

**Workforce Disability Equality Standard Report**

**2020-21**

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**Workforce Disability Equality Standard**

**1. Introduction**

The Workforce Disability Equality Standard (WDES) is a set of ten specific metrics that measure the workplace and career experiences of disabled and non-disabled staff. All NHS Trusts are required to submit their metrics to the national WDES team and write a report and subsequent action plan to measure progress. The WDES allows organisations to better understand the experiences of their disabled staff and make positive change for them and subsequent staff who may join the organisation.

|  |  |
| --- | --- |
| WDES Indicators | |
| Data from ESR | |
| 1 | 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. |
| 2 | Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts |
| 3 | Relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff |
| Data from staff survey | |
| 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  Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months  Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months |
| 4b | 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 |
| 5 | Percentage of staff believing that Solent provides equal opportunities for career progression or promotion |
| 6 | Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties |
| 7 | Percentage of 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 |
| 9. | Staff engagement score for Disabled staff |
| Data from ESR | |
| 10. | Board membership |

Table 1 WDES Indicators

The data required for submission is for *substantive* staff only is from 1st April 2020 - 31st March 2021. All the information from ESR is correct as for 31st March 2021.

**2. Key findings**

**Indicator 1**

As of 31st March 2021 there were 3,930 substantive staff employed at Solent.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **2020** | | | **2021** | | |
| **Non-disabled staff** | **Disabled staff** | **Not declared** | **Non-disabled staff** | **Disabled staff** | **Not declared** |
| 2,666 (73.72%) | 121 (3.35%) | 829 (22.93%) | 2965 (75.45%) | 144 (3.66%) | 811 (20.64%) |

Table 2 Staff summary

Graph 1 Staff Summary

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Afc Band** | **Disabled staff** | **Non-disabled staff** | **Not declared** | **Total** |
| Bands 1 - 4 | 21 (2.6%) | 603 (75%) | 179 (22.3) | 803 |
| Bands 5 - 7 | 7 (2.7%) | 181 (71%) | 67 (26.3) | 255 |
| Bands 8a and 8b | 2 (3.8) | 39 (73.6%) | 12 (22.6%) | 53 |
| Bands 8c, 8d, 9 and VSM | 1 (2.2%) | 36 (80%) | 8 (17.8%) | 45 |

Table 3 Non-clinical summary by pay group banding

Graph 2 Non-clinical summary by pay group banding

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Afc Band** | **Disabled staff** | **Non-disabled staff** | **Not declared** | **Total** |
| Bands 1 - 4 | 29 (3.7%) | 605 (78%) | 142 (18.3%) | 776 |
| Bands 5 - 7 | 78 (4.8%) | 1252 (72.8%) | 279 (17.3%) | 1609 |
| Bands 8a and 8b | 5 (2.6%) | 136 (70.8%) | 51 (26.6%) | 192 |
| Bands 8c, 8d, 9 and VSM | 1 (33.8%) | 20 (79.9%) | 5 (19.2%) | 26 |

Table 4 Clinical summary by pay group banding

Graph 3 Clinical summary by pay group banding

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Afc Band** | **Disabled staff** | **Non-disabled staff** | **Not declared** | **Total** |
| Medical and dental staff, Consultants | 1 (1.9%) | 19 (36.6%) | 32 (61.5%) | 52 |
| Medical and dental staff, Consultants | 2 (2.6%) | 51 (66.2%) | 21 (31.2%) | 77 |
| Medical and dental staff, trainee grades | 0 (0%) | 5(17.88) | 23 (82.1%) | 28 |

Table 5 Medical staff

Graph 4 Medical staff

Solent’s disability status declaration rates have increased to 79.1% of staff declaring their disability status compared to 77.1% from the previous year. Over the previous year automatic reminders have been set up on ESR which prompt users to update their ESR details. This acts as a reminder to those who may not have completed this section, but also to staff who may have acquired a disability since they have started working. Work will continue to increase this declaration rate, including looking further into why staff may not want to declare a disability.

