

NHS Workforce Disability Equality Standard (WDES) Annual Report – 2023



Workforce Disability Equality Standard



We are
compassionate
and **inclusive**

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff.

NHS organisations use the metrics data to develop and publish an action plan, building on high impact actions shared in the first ever EDI improvement plan.

Year on year comparison enables NHS organisations to demonstrate progress against the indicators of disability equality to create the cultures of belonging and trust that will improve retention, recruit from the widest possible talent pool and provide sustainable careers.

Making a difference for disabled staff

The WDES is important, because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety.

The WDES puts data into the hands of people in NHS organisations who best understand the experiences of their disabled staff and how to make positive change. A more inclusive environment for disabled people working and seeking employment in the NHS is better for our people, for teams and for patients.

WDES 2023 data collection and the reporting framework

The WDES 2023 reporting timeline ran from 1 May until 31 May for NHS provider trusts and required metrics and narrative data to be reported via the WDES data collection framework (DCF) introduced in 2021. By 31 October 2023, trusts must publish their board ratified 2023 WDES annual report on their website.

Mandatory coverage of the WDES

The WDES is mandated through the NHS Standard Contract under Service Condition 13.8 for trusts

SC13 Equity of Access, Equality and Non-Discrimination

13.8 The Provider (if it is an NHS Trust or an NHS Foundation Trust) must implement and comply with the National Workforce Disability Equality Standard and submit an annual report to the Co-ordinating Commissioner on its compliance.

Introduction

The data for indicators 1 to 3 and 10 are from the Trust's workforce data as of 31 March 2023. This includes information on disability-related demographics, workforce representation, and disability declaration rates. Indicators 4 to 9 have been obtained from the Trust's National Staff Survey results for the year 2022. These measures cover aspects such as workplace adjustments, perceived discrimination, bullying and harassment, career development opportunities, and satisfaction levels among disabled staff.

The data presented provides a better understanding of the experiences of our disabled workforce and highlights areas of success and areas requiring further attention. The Action Plan will include specific objectives, initiatives, and review of policies to further support disabled staff, promote inclusivity, and further develop a positive work environment.

The WDES Annual Report 2023 demonstrates the Trust's commitment to disability equality and improving the work experience of disabled staff. We will aim to create an environment that promotes equal opportunities and positive change for all staff.

WDES 2023 Data Summary Table

Metrics derived from data collected directly from organisations as at 31st March 2023

Overall rank compared to 212 Trusts nationally = 139

		Trust Values					Nat. Av.	Rank	RAG
Metric number and description		2019	2020	2021	2022	2023	2023		
Metric 1: Disabled representation in the workforce by pay band									
Disability declaration rate in the workforce	Overall	3.0%	2.8%	2.7%	3.0%	4.0%	4.9%	148	✘
	Non-clinical	3.7%	4.0%	4.1%	4.1%	4.7%	5.8%	158	✘
	Clinical	2.4%	2.3%	2.2%	2.8%	3.9%	5.0%	144	✘
	Medical/Dental	0.0%	0.0%	0.0%	0.0%	0.7%	2.2%	184	✘
Pay band at which Disabled under-representation first occurs	Non-clinical	Band 4 -					Proportional		
		Band 5 +					Proportional		
	Clinical	Band 4 -					Proportional		
		Band 5 +					Proportional		
Medical/Dental						Proportional			
Disability disparity ratios	Non-clinical	Lower:middle	0.88	0.57	0.63	0.99	0.76	0.98	
		Middle:upper	0.58	1.63	2.63	2.36	2.55	1.26	
		Lower:upper	0.51	0.93	1.65	2.35	1.94	1.23	
	Clinical	Lower:middle	1.30	1.03	0.75	0.90	0.63	0.94	
		Middle:upper	0.46	0.91	0.53	0.62	0.83	1.22	
		Lower:upper	0.94	0.40	0.00	0.56	0.53	1.16	
Metric 2: Likelihood of appointment from shortlisting									
Likelihood ratio Non-disabled / Disabled			1.97	1.58	1.07	1.74	0.99	201	
Metric 3: Likelihood of entering formal capability process due to performance management									
Likelihood ratio Disabled / Non-disabled			0.00				2.17		
Metric 10: Disabled representation on the board									
Overall	Members	0	0	0	0	0			
	Proportion	0.0%	0.0%	0.0%	0.0%	0.0%	5.7%	212	✘
	Exec	0.0%	0.0%	0.0%	0.0%	0.0%	5.4%		✘
	Non-exec	0.0%	0.0%	0.0%	0.0%	0.0%	6.0%		✘
	Voting	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%		✘
	Non-voting	0.0%	0.0%	0.0%	0.0%	0.0%	6.1%		✘

Key

- **Key to rank colour coding (1=best, 212=worst)**

In top 10% of trusts nationally.

In bottom 10% of trusts nationally.

