

## Workforce Disability Equality Standard Report 2023

### Executive Summary

- 1 The NHS Workforce Disability Equality Standard (WDES) is designed to improve workplace experience and career opportunities for Disabled people working, or those seeking employment, in the National Health Service (NHS). The WDES follows the NHS Workforce Race Equality Standard (WRES) as a tool and an enabler of change. The WDES is a series of evidence-based metrics that provide NHS organisations with a snapshot of the experiences of their Disabled staff in key areas. By providing comparative data between Disabled and non-disabled staff, this information can be used to understand where key differences lie; and will provide the basis for the development of action plans, enabling the Trust to track progress on a year by year basis. The WDES is based on ten evidence-based Metrics.
- 2 The data in this report refers to figures and staff experience from 2022/23.
- 3 Full information relating to 2022/23 WDES Data for each of the 10 Metrics can be found at appendix 1
- 4 2023 WDES Actions can be found at appendix 2

### Background and Analysis

1. On 31<sup>st</sup> March 2023 there were 1561 staff members employed within The Walton Centre. Of those, 86.87% had self-reported whether or not they have a disability on the Electronic Staff Records (ERS) system. An improvement from last year's 83.65% of 1511 staff.
2. The proportion of staff recorded as Disabled on ESR was 3.72 % (58) this compares with the 2021/22 figure of 3.77 % (57) of the then total staff of 1511. This shows that the number of Disabled staff at the Trust has decreased by 1 while the total number of staff has risen by 50 in this reporting period.
3. In the NHS Staff Survey 2022, 23.6% of staff who responded reported that they have a long lasting health condition or illness. As the wording of this question in the staff survey differs for the terminology used on ESR and does not include the word 'disability', this may be one explanation as to why there is such a difference in the number of staff reporting ongoing conditions, however, other factors such as anonymity are also likely to have an impact.
4. Although the percentage of staff self-reporting their disability status on ESR has improved from last year, the disparity between staff recorded as Disabled on ESR (3.72%) and those noting a long term condition or illness in their staff survey reposes (23.6%), as well as 13.13% (205) of staff not having reported or chosen not to disclose their disability status, indicates that there is still further work needed to ensure staff feel comfortable and confident in reporting their disability status. As a result, the information and data within this report may not truly reflect the experience of all Disabled colleagues.
5. In line with ongoing Equality and Diversity work, the Trust will be reviewing our recruitment, onboarding and career progression practises and procedures to ensure they provide equal opportunities for all.
6. The Trust will also be looking at data in relation to any pay gap from a disability perspective (similarly to the Gender Pay Gap reporting) plans for this will be in place in 2025 in line with High Impact Action 3 of the recent NHS EDI Improvement Plan.

## Summary of Data

### 1. Improvements and sustained positive outcomes:

- **Metric 1**

The number of staff who have declared their disability status has increased year on year – from 76.17% in 2018/19 to 86.87% in 2022/23.

Non-clinical – of 27 total disabled non-clinical staff, 3 are at bands 5-7 and 1 at bands 8c-9 & VSM.

Clinical – of the 31 total disabled clinical staff, 20 are at bands 5-7, 3 at bands 8a-8b and 2 at consultant grade.

- **Metric 4.3**

Although 19.9% of Disabled staff reported having experienced at least one incident of harassment, bullying or abuse at work from other colleagues, this has reduced from last year (23.7%)

- **Metric 4.4**

The number of Disabled staff who state they or a colleague reported the last instance of bullying, harassment or abuse at work has increased significantly from 54% last year to 66% this year.

- **Metric 6**

The amount of Disabled staff who reported feeling pressure from their manager to come to work when they have been unwell has reduced significantly in the past 2 years from 40% in 20/21 to 25.9% in 22/23.

- **Metric 9b**

The Trust continues to facilitate the voices of Disabled staff to be heard via the Disability Staff Network Group which is better established and attended than in previous years. Our Reasonable Adjustments policy has been reviewed to continue to support Disabled staff and this was discussed with the Staff Network group for their input and comments.

