**NHS Workforce Disability Equality Standard, 2023**

1. **Introduction and Background**

The Workforce Disability Equality Standard (WDES) is a national annual reporting scheme which York and Scarborough Teaching Hospitals NHS Foundation Trust is required to comply with. Trusts are required by the NHS Standard Contract to use this data to develop action plans aimed at improving the experiences of Disabled colleagues. The data is required to be submitted to NHS England (NHSE) by 31 May 2023. An action plan is to be drawn up and published on the Trust’s website by 31 October 2023.

The WDES covers 10 Metrics regarding the career progression and work experiences of Disabled colleagues. The data is collected for the period of 1 April 2022-31 March 2023 and is taken from the Electronic Staff Record (ESR) and the national Staff Survey, with a snapshot of the data as of 31 March 2023. The Staff Survey data is from the 2022 Staff Survey.

This report provides an analysis of the 2023 data for the 10 Metrics covering the last three years. The report presented in October will provide an overview of the progress made with the 2022/23 action plan and the action plan for 2023/24.

Considerations

There have been two changes. Previously, the definitions of Very Senior Manager (VSM) used in the WDES and the WRES were slightly different. These have been harmonised to use the definition previously used in the WRES. This is:

* Chief Executives
* Executive directors, with the exception of those who are eligible to be on the consultant contract by virtue of their qualification and the requirements of the post
* Other senior managers with Board level responsibility who report directly to the Chief Executive

As there is now a requirement for separate data collection for Bank staff, for the WRES (BWRES), due to their unique experiences, they are to be excluded from Metric 1. This is to allow for a consistent number to be provided to both collections.

**Current Position/Issues**

**2023 Data Analysis**

This analysis has used a method which highlights the positive, negative and static changes in the data. Positive is in green, negative is in red and a figure below 0.5% shows little statistical movement, therefore considered static and is highlighted in yellow. Statistically significant movement is +/- .0.5%.

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| --- | --- | --- | --- |
| **Total Disabled Staff Headcount & Percentage (for 2023)** | **Total Non-Disabled Staff Headcount & Percentage (for 2023)** | **Total Trust Staff Headcount and Percentage (for 2023)** | **Total Headcount and Percentage of Staff Not Stated (for 2023)** |
| 431, 4.6% | 7140, 76.7% | 9,314 100% | 1743, 18.7% |

**Metric 1. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff**

| **2021 Total Disabled** | **2022 Total Disabled** | **2023 Total Disabled** |
| --- | --- | --- |
| **Non-clinical Disabled*** Bands 1-4 = 3.5%
* Bands 5-7 = 2.9%
* Bands 8a - 8b = 3.4%
* Bands 8c – 9 & VSM = 2.6%

 **Clinical*** Bands 1 - 4 = 3.3%
* Bands 5 - 7 = 3.2%
* Bands 8a – 8b = 1.5%
* Bands 8c – 9 & VSM = 0%
* M&D Consultants = 0.7%
* M&D Career Grades = 1.7%
* M&D Trainee Grades = 2.3%
 | **Non-clinical Disabled*** Bands 1-4 = 4.5%
* Bands 5-7 = 4.7%
* Bands 8a - 8b = 5.5%
* Bands 8c – 9 & VSM = 3.6%

 **Clinical*** Bands 1 - 4 = 3.9%
* Bands 5 - 7 = 4.6%
* Bands 8a – 8b = 2.1%
* Bands 8c – 9 & VSM = 0%
* M&D Consultants = 0.7%
* M&D Career Grades = 2%
* M&D Trainee Grades= 2.2%
 | **Non-clinical Disabled*** Bands 1-4 = 5.1%
* Bands 5-7 = 6.7%
* Bands 8a - 8b = 6%
* Bands 8c – 9 & VSM = 3.8%

 **Clinical*** Bands 1 - 4 = 4.9%
* Bands 5 - 7 = 4.7%
* Bands 8a – 8b = 2.4%
* Bands 8c – 9 & VSM = 0%
* M&D Consultants = 0.7%
* M&D Career Grades = 1.4%
* M&D Trainee Grades = 3.3
 |

Metric 1 has seen various statistical changes in 2023 with five being positive, four statistically static and one deterioration. It is advised that the Trust continues with its plans to encourage staff to update their equality monitoring information, this will help determine who is in the workforce. This should be supported by the Workforce Information and Communication Teams and at a Care Group and Directorate.

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| --- | --- | --- | --- | --- |
| **Metric** | **Description** | **2021 Total Disabled** | **2022 Total Disabled** | **2023 Total Disabled** |
| **2** | **Relative likelihood of Disabled staff being appointed from shortlisting compared to non-Disabled staff** | 6.27 of overall workforce | 1.87 of overall workforce  | 0.26.4  |

Metric 2 has seen a vast improvement in 2023 and the data shows that there is no inequality in the relative likelihood of disabled staff being appointed from shortlisting compared to non-Disabled staff.

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| --- | --- | --- | --- | --- |
| **Metric****3** | **Description** | **2021****Total Disabled** | **2022****Total Disabled** | **2023****Total Disabled** |
|  | **Relative likelihood of Disabled staff compared to non-Disabled staff entering the formal capability process, as measured by entry into the formal capability procedure** | 1.40 |  1.35 | 0.56  |

 Metric 3 has seen a positive decrease and means that they are treated with inequity within the Capability process.

