDES and comprise workforce metrics (1-3), staff survey metrics (4-9) and board representation (metric 10). These metrics enable NHS organisations to track their progress to reduce and eliminate the differential treatment and experience of Disabled staff when compared to Non-Disabled staff.

The total number of staff employed within the Royal Brompton and Harefield NHS Foundation Trust at 31st March 2020 was 3,952. Disabled staff made up 0.86% of this figure with 34 staff. Overall 67.5% of staff within the Trust have declared either a 'Yes' or a 'No'.

The 2020 WDES findings have been discussed and approved by the Equality and Diversity Steering Committee (EDSC) with Board overview and sign off by Board members of the EDSC.

2. WDES 2020 Metric findings

WDES Metric		2018/2019	2019/2020
1	% of staff in AfC pay bands or medical and dental subgroups and very senior manager (including Executive Board members) compared with the % of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2020.	See Appendix 1	See Appendix 1
2	Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled Staff	2.01 times more likely	4.16 time more likely
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.	0.00 times more likely	0.00 times more likely



4	<p>a) % of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <p>i) Patients/service users, their relatives or other members of the public</p> <p>ii) Managers</p> <p>iii) Other colleagues</p> <p>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.</p>	i) Disabled staff: 26.4% Non-disabled staff: 21.2%	i) Disabled staff: 27.3
		ii) Disabled staff: 23.7% Non-disabled staff: 11.3%	ii) Disabled staff: 14.7%
		iii) Disabled staff: 38.9% Non-disabled staff: 22.6%	iii) Disabled staff: 31.1%
		b) Disabled staff: 40.6% Non-disabled staff: 42.1%	b) Disabled staff: 38.7%
5	% of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled staff: 76.3% Non-disabled staff: 82.9%	Disabled staff: 81.8%
6	% 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.	Disabled staff: 31.7% Non-disabled staff: 19.7%	Disabled staff: 23.2%
7	% of Disabled Staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Disabled staff: 46.8% Non-disabled staff: 57.5%	Disabled staff: 46.5%
8	% of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	76%	74.6%
75	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Disabled staff: 7.2 Non-disabled staff: 7.5	Disabled staff: 7.3
	b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)	No	No



10	<p>% difference between the organisation's Board voting membership and its organisation's overall workforce disaggregated:</p> <ul style="list-style-type: none"> By Voting membership of the Board 	-1%	-1%
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Note:

- Data for metrics 1 and 10 as at 31st March 2020
- Data for metrics 2 and 3 are from the period 1st April 2019 – 31st March 2020
- Data for metric 4 – 9 is taken from the national staff survey findings 2019

3. National and local benchmarking

The first WDES National Annual data report was published in March 2020 by NHS England and compares national and regional progress against each metric with details of progress, good practice and areas for further support and action.

Comparing the Trust's 2019 and 2020 data against both the London and the National picture from 2019 can be seen below.

WDES Metric		2018/2019	2019/2020	2019 National Picture	2019 London Picture
1	% of staff in AfC pay bands or medical and dental subgroups and very senior manager (including Executive Board members) compared with the % of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2020.	See Appendix 1	See Appendix 1	N/a	N/a
2	Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled Staff	2.01 times more likely	4.16 time more likely	1.25 times more likely	1.07 times more likely
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.	0.00 times more likely	0.00 times more likely	1.10 times more likely	0.86 times more likely



4	c) % of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: iv) Patients/service users, their relatives or other members of the public v) Managers vi) Other colleagues	i) Disabled staff: 26.4% Non-disabled staff: 21.2%	i) Disabled staff: 27.3	33.8%	42.8%
		ii) Disabled staff: 23.7% Non-disabled staff: 11.3%	ii) Disabled staff: 14.7%	19.8%	31.1%
		iii) Disabled staff: 38.9% Non-disabled staff: 22.6%	iii) Disabled staff: 31.1%	26.8%	36.8%
		b) Disabled staff: 40.6% Non-disabled staff: 42.1%	b) Disabled staff: 38.7%	47.8%	47.7%
	d) 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.				
5	% of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled staff: 76.3% Non-disabled staff: 82.9%	Disabled staff: 81.8%	75.3%	65.6%
6	% 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.	Disabled staff: 31.7% Non-disabled staff: 19.7%	Disabled staff: 23.2%	32.0%	38.8%
7	% of Disabled Staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Disabled staff: 46.8% Non-disabled staff: 57.5%	Disabled staff: 46.5%	37.2%	38.5%
8	% of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	76%	74.6%	72.4%	67.2%
75	c) The staff engagement score for Disabled staff, compared to non-	Disabled staff: 7.2 Non-disabled staff: 7.5	Disabled staff: 7.3	6.64	6.68