- **Metric 10**

There is a 10.57% percentage difference when comparing voting members of the Board who have declared themselves as Disabled to the overall workforce. There is also a higher deceleration rate when comparing the Board (92.86%) to the overall workforce (86.87%).

### 2. Deterioration and sustained unequal outcomes:

- **Metric 2**

This year we had the highest percentage of applicants choosing not to declare their disability status when compared to previous reporting years (16.24%). We also had a limited number of applicants who identified as Disabled (16 - 3.17%). Due to the above, the likelihood of being appointed following shortlisting was significantly lower for Disabled applicants when compared to non-disabled applicants (5.15 times more likely for non-disabled).

- **Metric 3**

Disabled staff were relatively 7.46 times more likely to enter the formal capability process on the grounds of performance. Due to the lower numbers Disabled staff and low number of staff entering the formal capability process, however, it is difficult to form any fair conclusions on this matter.

- **Metric 4.1**

31.2% of Disabled staff who responded to the Staff Survey reported experiencing at least one incident of harassment, bullying or abuse from patients/service users, their relatives or other members of the public.

- **Metric 4.2**  
15.2% of Disabled staff who responded to the Staff Survey reported experiencing at least one incident of harassment, bullying or abuse from managers.
- **Metric 5**  
Less than half (48.1%) of the Disabled staff who responded to the staff survey stated that they believe the Trust provides equal opportunities for career progression or promotion.
- **Metric 7**  
Less than half (43.7%) of Disabled staff report being satisfied with the extent to which the organisation values their work.
- **Metric 8**  
Of those Disabled staff who noted a reasonable adjustment would enable them to carry out their work only 69.2% stated this had been put in place by their manager.
- **Metric 9a**  
The engagement score for Disabled staff therefore calculated to 7.0 compared to 7.5 for non-disabled staff.

## Conclusion

1. Although improvements have been seen in many areas, further work is required to ensure staff feel comfortable disclosing disabilities and that they do not suffer any discrimination as a result of this. Actions in relation to this are outlined at appendix 2 and will be included in the Trust Equality, Diversity and Inclusion Action Plan for monitoring.

## Recommendation

2. The group are asked to note the contents of this report and agree the actions set out to drive improvement in this area.

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**Date:** 1<sup>st</sup> September 2023

## Appendix 1

## Workforce Disability Equality Standard Metric Data and Analysis 2023

## Metric 1

The 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 as at 31 March 2023.

Disability Unknown refers to those staff who have indicated that they prefer not to say, as well as those who have not responded to the disability monitoring question in ESR.

As shown below, since reporting began, the number of recorded Disabled staff working at the Trust has remained quite constant between 2.75% and 3.77%. The percentage of staff who have declared their disability status, however, has improved year on year from 76.17% in 2018/19 to 86.87% in 2022/23.

18/19		19/20		20/21		21/22		22/23	
3.04%	76.17%	2.75%	78.51%	3.07%	81.16%	3.77%	83.65%	3.72%	86.87%

The below table shows data by clinical/non-clinical sub-groups.

	22/23	
<b>Total Non-clinical/Clinical</b>	<b>430</b>	<b>1131</b>
<b>Total staff</b>	<b>1561</b>	<b>%</b>
<b>Disabled staff total</b>	58	3.72%
<b>Non-clinical</b>	27	6.28%
<b>Clinical</b>	31	2.74%
<b>Non-disabled</b>	1298	83.15%
<b>Non-clinical</b>	353	82.09%
<b>Clinical</b>	945	83.55%
<b>Not Known</b>	205	13.13%
<b>Non-clinical</b>	50	11.63%
<b>Clinical</b>	155	13.70%

This is further split below into pay grades and compared to the previous financial year.

