

Workforce Disability Equality Standard (WDES) Data Collection

WDES

For: **York and Scarborough Teaching Hospitals NHS Foundation Trust**; Wed 1 April 2020 to Wed 31 March 2021

Submitted: **Thu 26 Aug. 2021, 2:14 p.m.** by **Amara Ashraf (amara.ashraf@york.nhs.uk, York and Scarborough Teaching Hospitals NHS Foundation Trust)**

Status: **Complete**

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Workforce Disability Equality Standard – Data Collection Framework

Introduction

This data is being collected as part of the 2021 data collection for the Workforce Disability Equality Standard (WDES). The aim of WDES is to improve the working and career experiences of Disabled staff in the NHS. The WDES is mandated through the NHS Standard Contract and has been approved as a data collection by the NHSX Data Alliance Partnership. It has also been subject to a data protection impact assessment.

The Data Collection Framework (DCF) should be used to submit data for the WDES metrics (note the information on the tab for metrics 4 to 9a for NHS trusts). The survey tab contains a series of qualitative questions and should also be completed.

Guidance on how to complete the DCF has been produced and is available via this link .

Navigation and Completion

Each section of the DCF can be accessed using the links near the top of the page. Please note:

- White boxes will collect the data. The grey boxes will be automatically filled when all the required information has been entered.
- Items marked with a red asterisk * are compulsory.
- Entries and changes are not saved automatically. At the foot of each section is a button labelled "Save as draft": this should be used as often as possible.
- Once a section is complete, check the "This page is complete" box at the bottom.
- Once all sections are complete, the "Submit" button can be pressed at the foot of any section.
- Each page may be saved as a PDF or printed using the standard process for your browser. (For example, in Chrome, pressing the three dots at the top-right of the screen brings up several options including Print.)
- Once the data has been submitted, an option will be given allowing a PDF version of the submission to be produced. You are strongly advised to do this and retain it for your records, and to aid in the completion of your 2021 Action Plan.
- Do not use the Back button on your browser: this will return you to the Open Collections screen, and any unsaved data will be lost.

Bank and Agency staff

Trusts should only include Bank and Agency staff in the 2021 return if they were also included in the 2020 return. Please use the Notes sections to indicate whether Bank/Agency staff have been included or not.

Deadlines

NHS trusts should submit their data between **1 July 2021** and by **close of business on 31 August 2021**.

National healthcare organisations should submit their data between **1 August 2021** and by **close of business on 30 September 2021**.

Queries

For advice on submitting the data, please email england.wdes-datahelpdesk@nhs.net

Our information governance notice can be viewed here: [data collection notice](#)

Our Guidance can be viewed here: [Guidance](#)

Web form technical support queries should be sent to: jps.servicedesk@nhseandl.nhs.uk

Technical support queries about your account and password, locked accounts and password resets should be sent to: itservicedesk@nhseandl.nhs.uk

Metric 1 - non-clinical

Metric 1 - non-clinical

The percentage of staff in A/C paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2021.

If including Bank and Agency staff, please enter them in the "Other" category

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
Under Band 1	0 *	%	0 *	%	0 *	%	0
Band 1	0 *	0 %	2 *	1 %	0 *	0 %	2
Band 2	17 *	4 %	314 *	7 %	79 *	1% %	410

Band 3	19 *	4 %	353 *	7 %	77 *	1 %	449
Band 4	10 *	2 %	261 *	6 %	164 *	3 %	435
Band 5	2 *	1 %	102 *	6 %	42 *	2 %	146
Band 6	3 *	2 %	76 *	7 %	28 *	2 %	107
Band 7	6 *	4 %	82 *	6 %	37 *	2 %	125
Band 8a	2 *	3 %	33 *	5 %	30 *	4 %	65
Band 8b	1 *	4 %	10 *	4 %	13 *	5 %	24
Band 8c	0 *	0 %	6 *	4 %	7 *	5 %	13
Band 8d	1 *	5 %	12 *	6 %	5 *	2 %	18
Band 9	0 *	0 %	1 *	1 %	0 *	0 %	1
VSM	0 *	0 %	5 *	8 %	1 *	1 %	6
Other	0 *	0 %	0 *	0 %	1 *	1 %	1

e.g.
Bank/Agency,
please
specify

Notes

Total non-clinical	61	3.4 %	1257	69.8 %	484	26.9 %	1802
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Non-clinical summary by pay band grouping

