

NHS Workforce Disability Equality Standard



What is the Workforce Disability Equality Standard (WDES)?



- Ten evidence-based metrics which take effect from 1 April 2019 based on 2018/19 financial year data.
- Mandated in the NHS Standard Contract.
- Restricted to NHS Trusts and Foundation Trusts in the first two years of implementation.
- Enables NHS organisations to compare experiences of Disabled/non-disabled staff.
- NHS organisations to publish results and develop action plans.



Key drivers for the development of the WDES

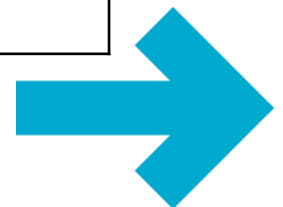


- UK Government pledge to increase the number of disabled people in employment
- The NHS Constitution
- The ‘social model of disability’
- The Equality Act 2010
- ‘Nothing about us without us’



The journey so far

2016	NHS Equality & Diversity Council (EDC) commission research into disability equality in the NHS, and recommend that the WDES be mandated via the NHS Standard Contract.
2017	Piloting of the draft WDES Metrics. Online survey sent to Disabled staff networks and Disabled union member networks.
2018	Feedback gathered on the draft WDES metrics via regional engagement events and an online survey. Metrics finalised and approved by the EDC/NHS England. Approved as a data collection by the Data Co-ordination Board (DCB).



Why is the Workforce Disability Equality Standard needed nationally ?:

- Significant **under reporting** of the numbers of staff who declare themselves to be disabled.
- **15% difference** between ESR and Staff Survey declaration rates
- **Lack of representation** of Disabled staff at senior levels.
- Disabled staff consistently report:
 - **higher levels** of bullying and harassment
 - **less satisfaction** with appraisals and career development opportunities.



What positive outcomes will the WDES bring to NHS organisations?



Building on progress

Organisations will be able to use the data to undertake year on year comparisons, highlighting areas of improvement and areas where further work is needed.



Positive outcomes - improved data





- More **transparency**, more **accurate data** reporting and analysis.
- Drive up the **declaration rate** of Disabled staff.
- The collection and reporting of data will enable organisations to **better understand** the experiences of their Disabled staff.



Positive outcomes - cultural change

The data will prompt and drive NHS organisations to take action and improve the experiences of Disabled staff. As a result:

- 
- It will support the development of **good practice**.
 - **Improve** recruitment processes, and increase the number of Disabled staff recruited.
 - It will **support positive change** for existing employees and enable a more inclusive environment for Disabled people working in the NHS.
 - Raising awareness of disability will support **improvements in patient care**.
- 

Positive outcomes – better staff experience



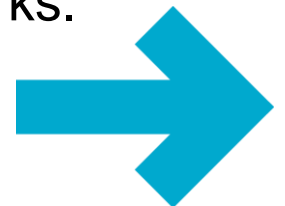
- The WDES will champion a more **open** culture, **reduce** bullying and **improve** staff wellbeing.
- Drive forward change in an organisation to improve the **employment and retention** of Disabled people.



Key Actions for the Trust



- **Integrate** the WDES within mainstream business and governance structures.
- Show **active commitment** to a workplace free from discrimination.
- Consider the **support, development and training opportunities** that need to be made available to staff of all levels.
- **Listen and respond** to the voices of Disabled staff and Disabled staff networks.
- **Promote and support** Disabled staff networks.



Internal stakeholders



- Board and senior leadership team
- All leaders and managers
- Disabled staff/networks
- Staff-side / Union representatives
- HR and recruitment team
- Learning and development team
- Communications team
- Disabled people's organisations



What are the Workforce Disability Equality Standard Metrics?



Metric 1 - Workforce

Compare the data for Disabled and non-disabled staff.

1. Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (VSM) (including executive board members) compared with the percentage of staff in the overall workforce.

Cluster 1: AfC Band 1, 2, 3 and 4

Cluster 2: AfC Band 5, 6 and 7

Cluster 3: AfC Band 8a and 8b

Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members)

Cluster 5: Medical and Dental staff, Consultants

Cluster 6: Medical and Dental staff, Non consultant career grade

Cluster 7: Medical and Dental staff, Medical and dental trainee grades



Metric 2-3 - Workforce

Compare the data for Disabled and non-disabled staff.

2. Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. This refers to both external and internal posts.

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.



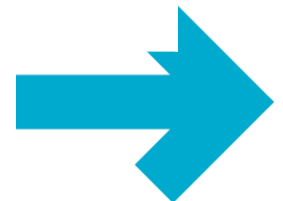
Metric 4 - NHS Staff Survey

Compare the responses for Disabled and non-disabled staff.

4a. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

- Patients/service users, their relatives or other members of the public
- Managers
- Other colleagues

4b. Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.



Metrics 5-6 - NHS Staff Survey

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

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.



Metrics 7-8 - NHS Staff Survey

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.

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



Metrics 9 - NHS Staff Survey and the engagement of Disabled Staff

9a. The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

9b. Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? Yes or No



Metric 10 - Board representation

Compare the difference for Disabled and non-disabled staff.

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



Current CCS Supporting disability initiatives



- The Disability Confident Scheme
- Guaranteed Interview Scheme
- Disability Leave Policies under development
- Reasonable Adjustments Policies