Non-Clinical	%Disabled 21/22	% Disabled 22/23	Clinical	%Disabled 21/22	% Disabled 22/23
Bands 2-4	7.76%	8.58%	Bands 2-4	2.09%	2.09%
Bands 5-7	2.17%	2.83%	Bands 5-7	4.01%	3.51%
Bands 8a-8b	0%	0%	Bands 8a-8b	4.65%	3.53%
Bands 8c-9 & VSM	4.35%	4.00%	Bands 8c-9 & VSM	0%	0%
Other	25%	0%	Other	0%	0%
Consultants	N/A	N/A	Consultants	1.82%	1.79%
Non-Consultants Career Grade	N/A	N/A	Non-Consultants Career Grade	0%	0%
Medical Trainee Grade	N/A	N/A	Medical Trainee Grade	0%	0%
<b>Total</b>	<b>5.78%</b>	<b>6.28%</b>	<b>Total</b>	<b>3.05%</b>	<b>2.74%</b>

No Change	0% in post	Increase	Decrease
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**Metric 2**

**Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.**

For the 2022/23 reporting period the number of Disabled candidates shortlisted was 16, the number appointed was 1. The likelihood of shortlisted disabled candidates being appointed was 0.06.

The number of non-disabled candidates shortlisted was 407 the number appointed was 131. The likelihood of shortlisted Non-disabled candidates being appointed was 0.32.

The data below shows that the likelihood of shortlisted Disabled candidates being appointed was significantly lower this year than any previous years and that there was a significant difference when comparing the likelihood of being appointed between Disabled and non-disabled candidates.

Applicants	Disabled			Non-disabled			Not Known			Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts
	Number of shortlisted applicants	Number appointed from shortlisting	Likelihood of shortlisting/appointed	Number of shortlisted applicants	Number appointed from shortlisting	Likelihood of shortlisting/appointed	Number of shortlisted applicants	Number appointed from shortlisting	Likelihood of shortlisting/appointed	
<b>18/19</b>	28	6	0.21	560	157	0.28	0	0	N/A	1.31
<b>19/20</b>	11	4	0.36	389	175	0.45	68	1	0.01	1.24
<b>20/21</b>	66	7	0.11	1296	211	0.16	15	3	0.20	1.54
<b>21/22</b>	19	10	0.53	379	124	0.33	72	4	0.06	0.62
<b>22/23</b>	<b>16</b>	<b>1</b>	<b>0.06</b>	<b>407</b>	<b>131</b>	<b>0.32</b>	<b>82</b>	<b>1</b>	<b>0.01</b>	<b>5.15</b>

**Metric 3**

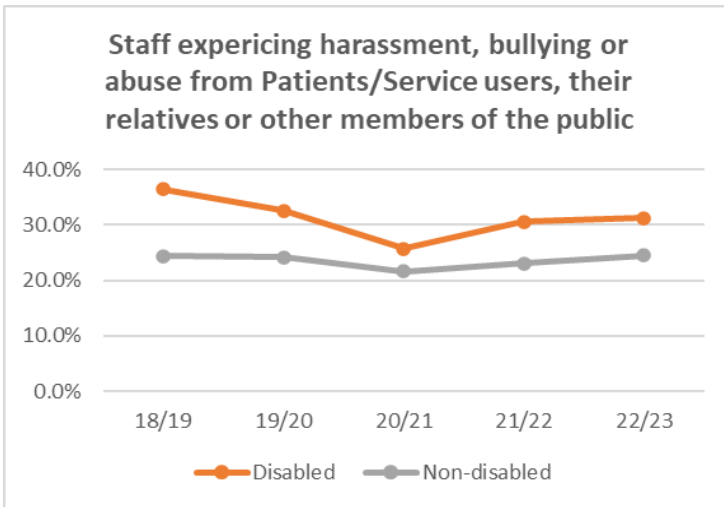
**Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.**

Average number of Disabled staff entering the formal capability process was 0.5 compared to 1.5 for non-disabled staff; this equates to non-disabled staff being 7.46 times more likely to enter the formal capability process.

It is not possible to form firm conclusions from this figure, however, due to the lower number of staff recorded as Disabled and lower numbers of staff entering the formal capability process.