There are very few disabled staff at bands 8a and above in both clinical and non-clinical roles, and very few medical staff who have declared a disability. Work commenced last year on a deep dive into recruitment practices and it is anticipated that this will result in an “access by design” process which will result in a more inclusive recruitment process for all. Solent is a Disability Confident Employer and we will continue to maintain this status whilst improving as we learn.

**Indicator 2**

|  |  |
| --- | --- |
| **Relative likelihood of non-disabled staff being shortlisted compared to disabled staff** | |
| **2020** | **2021** |
| 1.20 | 1.06 |

**Table 6 Relative likelihood of non-disabled staff being shortlisted compared to disabled staff**

There has been an inprovement in this metric since last year with the data showing that disabled staff are as highly likely to be recruited as non-disabled staff.

**Indicator 3**

|  |  |
| --- | --- |
| **Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff** | |
| **2020** | **2021** |
| No disabled staff entered into the formal capabilty process last year. | 2.88 |

**Table 7** Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff

*This Metric is based on data from a two-year rolling average of the current year and the previous year. It applies to capability on the****grounds of performance and not ill health.***

**Indicator 4a**

|  |  |  |  |
| --- | --- | --- | --- |
| **Staff experiencing harassment, bullying or abuse from patients/service users, their relatives, or other members of the public in the last 12 months** | | | |
| **2020** | | **2021** | |
| **Non-disabled** | **Disabled** | **Non-disabled** | **Disabled** |
| 19% | 29.15% | 18.1% | 27.2% |

**Table 7** 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

|  |  |  |  |
| --- | --- | --- | --- |
| **Staff experiencing harassment, bullying or abuse from managers in the last 12 months** | | | |
| **2020** | | **2021** | |
| **Non-disabled** | **Disabled** | **Non-disabled** | **Disabled** |
| 5.6% | 12.6% | 4.7% | 13.9% |

Table 8 Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months

|  |  |  |  |
| --- | --- | --- | --- |
| **Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months** | | | |
| **2020** | | **2021** | |
| **Non-disabled** | **Disabled** | **Non-disabled** | **Disabled** |
| 9.7% | 15.8% | 8.4% | 16.7% |

Table 9 Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

The amount of disabled staff who have experienced harassment bullying or abuse from patients/service users or their relatives has decreased slightly since last year. However, the amount of staff who have experienced harassment, bullying or abuse from managers and other colleagues has increased. Improving this metric will form a key element of the WDES action plan through a combination of education, peer support and learning from the anti-discrimination taskforce.

**Indicator 4b**

|  |  |  |  |
| --- | --- | --- | --- |
| **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** | | | |
| **2020** | | **2021** | |
| **Non-disabled** | **Disabled** | **Non-disabled** | **Disabled** |
| 62.4% | 59.7% | 61.4% | 58% |

Table 10 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

Reporting of abuse has decreased for all staff, but it is anticpated that the measures described above will reverse this trend.

**Indicator 5**

|  |  |  |  |
| --- | --- | --- | --- |
| **Staff believing that Solent provides equal opportunities for career progression or promotion** | | | |
| **2020** | | **2021** | |
| **Non-disabled** | **Disabled** | **Non-disabled** | **Disabled** |
| 93.1% | 87.7% | 91.8% | 86.7% |

Table 11 Percentage of staff believing that Solent provides equal opportunities for career progression or promotion

There has been a slight decrease in this metric for all staff, although this metric is above the national median for Mental Health, Learning Difficulties and Community Trusts. Opportunities have been implemented since this data was gathered, such as the Hennessey Coaching Programme and acceptance onto the NHS Leadership Academy’s Reciprocal Mentoring for Inclusion programme. It is hoped that these combined with other actions detailed in the plan will result in more positive data.

