

## NHS Workforce Disability Equality Standard Annual Report, 2024

### 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 and York Teaching Hospitals Facilities Management (YTHFM) are 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 2024. The Trust's 2023-2025 action plan will be updated through co-production, submitted to NHSE and published on the Trust's website by 31 October 2024.

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 2023-31 March 2024 and is taken from the Electronic Staff Record (ESR) and the national Staff Survey, with a snapshot of the data as of 31 March 2024. The Staff Survey data is from the 2023 Staff Survey.

#### Considerations

- The data for YTHFM is included in this report, therefore a yearly comparison will be difficult for 2024 given it has not previously been included. Focus should be on overall experiences.
- The 2023 WDES Data Analysis Report for NHS Trusts suggests actions that have had an impact on the metrics promotions. These will be discussed through engagement to co-produce the action plan.

#### Current Position/Issues

#### 2024 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%.

#### Trust Headcount - 2024

Total Disabled Staff Headcount & Percentage (for 2024)	Total Non-Disabled Staff Headcount & Percentage (for 2024)	Total Trust Staff Headcount and Percentage (for 2024)	Total Headcount and Percentage of Staff Not Stated (for 2024)
524, 4.23%	10,070, 81.37%	12,376 100%	1,782, 14.40%

**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.**

2022 Total Disabled	2023 Total Disabled	2024 Total Disabled
<p><b>Non-clinical Disabled</b></p> <ul style="list-style-type: none"> <li>Bands 1-4 = 4.5%</li> <li>Bands 5-7 = 4.7%</li> <li>Bands 8a - 8b = 5.5%</li> <li>Bands 8c – 9 &amp; VSM = 3.6%</li> </ul> <p><b>Clinical</b></p> <ul style="list-style-type: none"> <li>Bands 1 - 4 = 3.9%</li> <li>Bands 5 - 7 = 4.6%</li> <li>Bands 8a – 8b = 2.1%</li> <li>Bands 8c – 9 &amp; VSM = 0%</li> <li>M&amp;D Consultants = 0.7%</li> <li>M&amp;D Career Grades = 2%</li> <li>M&amp;D Trainee Grades = 2.2%</li> </ul>	<p><b>Non-clinical Disabled</b></p> <ul style="list-style-type: none"> <li>Bands 1-4 = 5.1%</li> <li>Bands 5-7 = 6.7%</li> <li>Bands 8a - 8b = 6%</li> <li>Bands 8c – 9 &amp; VSM = 3.8%</li> </ul> <p><b>Clinical</b></p> <ul style="list-style-type: none"> <li>Bands 1 - 4 = 4.9%</li> <li>Bands 5 - 7 = 4.7%</li> <li>Bands 8a – 8b = 2.4%</li> <li>Bands 8c – 9 &amp; VSM = 0%</li> <li>M&amp;D Consultants = 0.7%</li> <li>M&amp;D Career Grades = 1.4%</li> <li>M&amp;D Trainee Grades = 3.3%</li> </ul>	<p><b>Non-clinical Disabled</b></p> <ul style="list-style-type: none"> <li>Bands 1-4 = 5.1%</li> <li>Bands 5-7 = 4.7%</li> <li>Bands 8a - 8b = 4.6%</li> <li>Bands 8c – 9 &amp; VSM = 1.9%</li> </ul> <p><b>Clinical</b></p> <ul style="list-style-type: none"> <li>Bands 1 - 4 = 4.6%</li> <li>Bands 5 - 7 = 4.3%</li> <li>Bands 8a – 8b = 2.2%</li> <li>Bands 8c – 9 &amp; VSM = 2.8%</li> <li>M&amp;D Consultants = 1.50%</li> <li>M&amp;D Career Grades = 1.65%</li> <li>M&amp;D Trainee Grades = 2.35%</li> </ul>



Metric 1. A comprehensive yearly comparison is difficult to make due to this year's inclusion of YTHFM's data. The majority of YTHFM's workforce is within bands 1-4. They do not employ any Medical and Dental staff.