**Metric 4 – Staff Survey results**

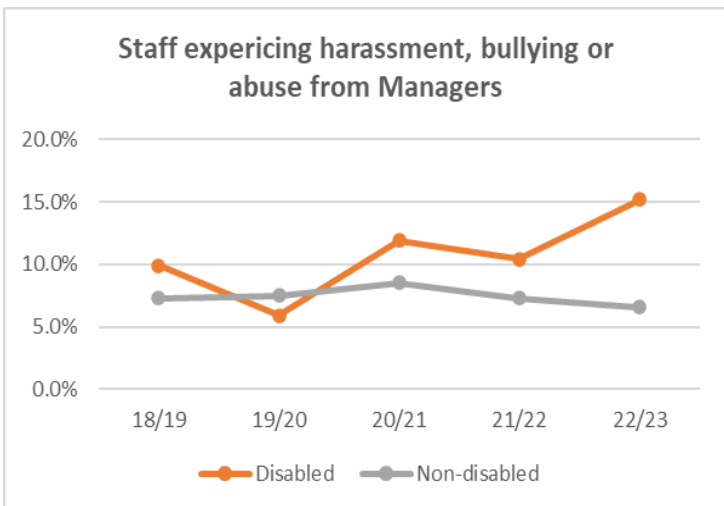
**4.1 Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months**



31.2% of Disabled staff who responded to the Staff Survey reported experiencing at least one incident of harassment, bullying or abuse from patients/service users, their relatives or other members of the public. This has slightly increased from 21/22 (30.6%) and significantly since 20/21 (25.7%).

The same year on year increase can also be seen in non-disabled staff, however, less staff report having experienced this (21.6% in 20/21, 23.1% in 21/22 and 24.5% in 22/23).

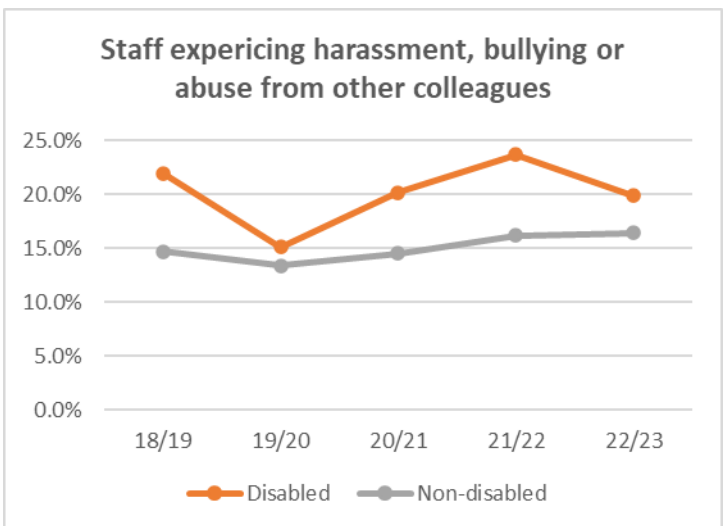
**4.2 Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months**



15.2% of Disabled staff who responded to the Staff Survey reported experiencing at least one incident of harassment, bullying or abuse from managers. This is a significant increase from last year (10.4%) and has increased year on year since 19/20 (5.9%).

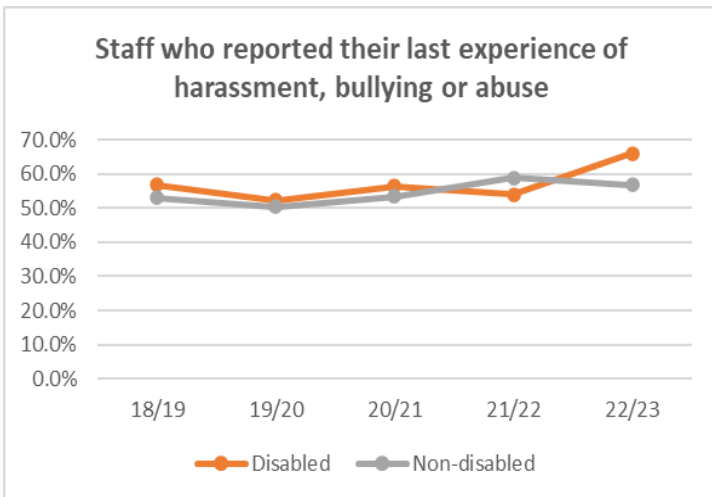
This differs from data for non-disabled staff which has slightly decreased year on year since 20/21. (8.5% 20/21, 7.3% 21/22, 6.6% 22/23).