**Metric 4a Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives, or other members of the public in the last 12 months**

**Metric 4b Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months**

**Metric 4c Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months**

**Metric 4d Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months**

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| --- | --- | --- | --- |
| **Metric** | **2021****(2020 Staff Survey)** | **2022****(2021 Staff Survey)** | **2023****(2022 Staff Survey)** |
| 4a | **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** |
| 30.9% | 20.2% | 31.2%  | 23.2% | 27.2% | 22.9% |
| 4b | 18.2% | 10.9% | 19.4% | 9.4% | 15.8% | 9.2% |
| 4c | 29.7% | 16.2% | 28.8% | 17.8% | 25.1% | 16.3% |
| 4d | 48.7% | 43.1% | 45.0% | 41.6% | 47.9% | 44.6% |

Metric 4a has seen a positive decrease of 4.1% and is below the Staff Survey benchmark group average of 33.0%.

Metric 4b has seen a positive decrease of 4.4% and is below the Staff Survey benchmark group average of 17.1%.

Metric 4c has seen a positive decrease and is below the Staff Survey benchmark group average of 26.9%.

Metric 4d has seen a positive increase in reporting and is just below the Staff Survey benchmark group average of 48.4%.

**Metric 5 Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.**

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| --- | --- | --- |
| **2021****(2020 Staff Survey)** | **2022****(2021 Staff Survey)** | **2023****(2022 Staff Survey)** |
| **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** |
| 49.3% | 56.5% | 52.1% | 56.9% | 51.4% | 56.3% |

Metric 5 has seen a slight negative decrease in 2023 but is equal to the Staff Survey benchmark group average, which has remained the same since 2021.

**Metric 6 Percentage 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.**

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| --- | --- | --- |
| **2021****(2020 Staff Survey)** | **2022****(2021 Staff Survey)** | **2023****(2022 Staff Survey)** |
| **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** |
| 27.7% | 21.9% | 26.9% | 18.9% | 24.4% | 18.6% |

Metric 6 has seen a positive decrease and is below the Staff Survey benchmark group average of 30%.

**Metric 7 Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.**

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| **2021****(2020 Staff Survey)** | **2022****(2021 Staff Survey)** | **2023****(2022 Staff Survey)** |
| **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** |
| 33.3% | 46.3% | 30.6% | 39.6% | 31.5% | 39.1% |

Metric 7 has seen a positive increase but is below the Staff Survey benchmark group average of 32.5%.

**Metric 8 Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work**

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| --- | --- | --- |
| **2021****(2020 Staff Survey)** | **2022****(2021 Staff Survey)** | **2023****(2022 Staff Survey)** |
| **Disabled** | **Disabled** | **Disabled** |
| 77.1% | 74.4%  | 80.3% |

The 2023 Staff Survey report for Metric 8 does not provide a caparison with previous years. Looking at the 2022 Staff Survey report, the only difference within the Metric description is the word ‘adequate’. Regardless of this, the 2021 and 2022 results have been inputted into the above table to show the change which is a positive increase.

Metric 8 has seen a positive increase and the Trust’s results are above the Staff Survey benchmark group average of 71.8%.

**Metric 9 The staff engagement score for Disabled staff, compared to non-Disabled staff**

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| --- | --- | --- |
| **2021****(2020 Staff Survey)** | **2022****(2021 Staff Survey)** | **2023****(2022 Staff Survey)** |
| **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** |
| 6.4% | 7 | 6.2 | 6.7 | 6.1 | 6.6 |

The staff engagement score for the Trust is 6.5 and the score for Disabled colleagues is below this. The Staff Survey benchmark group average for Disabled people is 6.4 and the Trust’s is also slightly below this.

 **Metric 9 b – information about Disability engagement**

This metric asks for qualitative information and has been submitted regarding the disability engagement work and action plan progress.

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| --- | --- | --- | --- | --- |
| **Metric** | **Description** | **2021****Total Disabled** | **2022****Total Disabled** | **2023****Total Disabled** |
| **10** | **Disabled Board Members****Percentage difference between the organisations’ Board voting membership and its overall workforce****Voting Board Members****Non-voting Members** | 0 out of 15 board members(0%)00 | 1 out of 16 board members (6.25%) 10 |  1 out of 17 board members  (2%)1 0  |
|  |  |  |  |  |

Metric 10 has seen a decrease in the number of staff who identify as Disabled, this is due to an increase in the number of Board members and how they identify.

1. Summary

Disability equality continues to improve within the Trust, especially in relation to harassment, bullying and abuse. Out of the 10 metrics, the four that the action plan needs to focus on are:

* Metric 1. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff
* Metric 5 Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.
* Metric 9 The staff engagement score for Disabled staff, compared to non-Disabled staff
* Metric 10 Percentage difference between the organisations’ Board voting membership and its overall workforce. It is acknowledged that the identity of the Board is as such that the Disability status might not change. It is advised that recruitment process ensure that a diverse pool of applicants is attracted and recruited from.

It is suggested that the Trust continues to engage, listen and support Disabled staff. Also continue to implement a variety of interventions that are designed to improve the work experiences and careers of staff that identify as disabled will continue to improve their outcomes.

It is recommended that the Trust ensures there are adequate resources to continue to improve in this area.

1. Next Steps
* Engage and co-design an action plan to address the disparities.
* Report to the Trust Board on the action plan in October 2023.
* The Trust Board of Directors is asked to acknowledge the progress made with Disability equality and to review and approve the data prior to submission to NHSE and publication on the Trusts website by 31 May 2023

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**Date:** May 2023