There are two factors that can potentially be attributed to the changes in Metric 1 data:

- A fluctuation in the number of staff employed.
- The number of staff sharing (declaring) their personal diversity information.

Nationally the overall declaration rate has increased from 3.1% in 2019 to 4.9% in 2023. This rate is 5.1% for North East and Yorkshire. There is a notable difference between those declaring via ESR (5.1%) and those via the Staff Survey (26.1%.) The population prevalence of disability for all ages is 27%. (2023 WDES Data Analysis Report for NHS Trusts.)



**Metric 2. Relative likelihood of non-Disabled staff being appointed from shortlisting compared to Disabled staff.**

Metric	Description	2022	2023	2024
2	Relative likelihood of non-Disabled staff being appointed from shortlisting compared to Disabled staff	1.87 of overall workforce	0.26 of overall workforce 	1.11 of overall workforce 

Metric 2. The likelihood of 1 equals equity of opportunity, which means this metric has slightly worsened for disabled staff as non-disabled staff are 1.11 times more likely to be appointed. The ‘four-fifths’ rule used means that relative likelihoods between 0.8 and 1.25 suggest there is no significant difference between subgroups, which means there is no major concern for the Trust unless this continues to worsen.

The Trust has ensured that its Recruitment and Selection training and Line Manager Toolkit includes guidance on inclusive recruitment/practices. We also have implemented two inclusive recruitment workshops for recruitment panels, delivered Conscious Inclusion workshops and have implemented two interview skills workshops. Inclusive recruitment was an Equality Objective for 2020-2024 and work continues in this area.

**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.**

Metric	Description	2022 Total Disabled	2023 Total Disabled	2024 Total Disabled
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	1.35	0.56 	1.13 

Metric 3 has slightly worsened for Disabled staff entering the formal capability process compared to non-disabled staff. The likelihood of 1 equals equity of opportunity. The ‘four-fifths’ rule used means that relative likelihoods between 0.8 and 1.25 suggest there is no statistical difference between subgroups, which means there is no major concern for the Trust unless this continues to deteriorate. For example, if the data deteriorates above 1.25 there is more inequity and Disabled staff are more likely than non-disabled staff to enter the formal capability process.

This data is better than the national data which shows that Disabled staff are twice as likely to enter the formal capability process on the grounds of performance.

**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.**

Metric	2022 (2021 Staff Survey)		2023 (2022 Staff Survey)		2024 (2023 Staff Survey)	
	Disabled	Non-Disabled	Disabled	Non-Disabled	Disabled	Non-Disabled
4a	31.20%	23.21%	27.21%	22.89%	26.57%	21.86%
			↓		↓	
4b	19.44%	9.43%	15.80%	9.22%	16.06%	10.88%
			↓		↔	
4c	28.80%	17.77%	25.08%	16.35%	28.12%	17.98%
			↓		↑	
4d	45.00%	41.62%	47.87%	44.64%	55.53%	48.39%
			↑		↑	



**Metric 4a** is better by 0.64% and remains below the Staff Survey benchmark group average for a second year (30.35% in 2024). The 2022 national figure is 26.0%.

**Metric 4b** has slightly got better by 0.26% and is above the Staff Survey benchmark group average of 15.87%. The 2022 national figure is 9.2%.

**Metric 4c** has worsened within the Trust and in comparison to the Staff Survey benchmark group average of 25.86%. The 2022 national figure is 24.8%.



**Metric 4d** is better and this year is significantly above the Staff Survey benchmark group average of 50.44%. The 2022 national figure is 51.3%.

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

2022 (2021 Staff Survey)		2023 (2022 Staff Survey)		2024 (2023 Staff Survey)	
Disabled	Non-Disabled	Disabled	Non-Disabled	Disabled	Non-Disabled
52.13%	56.85%	51.40%	56.29%	50.15%	53.94%
					



Metric 5 has worsened by 1.25% in 2024 and this year is below the Staff Survey benchmark group average of 51.54%. The 2022 national figure is 52.1%.