**4.3 Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months**



Although 19.9% of Disabled staff reported having experienced at least one incident of harassment, bullying or abuse at work from other colleagues, this has reduced from last year (23.7%) – this is closer in line with non-disabled staff of whom 16.4% reported harassment, bully and abuse from other colleagues.

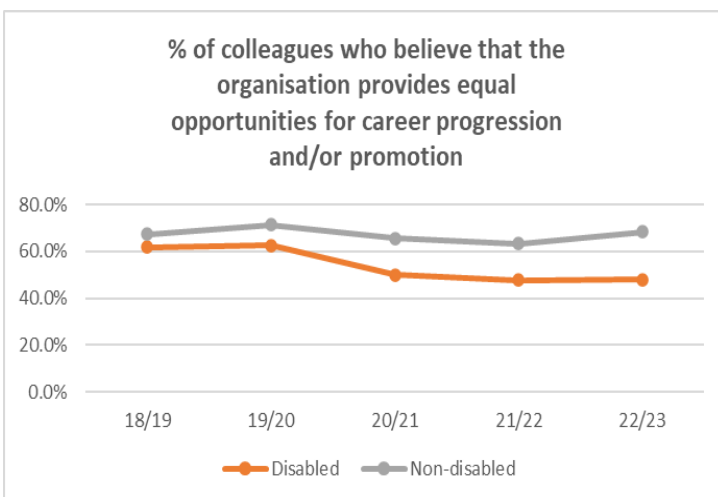
#### 4.4 Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it



The number of Disabled staff who state they or a colleague reported the last instance of bullying, harassment or abuse at work has increased significantly from 54% last year to 66% this year. This figure is now higher than the present on non-disabled staff who reported the incident (56.8%).

#### Metric 5 - Staff Survey results

#### Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion

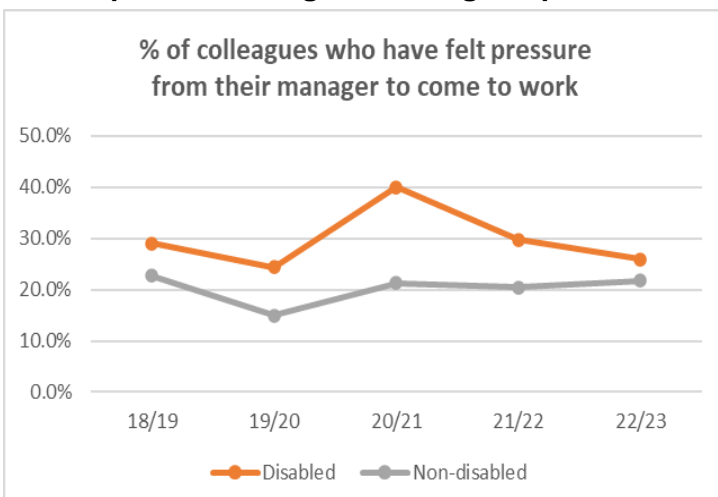


This indicator has improved this year for staff with and without a long-term illness. Less than half of Disabled respondents (48.1%), however, felt that the Trust provides equal opportunities for career progression or promotion. This has deteriorated significantly since 19/20 (62.5%).

There is a clear disparity of more than 15% when comparing responses between Disabled and non-disabled colleagues.