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
AFC Bands 1 (and under), 1, 2, 3 and 4	46	3.5 %	930	71.1 %	320	24.1 %	1296
AFC Bands 5, 6 and 7	11	2.9 %	260	68.1 %	107	28.1 %	378
AFC Bands 8a and 8b	3	3.4 %	43	48.1 %	43	48.1 %	89
AFC Bands 8c, 8d, 9 and VSM	1	2.6 %	24	63.1 %	13	34.1 %	38

Metric 1 - clinical

The percentage of staff in AFC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2021.

If including Bank and Agency staff, please enter them in the "Other" category

Metric 1 - clinical

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
Under Band 1	0 *	%	0 *	%	0 *	%	0
Band 1	0 *	0 %	0 *	0 %	2 *	1 %	2
Band 2	58 *	3 %	1533 *	8 %	297 *	1 %	1888
Band 3	17 *	3 %	399 *	7 %	127 *	2 %	543

Band 4	18 *	5 %	276 *	7 %	54 *	1! %	348
Band 5	59 *	3 %	1287 *	7 %	297 *	1! %	1643
Band 6	41 *	3 %	994 *	7 %	308 *	2! %	1343
Band 7	14 *	2 %	402 *	6 %	195 *	3 %	611
Band 8a	2 *	1 %	97 *	6 %	61 *	3! %	160
Band 8b	1 *	2 %	18 *	5 %	15 *	4! %	34
Band 8c	0 *	0 %	17 *	8 %	4 *	1! %	21
Band 8d	0 *	0 %	6 *	8 %	1 *	1! %	7
Band 9	0 *	%	0 *	%	0 *	%	0
VSM	0 *	0 %	12 *	1 %	0 *	0 %	12
Other	0 *	%	0 *	%	0 *	%	0

e.g.
Bank/Agency,
please
specify

Notes

Medical & Dental Staff, Consultants	3 *	0.7 %	291 *	68.!	131 *	30.!	425
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Medical & Dental Staff, Non-Consultants career grade	3 *	1.7 %	146 *	80.!	32 *	17.!	181
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Medical & Dental Staff, trainee grades	14 *	2.3 %	563 *	92.!	32 *	5.3 %	609
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Total clinical	210	3.2 %	5041	76.!	1361	20.!	6612
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Total medical & dental	20	1.6 %	1000	82.!	195	16 %	1215
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Total clinical & non-clinical	291	3 %	7298	75.!	2040	21.!	9629
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Clinical summary by pay band grouping

	Disabled Headcount	Disabled Percent	Non-disabled Headcount	Non-disabled Percent	Disability Unknown Headcount	Disability Unknown Percent	Total Headcount
A/C Bands 1 (and under), 1, 2, 3 and 4	93	3.3 %	2208	79.!	480	17.!	2781
A/C Bands 5, 6 and 7	114	3.2 %	2683	74.!	800	22.!	3597
A/C Bands 8a and 8b	3	1.5 %	115	59.!	76	39.!	194
A/C Bands 8c, 8d, 9 and VSM	0	0 %	35	87.!	5	12.!	40

Metric 2

Metric 2 - Recruitment

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

Note:

i) This refers to both external and internal posts.

ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the Survey section to ensure comparability between organisations.

	Disabled	Non-disabled	Disability Unknown
Number of shortlisted applicants	318 *	4161 *	298 *
Number appointed from shortlisting	37 *	680 *	142 *
Likelihood of shortlisting/appointed	0.12	0.16	0.48
Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts			1.40

Notes

Metric 3

Metric 3 - Capability

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

Note:

i. This Metric will be based on data from a two-year rolling average of the current year and the previous year.

ii. This metric applies to capability on the **grounds of performance and not ill health**.

Clarification for people completing the data collection: enter the number of staff entering the capability process from 1 April 2019 to 31 March 2021, divided by 2.