	disabled staff and the overall engagement score for the organisation. d) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)	No	No	Yes (86%) No (14%)	N/a
10	% difference between the organisation's Board voting membership and its organisation's overall workforce disaggregated: <ul style="list-style-type: none"> By Voting membership of the Board 	-1%	-1%	2.1%	N/a

4. WDES conclusions

This is the second year of the WDES and the Trust's second reporting of its WDES metrics. The metrics and the data provide useful baselines for the Trust to identify and tackle issues which are impacting upon the disparity between Disabled staff and non-disabled staff within the organisation.

The data from 2019/20 when compared to 2018/19 show improvements in many of the metrics and any deterioration when compared to last year, is in the order of less than 2% change. There is still work to be done to improve the picture in some metrics such as reporting of self-declaration of disability amongst staff and the launch of ESR self-service will impact upon this in a positive way.

More concerning though is Metric 2, the likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff which is 4 times more likely and has doubled since last year. The lack of declaration of disability undoubtedly has an impact on this but work will commence with the Head of Recruitment to discuss these issues and formulate action working towards the next stage of the Disability Confident Scheme.

Comparing the 2019 WDES results against the wider London and National picture highlights that the Trust is on the right track with 8 of the 13 measures showing the Trust performing better both against National results and London as a region.



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The Trust welcomes the introduction of the WDES as a tool alongside the WRES and EDS2 to support equality and diversity and will encompass these within the Trust's future Equality, Diversity and Inclusion Strategy.

5. WDES Action Plan 2020/2021

The following actions are planned for 2020-2021 in order to maintain and improve the experiences and outcomes for Disabled staff within the Trust, these include:

WDES Metric 1

- Continued promotion of ESR Employee Self Service to increase self-declaration of disability.

WDES Metric 2

- Recruitment team to work with EDI Lead to achieve next stage of the Government's Disability Confident scheme and become a Disability Confident Employer.

WDES Metric 4

- Poster campaign to raise awareness and respect for staff from patients.
- Continued support for new managers to the Trust in dealing with formal casework including investigation training.
- Continued promotion of mediation as a tool to resolve conflict and the mediation service.
- Introduction of new Disciplinary Policy with emphasis on informal resolution and education.
- Continued use of education solution for those accused of bullying.
- Specific sessions aimed at departments promoting values and speaking up.

WDES Metric 9

- Launch Disability Network within 6-12 months following successful launch plans of LGBTQIA and BAME networks.

Policy Development

- Develop and introduce 3-year Equality, Diversity and Inclusion Strategy.



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6. Report Approval

The Equality and Diversity Steering Committee approved this report and the proposed actions for publishing in September 2020.



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Appendix 1: Metric 1

Non-Clinical Staff	% Disabled	% Non-Disabled	% Unknown
Cluster 1 (Band 1-4)	0.5%	63.4%	36.1%
Cluster 2 (Bands 5-7)	1.5%	64.6%	33.9%
Cluster 3 (Bands 8a-8b)	1.8%	73.6%	24.6%
Cluster 4 (Bands 8c-9 & VSM)	0%	59.2%	40.8%
Clinical Staff	% Disabled	% Non-Disabled	% Unknown
Cluster 1 (Bands 1 - 4)	1.63%	65.4%	32.97%
Cluster 2 (Band 5 - 7)	0.79%	62.97%	36.24%
Cluster 3 (Bands 8a - 8b)	0.54%	72.97%	26.49%
Cluster 4 (Bands 8c - 9 & VSM)	0%	75.86%	24.14%
Cluster 5 (Medical & Dental Staff, Consultants)	0.88%	91.6%	7.52%
Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	0%	84.49%	15.51%
Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	0.96%	73.08%	25.96%