**Indicator 6**

|  |  |  |  |
| --- | --- | --- | --- |
| **Staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties** | | | |
| **2020** | | **2021** | |
| **Non-disabled** | **Disabled** | **Non-disabled** | **Disabled** |
| 13.1% | 27.8% | 14.4% | 25.9% |

Table 12 Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

There is been a positive shift in the data for disabled staff, but there is still further improvement needed. It is imperative that staff do not come into work when they feel unwell, and this culture of presenteeism must be challenged by managers. Solent has a wealth of well-being resources which leaders and managers should continue to promote, and it is anticipated that the launch of the Hampshire and Isle of Wight well-being hub will help improve this metric.

**Indicator 7**

|  |  |  |  |
| --- | --- | --- | --- |
| **Staff saying that they are satisfied with the extent to which their organisation values their work** | | | |
| **2020** | | **2021** | |
| **Non-disabled** | **Disabled** | **Non-disabled** | **Disabled** |
| 59.4% | 48.3% | 61.3% | 54.3% |

Table 13 Percentage of staff saying that they are satisfied with the extent to which their organisation values their work

It is pleasing to see that this metric has increased by 6%. However, there is still a gap between the figures of disabled and non-disabled staff. Solent plans to regularly review the results of the quarterly pulse survey and work with the communications team on the Solent staff awards scheme.

**Indicator 8**

|  |  |
| --- | --- |
| **Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work** | |
| **2020** | **2021** |
| 83.3% | 86.4% |

Table 14 Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work

There has been a positive increase of 3.1% for this metric. Plans to improve this further include the writing of a reasonable adjustment policy and the consideration for an in-house Disability Advisor to co-ordinate and process reasonable adjustment requests.

**Indicator 9a**

|  |  |  |  |
| --- | --- | --- | --- |
| **Staff engagement scores** | | | |
| **2020** | | **2021** | |
| **Non-disabled** | **Disabled** | **Non-disabled** | **Disabled** |
| 7.4/10 | 7/10 | 7.5/10 | 7.1/10 |

Table 15 Staff engagement scores

The gap between staff engagement scores for disabled and non-disabled staff remains consistent at 0.4. It is important that the close working relationship with the Diversity and Inclusion and Community Engagement team continues, and this will be further strengthened by the recent appointment of a Diversity and Inclusion Partner (Staff networks).

**Indicator 9b**

This metric focuses on whetherorganisations have taken action to facilitate the voices of their dsabled staff to be heard. Solent has a growing DisAbility Staff Resource Group which is open to all. The Group facilitated an amazing conference on International Disabilities Day and have organised the distribution of Sunflower lanyards for invisible disabilities and pin badges for allies.

**Indicator 10**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Board Membership** | | | | | |
| **2020** | | | **2021** | | |
| **Non-disabled member** | **Disabled member** | **Not declared** | **Non-disabled member** | **Disabled member** | **Not declared** |
| 11 (84.62%) | 1 (7.69%) | 1 (7.69%) | 11 (78.6%) | 1 (7.14%) | 2 (14.29%) |

Table 16 Board Membership

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Voting Board Membership** | | | | | |
| **2020** | | | **2021** | | |
| **Non-disabled member** | **Disabled member** | **Not declared** | **Non-disabled member** | **Disabled member** | **Not declared** |
| 9 (81.82%) | 1 (9.09%) | 1 (9.09%) | 9 (81.82%) | 1 (9.09%) | 1 (9.09%) |

Table 17 Voting Board membership

The number of Board members has increased since last year from 13 to 14, with only one member declaring a disability. Board diversity is important in order to avoid group think, it allows more nuanced discussions. Solent is proud to have its Chief People Officer as its Board level champion to provide sponsorship.

**3. Conclusion**

Although progress has been made on the majority of indicators there is still work to be done. A comprehensive action plan has been developed with targets and actions for all indicators. Actions have been allocated specific owners and progress on this will be reported to the recently formed WDES taskforce group and the Workforce and Organisational Development Committee. Solent is committed to making strong and sustained progress on the WDES indicators to advance opportunites and improve experiences for all disabled staff.