WDES 2023 Data Summary Table

Metrics derived from NHS
Staff Survey 2022
(published March 2023)

Metric number and description	Trust Values					Nat. Av.	Rank	RAG
	2018	2019	2020	2021	2022	2022		
Metric 1 (equivalent): Proportion with a long-term condition or illness								
Disabled	15.0%	16.5%	18.6%	22.1%	21.0%	23.6%		✘
Metric 4a: Harassment, bullying or abuse from patients, relatives or the public in last 12 months								
Disabled	26.0%	20.4%	21.7%	23.5%	22.4%	33.2%	8	✔
Non-disabled	16.9%	14.4%	13.7%	16.2%	15.2%	26.0%		✔
Metric 4b: Harassment, bullying or abuse from line managers in last 12 months								
Disabled	21.1%	18.0%	18.7%	15.8%	18.3%	16.1%	148	✘
Non-disabled	11.1%	11.0%	9.7%	9.2%	9.6%	9.2%		⚠
Metric 4c: Harassment, bullying or abuse from other colleagues in last 12 months								
Disabled	30.5%	27.0%	34.1%	28.0%	26.9%	24.8%	142	✘
Non-disabled	20.3%	18.6%	16.8%	17.3%	18.4%	16.5%		✘
Metric 4d: Reporting last incident of harassment, bullying or abuse								
Disabled	53.7%	53.4%	62.5%	39.2%	47.9%	51.3%	149	✘
Non-disabled	46.5%	44.8%	43.2%	46.3%	48.5%	49.5%		⚠
Metric 5: Career progression								
Disabled	55.2%	52.0%	58.8%	59.6%	47.4%	52.1%	167	✘
Non-disabled	62.5%	58.4%	61.5%	62.4%	59.5%	57.7%		⚠
Metric 6: Presenteeism								
Disabled	33.9%	16.2%	35.2%	25.8%	27.0%	27.7%	105	⚠
Non-disabled	18.8%	21.9%	13.5%	15.8%	13.0%	19.9%		✔
Metric 7: Feeling valued								
Disabled	43.2%	39.3%	43.0%	37.2%	26.6%	35.2%	197	✘
Non-disabled	58.0%	55.4%	54.9%	44.0%	47.3%	45.0%		✔
Metric 8: Reasonable adjustments								
Disabled	75.4%	75.3%	79.2%	71.2%	80.4%	73.4%	34	✔
Metric 9a: Staff engagement								
Disabled	7.15	7.15	7.20	6.90	6.71	6.42	57	⚠
Non-disabled	7.68	7.58	7.56	7.23	7.23	6.93		⚠

Key to RAG rating

Key to RAG rating. (N.B. These only consider data from the latest year.)	
Metric 1 declaration rates and all metrics derived from the NHS Staff Survey (4, 5, 6, 7, 8 and 9a)	
✓	More than 5.0% better than national average (proportion, not percentage points).
!	Within +/-5.0% of national average (proportion, not percentage points).
✗	More than 5.0% worse than national average (proportion, not percentage points).
Please note, for the metrics derived from the NHS Staff Survey, these RAG ratings are applied separately for disabled and non-disabled staff. In subsequent tabs in this file, the results of statistical tests are shown which compare the results for disabled staff against the results for non-disabled staff to see if there is a difference.	
Metric 1 disparity ratios, metric 2 and metric 3	
✓	The results shown are significantly better for disabled staff based on evaluation of likelihood ratios.
!	The result show no significt difference between disabled and non-disabled staff based on evaluation of likelihood ratios.
✗	The results shown are significantly worse for disabled staff based on evaluation of likelihood ratios.
Historically, metrics 2 and 3 have been evaluated using the "4/5ths rule". This is a simple statistical method but lacks analytical vigour. The tests used here (and on subsequent tabs) are much better at identifying potential issues and not flagging issues that do not exist (especially when numbers are small). Further information can be found at https://www.medcalc.org/calc/relative_risk.php . Discussions have started regarding which statistical tests it would be most appropriate to use for the WDES and the WRES, and full details will be given if any change is agreed.	
Metric 10	
✓	More than 5.0% more than propotion with long-term condition or illness in Staff Survey (proportion, not percentage points).
!	Within +/-5.0% of propotion with long-term condition or illness in Staff Survey (proportion, not percentage points).
✗	More than 5.0% less than propotion with long-term condition or illness in Staff Survey (proportion, not percentage points).

WDES priorities

Each metric was ranked against all other trusts nationally. The following metrics are the ones ranked lowest.
 A minimum of 3 metrics are shown: additional metrics are included if there is a tie in the rankings.
 All metric ranks which are in the bottom 10% nationally are also included and shown in purple text

Metric	2023					
	Trust	National Average	National	Rank		
				Type Specialist	Size Small (1 to 4,999 staff)	Region Midlands
Metric 10: Disabled representation on the board	0.0%	5.7%	212	16	92	41
Metric 2: Likelihood of appointment from shortlisting	1.74	0.99	201	13	85	40
Metric 7: Feeling valued	26.6%	35.2%	197	16	87	39

WDES priorities

The following metrics are in the top 10% nationally.