#### Metric 6 - Staff Survey results

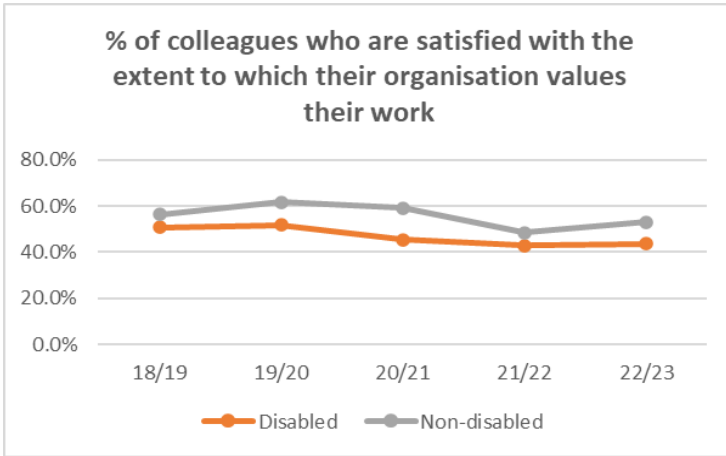
#### Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties



The amount of Disabled staff who reported feeling pressure from their manager to come to work when they have been unwell has reduced significantly in the past 2 years from 40% in 20/21 to 25.9% in 22/23. This has brought the figures closer inline with non-disabled staff which has remained fairly static since 20/21.

**Metric 7 - Staff Survey results**

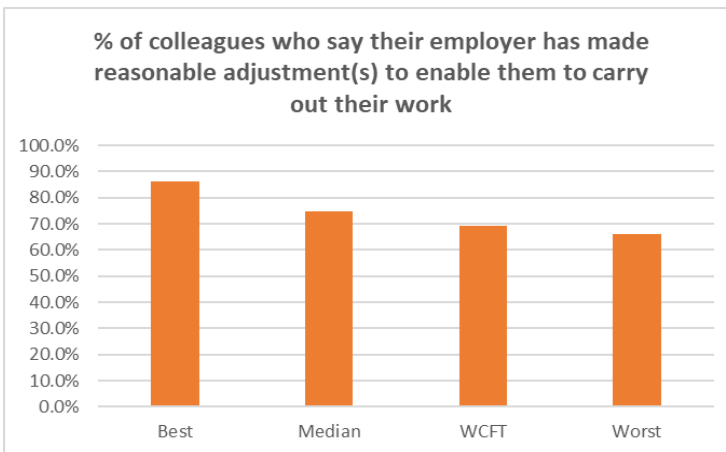
**Percentage of staff satisfied with the extent to which their organisation values their work**



Less than half (43.7%) of Disabled staff report being satisfied with the extent to which the organisation values their work. This has declined from 50.8% since 18/19 and is much less than the amount of non-disabled staff (53%).

**Metric 8 - Staff Survey results**

**Percentage of Disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work**

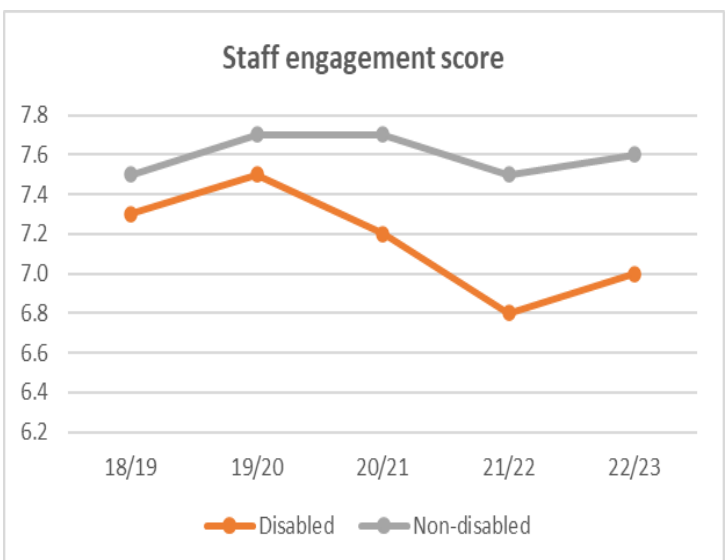


Of those Disabled staff who noted a reasonable adjustment would enable them to carry out their work only 69.2% stated this had been put in place by their manager.