**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.**

2022 (2021 Staff Survey)		2023 (2022 Staff Survey)		2024 (2023 Staff Survey)	
Disabled	Non-Disabled	Disabled	Non-Disabled	Disabled	Non-Disabled
26.95%	18.93%	24.38%	18.62%	27.57%	20.30%
					


Metric 6 has worsened by 3.19% and remains below the Staff Survey benchmark group average of 28.55%. The 2022 national figure is 27.7%.

**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.**

2022 (2021 Staff Survey)		2023 (2022 Staff Survey)		2024 (2023 Staff Survey)	
Disabled	Non-Disabled	Disabled	Non-Disabled	Disabled	Non-Disabled
30.62%	39.63%	31.50%	39.10%	30.62%	38.53%
					

Metric 7 has worsened by 0.88% and is below the Staff Survey benchmark group average of 35.66%. The 2022 national figure is 35.2%.



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

2023 (2022 Staff Survey)	2024 (2023 Staff Survey)
Disabled	Disabled
80.33%	76.29% 

The 2024 Staff Survey report for Metric 8 only provides a two-year comparison.

Metric 8 has worsened by 4.04% although the Trust's results remain above the Staff Survey benchmark group average for a second year. (73.38% in 2024.) The 2022 national figure is 73.4%.

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









2022 (2021 Staff Survey)		2023 (2022 Staff Survey)		2024 (2023 Staff Survey)	
Disabled	Non-Disabled	Disabled	Non-Disabled	Disabled	Non-Disabled
6.22	6.74	6.13 	6.63	6.07 	6.51

The staff engagement score has worsened over the period of two years and it is below the organisation's average of 6.40. The Trust's data is below the Staff Survey benchmark average of 6.46. The 2022 national figure is 6.4.

**Metric 9b. Information about Disability engagement.**

This metric requests qualitative information regarding the Trust's engagement work (statistical data is not required) and is inputted directly into the submission template. It will include actions implemented to progress disability equality.

**Metric 10. Percentage difference between the organisations' Board voting membership and its overall workforce.**

Metric	Description	2022 Total Disabled	2023 Total Disabled	2024 Total Disabled
10	<b>Disabled Board Members</b>	1 out of 16 board members	1 out of 17 board members	0 out of 16 board members
	<b>Percentage difference between the organisations' Board voting membership and its overall workforce</b>	(6.25%)	(2%) 	(-4%) 
	<b>Voting Board Members</b>	1 	1 	0 
	<b>Non-voting Members</b>	0 	0 	0 

Metric 10 has worsened in the number of staff who identify as Disabled due to a reduction in Board members. This has created a negative percentage difference in comparison to the number of Disabled staff within the organisation. Nationally the disability declaration rate among Board members is now 5.7%, which is an increase of 1.1% since 2022 and 0.8% higher than it is for the overall workforce. The figures broken down for disability are:

- Voting Board members, 5.6%
- Non-voting Board members, 6.1%
- Executives, 5.4%
- Non-executives, 5.7%

**Please note: There are two Board members that are yet to update their equality monitoring information on ESR.**

### 1. Summary

Disability equality had previously seen a two-year improvement. This year's data has worsened in certain areas and this trend needs to change to ensure staff do not experience inequality due to being Disabled. Ongoing work to improve experiences will continue.

The majority of positive and negative fluctuations in experiences follows the national trend, according to the 2023 WDES Data Analysis Report for NHS Trusts. It is advised that the Trust focuses of the following:

- Continue to encourage all staff to share their personal diversity information as this will enable the organisation to know who is in its workforce and target interventions to support them. Approximately 1 in 5 people in the UK have a disability, approximately 81% of our workforce have stated that they are not Disabled so they need to be encouraged to update their information on ESR should they wish.
- Encourage all members of the Trust's Board of Directors to update their equality monitoring information.

- Focus on metric 5. Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.
- Linking EDS 2022 Domain 2 Workforce Health and Wellbeing with Metric 4.
- Co-production of a Workplace (Reasonable) Adjustment Policy.

## 2. Next Steps

- Engage with staff in the updating of the 2023-2025 action plan to address the disparities.
- Report to the Resources Committee and the Trust's Board of Directors on the action plan for publication on the Trust's website by 31 October 2024.

**Date:** May 2024