Metric	2023					
	Trust	National Average	Rank			
			National	Type	Size	Region
				Specialist	Small (1 to 4,999 staff)	Midlands
Metric 4a: Harassment, bullying or abuse from patients, relatives or the public in last 12 months	22.4%	33.2%	8	6	7	2

Key findings for 2023 (1 of 2)

Disability declaration in the workforce is 4% an improvement on 2022 with 3%

The overall relative likelihood of non-disabled staff being appointed from shortlisted compared to disabled staff ratio is 1.74% which is a decline from 1.07% in 2022

There is no disabled representation at Board level which has remain unchanged for a number of years

Proportion of staff with a long term condition or illness has decreased from 22.1% to 21%

Harassment, bullying or abuse from patients, relatives or the public in last 12 months for disabled staff has decreased from 23.5% to 22.4%

Harassment, bullying or abuse from line managers has increased in the last 12 months for disabled staff from 15.8% to 18.3%

Key findings for 2023 (2 of 2)

Harassment, bullying or abuse from other colleagues in last 12 months for disabled staff has decreased from 28% to 26.9%

Reporting last incident of harassment, bullying or abuse has increased from 39.2% to 47.9% which is below the national average figure

Equal opportunities for career progression or promotion - In 2022 47.4% of disabled staff (compared to 59.6% in 2021) believed they had equal opportunities for career progression. This compares to 59.5% of non-disabled staff

Percentage of disabled staff saying that the employer has made an adequate adjustment(s) to enable them to carry out their work. Staff experience has increased from 71.2% in 2021 to 80.4%

Staff Engagement score for disabled staff has scored slightly lower year on year. The 2022 staff engagement score for disabled staff was 6.71; this compares to the non-disabled staff rate of 7.3

Executive Summary (1 of 2)

The Trust continues to commit to being a more inclusive place to work , ensuring equal opportunities and celebrating our diversity. We support and encourage staff to share their experiences through a variety of feedback resources and in line with our Inclusion Strategy

Through 2022 / 2023, we have achieved;

- The launch of our Inclusion Strategy and Action Plan 2023-2026
- Appointed a staff Chair for our Disability and Neuro-Diverse Staff Network
- Appointed an Executive Sponsor for the Disability and Neuro-Diverse Staff Network
- Reviewed the Terms of Reference of our monthly EDI meetings so that they are more inclusive for members to attend
- Joined the NHSE Diversity in Health and Care Partners programme, which commenced in September 2023 and is a year-long programme that includes, supporting health and care organisations to create more inclusive workplace cultures, where difference is welcomed and celebrated, with access to leading industry experts, good practice, guidance, resources and networking opportunities.

Executive Summary (2 of 2)

Through 2022 / 2023, we have achieved;

- Received 52% response for our Staff Survey 2022
- Continuing to review our progress and delivery against statutory requirements, such as the public sector equality duty
- Published WRES, WDES, Workforce Report and Gender Pay Gap report
- Developed EDI mandatory training on e-learning modules
- Held Staff listening events to help shape the Inclusion strategy and a platform for staff to share experiences
- Signed the NHS Confederation Inclusive Leadership pledge

Our Inclusion Vision

We hold the principles of equality and inclusion at the heart of everything we do and all that we stand for.

We will connect and align our vision and ethics to everyone.

We want under-represented groups at senior levels (such as women, people with disabilities, ethnic diverse and LGBTQ+ communities) to realise their potential in a sustainable way

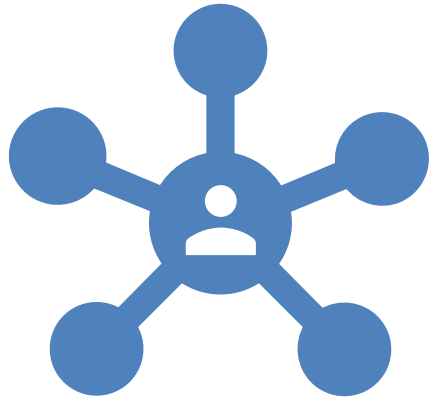




NHS People Plan 2020

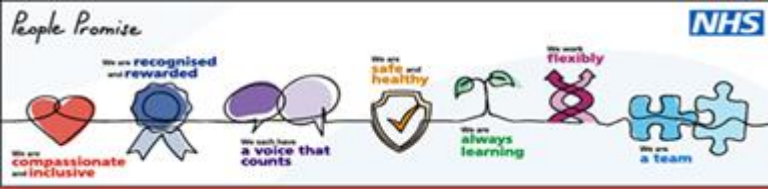
The NHS must welcome all, with a culture of belonging and trust...

We must understand, encourage and celebrate diversity in all its forms



Staff Network

The results of the WDES data for 2023 will be shared with our newly formed Disability and Neuro-Diverse Staff Network and the subsequent action plan will be shared for input and feedback. Amendments to the action plan will be made in line with the network recommendations



Further enquiries

RJAH would welcome any enquiries about the details of our WDES and Action Plan

please contact
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