There is no previous years' data to compare this figure to, however, the best Trusts scored an average of 86.4% with the worst scoring an average of 65.9%.

**Metric 9a - Staff Survey results**

**Staff engagement score for Disabled staff, compared to non-disabled staff (0-10)**



The engagement score for Disabled staff therefore calculated to 7.0 compared to 7.5 for non-disabled staff.

Scores for the engagement questions on the staff survey have increased across the board (with the exception of 'If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation' which reduced from 84.6% last year to 78.58% this year for Disabled staff and from 90.1% to 89.4% for non-disabled staff). There is a clear disparity, however, when comparing scores from Disabled staff to non-disabled staff – with a decrease in scoring of around 10% across all areas.



### **Metric 9b**

#### **Has your organisation taken action to facilitate the voices of Disabled staff to be heard?**

The Trust continues to facilitate the voices of Disabled staff to be heard via the Disability Staff Network Group which is better established and attended than in previous years. Our Reasonable Adjustments policy has been reviewed to continue to support Disabled staff and this was discussed with the Staff Network group for their input and comments.

### **Metric 10**

#### **Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:**

- **By voting membership of the Board**
- **By executive membership of the Board**

There is a 10.57% percentage difference when comparing voting members of the Board who have declared themselves as Disabled to the overall workforce. There is also a higher deceleration rate when comparing the Board (92.86%) to the overall workforce (86.87%) with only 1 Board member not yet declaring their disability status.

## Appendix 2

### Workforce Disability Equality Standard Actions 2023

All actions outlined below have been included in the Trust Equality, Diversity and Inclusion Action Plan which is monitored by the Health Inequalities and Inclusion Committee.

#### **Metric 2**

##### **Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.**

- As part of the existing action to review the recruitment process, we must ensure that prospective applicants feel comfortable and confident declaring their disability status and that Disabled applicants are not discouraged from applying in any way. This review is underway and is due to be completed by the end of March 2024.

#### **Metric 4**

##### **Instances of staff harassment, bullying or abuse from patients/visitors, managers and other colleagues**

- We must ensure all staff are supported in enforcing the NHS zero tolerance policy in relation to abusive behaviour from patients/visitors and remind all staff and managers of the Management of Violent and Aggressive Individuals policy and sanction process. This policy is being strengthened prior to relaunch and improved support for implementation by March 2024.
- The reasonable adjustments policy is currently under review and will support managers in assisting their staff members who may require reasonable adjustments and/or require leave as a result of their disability. This policy will be implemented from December 2023.
- In addition to this, all managers will be offered the opportunity to attend Building a Culture of Conscious Inclusion training and be responsive to any behaviours witnessed or escalated which do not reflect the Walton Way. In house trainers to go live in January 2024.

#### **Metric 5**

##### **Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion**

- As part of the existing action to review talent management and career progression procedures, we must ensure that Disabled staff are not discriminated in any way and that opportunities are available to all appropriate staff. This review is underway and is due to be completed by the end of March 2024.

#### **Metric 7**

##### **Percentage of staff satisfied with the extent to which their organisation values their work**

- To discuss at the Disability Staff Network Group to understand any themes/trends relating to this matter. Clear commitment from Board to implement any actions identified. Please note engagement of staff group commenced October 2023.

### **Metric 8 - Staff Survey results**

#### **Percentage of Disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work**

- As part of the existing action to review the reasonable adjustments policy we will ensure this is cascaded to all and actively encourage staff/managers to discuss any need for reasonable adjustments. This policy will be implemented from December 2023.

### **Metric 9a - Staff Survey results**

#### **Staff engagement score for Disabled staff, compared to non-disabled staff (0-10)**

- Continue to encourage staff to engage and speak up regarding their experiences by continuing to drive attendance at the Disability Network Group. Attendance has significantly improved following a number of actions and identifying a permanent chair. Clearly this process is ongoing.