



WDES  
2019

WORKFORCE  
DISABILITY  
EQUALITY  
STANDARD  
2019



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## 1. Background and introduction

The WDES was launched by NHS England on 1<sup>st</sup> 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 31<sup>st</sup> March 2019 was 3,755. Disabled staff made up 1.04% of this figure with 39 staff. Overall 65.6% of staff within the Trust have declared either a 'Yes' or a 'No'.

The 2019 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 2019 Metric findings

Metric		2018/2019	Progress
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 2019.	See Appendix 1	
2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.	2.01 times more likely	A figure below 1:00 indicates that Disabled staff are more likely than non-disabled staff to be appointed from shortlisting



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	
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%	
		ii) Disabled staff: 23.7% Non-disabled staff: 11.3%	
		iii) Disabled staff: 38.9% Non-disabled staff: 22.6%	
		b) Disabled staff: 40.6% Non-disabled staff: 42.1%	
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%	
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%	
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%	
8	% of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	76%	
9	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	
	b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (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"> <li>• By Voting membership of the Board</li> </ul>	-1%	
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Note:

- Data for metrics 1 and 10 as at 31<sup>st</sup> March 2019
- Data for metrics 2 and 3 are from the period 1<sup>st</sup> April 2018 – 31<sup>st</sup> March 2019
- Data for metric 4 – 9 is taken from the national staff survey findings 2018

### 3. National and local benchmarking

NHS England have confirmed that the first WDES National Annual data report will be published in winter 2019. It is expected that this WDES report will follow the format of the WRES report and highlight national and regional progress against each metric with details of progress, good practice and areas for further support and action.

Once this have been completed, the Trust will be able to compare its progress against similar NHS organisations both locally and nationally. Like the WRES further reports will allow the organisation to compare its progress year on year and see what impact the actions outlined in the Trust plan will have on the findings of subsequent years.

### 4. WDES conclusions

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

It is clear from the Trust data that there is much work to do to improve the picture in the vast majority of the metrics especially in the reporting of self-declaration of disability amongst staff. It is hoped that, as expected with the WRES, that the launch of ESR self-service and increased visibility of actions taken with regards to the WDES should provide some impact to improve the picture across all metrics.

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 2019/2020

The following actions are planned for 2019-2020 in order to maintain and improve the experiences and outcomes for Disabled staff within the Trust, these include:

### **WDES Metric 1**

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

### **WRES Metric 2**

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

### **WRES 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.

### **WRES Metric 9**

- Launch Disability Network within 12-18 months

### **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 2019.



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## Appendix 1: Metric 1

<b>Non-Clinical Staff</b>	<b>% Disabled</b>	<b>% Non-Disabled</b>	<b>% Unknown</b>
<b>Cluster 1 (Band 1-4)</b>	<b>0%</b>	<b>66%</b>	<b>34%</b>
<b>Cluster 2 (Bands 5-7)</b>	<b>2%</b>	<b>64%</b>	<b>34%</b>
<b>Cluster 3 (Bands 8a-8b)</b>	<b>4.5%</b>	<b>66%</b>	<b>29.5%</b>
<b>Cluster 4 (Bands 8c-9 &amp; VSM)</b>	<b>0%</b>	<b>54%</b>	<b>46%</b>
<b>Clinical Staff</b>	<b>% Disabled</b>	<b>% Non-Disabled</b>	<b>% Unknown</b>
<b>Cluster 1 (Bands 1 - 4)</b>	<b>1%</b>	<b>63%</b>	<b>36%</b>
<b>Cluster 2 (Band 5 - 7)</b>	<b>1%</b>	<b>61%</b>	<b>38%</b>
<b>Cluster 3 (Bands 8a - 8b)</b>	<b>1%</b>	<b>72%</b>	<b>27%</b>
<b>Cluster 4 (Bands 8c - 9 &amp; VSM)</b>	<b>0%</b>	<b>58%</b>	<b>42%</b>
<b>Cluster 5 (Medical &amp; Dental Staff, Consultants)</b>	<b>1%</b>	<b>92%</b>	<b>7%</b>
<b>Cluster 6 (Medical &amp; Dental Staff, Non-Consultants career grade)</b>	<b>0%</b>	<b>89%</b>	<b>11%</b>
<b>Cluster 7 (Medical &amp; Dental Staff, Medical and dental trainee grades)</b>	<b>0%</b>	<b>58%</b>	<b>42%</b>