	Disabled	Non-disabled	Disability Unknown
Number of staff in workforce	291	7298	2040
Number of staff entering the formal capability process	0.5 *	2 *	0.5 *
Likelihood of staff entering the formal capability process	0.00	0.00	0.00
Relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff			6.27

Notes

Metric 4 to 9a

Please note that you are not required to submit data for WDES Metrics 4 to 9a. These metrics relate to the NHS Staff Survey and the WDES Implementation Team will access this data directly.

However, you should include data for these metrics when discussing, producing and publishing your organisation's WDES annual report. The annual report, which should be developed in partnership with the organisation's Disabled staff network and ratified by the Board, must contain data for all 10 metrics along with an action plan that sets out the actions the organisation will deliver over the coming 12 months.

Metric 9b

Metric 9 - Staff Engagement

b) Has your organisation taken action to facilitate the voices of Disabled staff to be heard?

- Yes * Please provide at least one practical example of current action being taken in the relevant section of your WDES annual report.

 No

Enable is a new staff network which has been launched this year, the group provides * support and signposting for employees with a disability or long term health condition. Enable is actively involved in the development of Equality Action Plans, development of ED&I training programs and are consulted on work being undertaken by the organisation to support our workforce with a disability or long term health condition. An example of this is the introduction of a health passport. Enable has voice to escalate key concerns and any barriers raised by members of the network (as appropriate) via the Deputy Director Of Workforce and via the Fairness forum which is the Trust Equality and Diversity Governance Group. Enable are actively encouraged to bring forward ideas on what actions the Trust should take to support employees and may either take forward the work themselves or be consulted by those who do.

Notes

Metric 10 - Board voting membership

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

The data for this metric should be a snapshot as of 31st March 2021.

	Disabled	Non-disabled	Disability Unknown	Total
Total Board members	0 *	13 *	2 *	15
How many are voting members?	0 *	12 *	2 *	14
Number of non-voting members	0	1	0	1
How many are Exec Board members?	0 *	7 *	0 *	7
Number of non-exec members	0	6	2	8
Number of staff in overall workforce (from Metric 1)	291	7298	2040	9629
Total Board members - % by Disability	0 %	86.67 %	13.33 %	
Voting Board members - % by Disability	0 %	85.71 %	14.29 %	
Non-Voting Board Member - % by Disability	0 %	100 %	0 %	
Executive Board Member - % by Disability	0 %	100 %	0 %	
Non-Executive Board Member - % by Disability	0 %	75 %	25 %	
Overall workforce - % by Disability	3.02 %	75.79 %	21.19 %	
Difference % (Total Board - Overall workforce)	-3.02 %	10.88 %	-7.86 %	
Difference % (Voting membership - Overall Workforce)	-3.02 %	9.92 %	-6.9 %	
Difference % (Executive membership - Overall Workforce)	-3.02 %	24.21 %	-21.19 %	

Notes

Survey

Survey

Question 1

Name and contact details of the lead(s) compiling this report.

Name *	Email Address *
Amara Ashraf	amara.ashraf@york.nhs.uk
Name	Email Address
Sian Longhome	sian.longhome@york.nhs.uk

Question 2

Name and contact details of the Board lead for the Workforce Disability Equality Standard.

Name *	Job Title *	Email *
Polly McMeekin	Director of Workforce & Organisa	polly.mcmeekin@york.nhs.uk

Question 3

Name of commissioner, name of commissioning body and email address that the WDES Annual report (containing the WDES metrics report and action plan) will be sent to.

Name of Commissioner	Name of Commissioning Body *	Email *
Polly McMeekin	York & Scarborough Teaching Hi	polly.mcmeekin@york.nhs.uk

Question 4

Unique URL link or existing web page on which the WDES Annual report will be published.

<https://www.yorkhospitals.nhs.uk/about-us/equality-and-diversity/workforce-disability-and-race-equality-standards> *

Question 5

Date of Board meeting at which organisation's WDES Annual report will be ratified. If the date is not known, please provide an approximate date or explain why a date cannot be provided.

August - September 2021

Question 6

Does your organisation participate in any programmes or initiatives that are focused on disability equality and inclusion?

- Yes
- No

Please select one or more:

- Project SEARCH
- Disability Confident Scheme
- NHS Learning Disability Employment Programme (LDEP) pledge
- NHS Employers Equality and Inclusion Partners Programme
- Disability Equality Staff Network Group
- Equality and Diversity Conferences
- Other – please specify

Question 7

Do your staff have access to the ESR self-service portal?

- Yes
- No

Question 8

Since you published your WDES 2020/21 Action Plan, have any steps been taken within your organisation to improve the declaration rate for disability status?

- Yes
- No

Question 9

What level of Disability Confident accreditation does your organisation currently hold?

- None
- Level 1 - Committed
- Level 2 - Employer
- Level 3 - Leader

Question 10

Does your organisation use the Guaranteed Interview Scheme?

- Yes
- No

Please add any examples of interventions that have impacted positively on the recruitment of Disabled staff.

- Review of the implementation of the Guaranteed Interview Scheme
- Disabled people on interview panels
- Disabled people advising review of recruitment processes
- Review of recruitment policy and procedures
- External communications
- Other - Please specify

Question 11

Has your organisation compared any of the following other datasets you hold to the WDES Metric 4 (Harassment, Bullying or Abuse)?

- Grievance
- Disciplinary
- Exit
- Data held by Staffside representatives
- Data held by Freedom to speak up guardians
- Data held by Health and Wellbeing leads
- Other

Currently, this is not something we routinely cover.

Question 12

Please add any actions taken since your 2020/21 WDES Action Plan was published to reduce harassment, bullying or abuse in relation to Disabled staff.

- Dignity at Work Campaign
- Disability Awareness campaigns
- Harassment and Bullying policy revision
- Consultation event
- Champions/ ambassadors/advisors
- Peer support scheme
- Training events
- None applicable
- Not at present but planned in the next 12 months
- Other

Question 13

Does your organisation provide any targeted career development opportunities for Disabled staff?

- Yes
- No
- Not at present but planned in the next 12 months

Question 14

Does your 2020/21 WDES Action Plan set out any targeted actions to reduce presenteeism i.e. feeling pressured to come to work when not feeling well?

- Yes *
- No
- Not at present but planned in the next 12 months

We are adopting a health passport and we continue to develop and promote a culture of agile and flexible working. *

Question 15

Does your 2020/21 WDES Action Plan set out any targeted actions to increase the workplace satisfaction of Disabled staff?

- Yes *
- No
- Not at present but planned in the next 12 months

- Disability networks/groups *
- Consultation events
- Health and wellbeing days
- Line manager disability awareness training
- All staff disability awareness training
- Other – please specify

Question 16

Does your organisation have a reasonable adjustments policy?

- Yes *
- No
- Not at present but planned in the next 12 months

Question 17

Are costs for reasonable adjustments met through centralised or local budgets?

- Centralised budgets *
- Local budgets
- Both

Question 18

Have you undertaken any actions in the last 12 months to improve the reasonable adjustments process?

- Yes *
- No
- Not at present but planned in the next 12 months

If yes, or planned, please select relevant examples. Please feel free to expand in the free text box.

- Training for managers *
- Consultation events involving Disabled staff
- Guidance and support provision
- Internal communications
- Reasonable adjustment policy revision
- Sharing best practice examples through induction/intranet/training
- Disability/Workplace adjustments passport
- Other - please specify

Question 19

Please list any actions contained in your 2020/21 WDES Action Plan that have not been completed.

We recognise that we have further work to do to increase reporting of Protected characteristics through ESR, work has commenced and continues to be a feature on our action plan going forward. Work has begun in reducing the inequality in recruitment shortlisting and career progression, there were some delays as we were anticipating further central guidance to inform our specific actions. We have not specifically listed each outstanding action as it appears on our action plan, we acknowledged as work began, that there were overlaps both between the actions listed and with other pieces of work within the Trust. Additionally some actions have been approached differently than set out on the original action plan as these have developed as the networks have been established. *

Question 20

Are there plans for your Trust to merge with another trust in the next 12 months?

- Yes *
- No

Question 21

Has the Board reviewed the 2020/21 WDES Action Plan in the last 6 months?

- Yes *
- No

Question 22

Do you have any further comments?

No further comments.