

NHS Workforce Disability Equality Standards (WDES)

Annual Report 2022/23

National context

As at 31 March 2022, the NHS had a workforce of approximately 1.4 million people and is a pivotal position to lead the way in the employment of Disabled people in England.

The Workforce Disability Equality Standard (WDES) is mandated for all Trusts in England with the aim of furthering equality and inclusion for Disabled staff in the NHS. Introduced in 2019, it has now been collecting data on disability inequality for four years, highlighting the collective experiences of Disabled NHS staff and shines a light on disparities between Disabled and non-disabled staff.

The WDES is a collection of 10 metrics that aim to compare the workplace and career experiences of Disabled and non-disabled staff through stages of the employment journey. The standard requires NHS Trusts to develop action plans to address any areas of inequity that the data highlights. It is an annual process to review and improve working conditions for Disabled staff in the NHS.

The report uses a capital 'D' when referring to Disabled staff. This is a conscious decision, made to emphasise that barriers continue to exist for people with long-term conditions. The capital 'D' also signifies that Disabled people have a shared identity and are part of a community that continues to fight for equality.

The evidence set out in the first three data analysis reports for the WDES in the NHS overall highlights that Disabled NHS staff continued to experience inequalities across all of the metrics. The data provides a robust evidence-base and reinforces the need for the WDES to act as a catalyst for change in creating a fairer and more equal NHS.

The WDES is referenced in the NHS People Plan¹. Published in 2021, the Plan sets out actions to support transformation across the whole NHS. It focuses on how we must all continue to look after each other and foster a culture of inclusion and belonging, as well as take action to grow our workforce, train our people, and work together differently to deliver patient care. The Plan makes clear that the NHS must welcome all, building understanding, encouraging and celebrating diversity in all its forms.

The WDES helps to demonstrate compliance with:

- The UK Government's pledge to increase the number of Disabled people in employment – made in November 2017
- The NHS Constitution – relating to the rights of staff
- The 'social model of disability' – recognising that it is the societal barriers that people with disabilities face which is the disabling factor, not an individual's medical condition or impairment
- The Equality Act 2010 – specific requirements not to discriminate against workers with a disability, advancing equality and fostering good relations
- 'Nothing about us without us' - a phrase used by the disability movement to denote a central principle of inclusion: that actions and decisions that affect or are about people with disabilities should be taken with disabled people.
- 'Disability as an Asset' – refers to the benefits of employing Disabled staff and the positive impact that disability inclusion can have in the workplace, developing a culture in which people can speak openly and positively about disability and bring their lived experience into work.

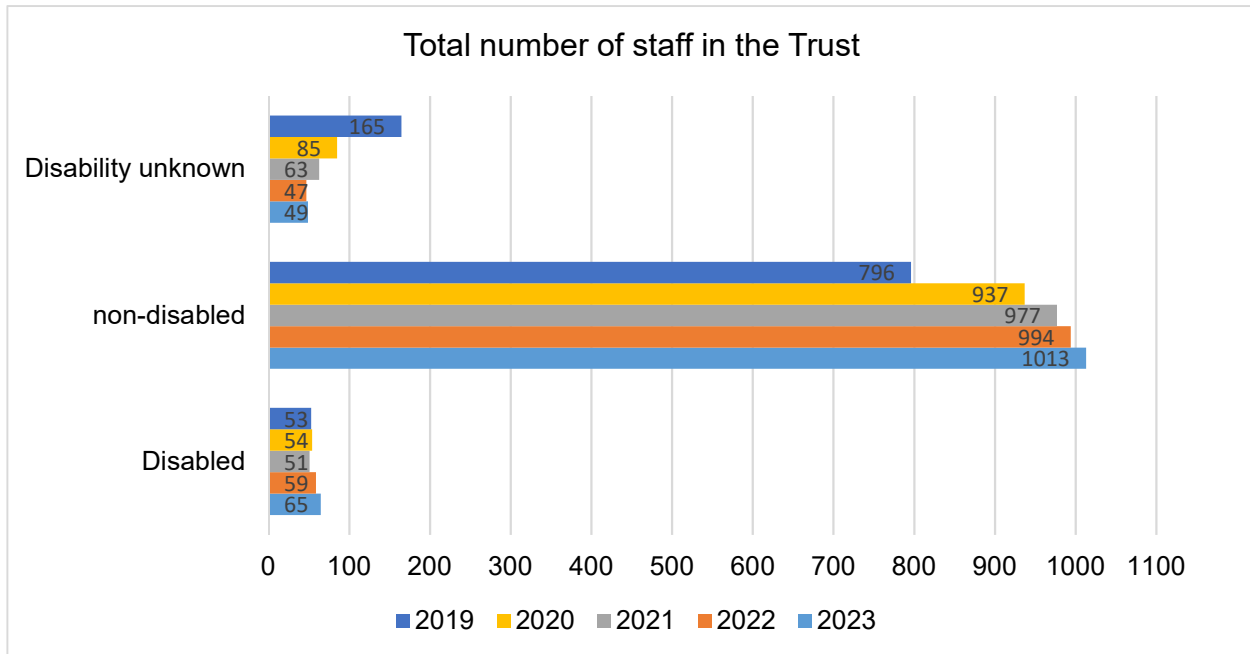
Reporting period for this report

This report contains a data snapshot on 31 March 2023, and highlights the improvements that have been seen and the areas that may require further action.

¹ <https://www.england.nhs.uk/ournhspeople/> Accessed 08/07/2022

Background information

The total number of staff in the Trust in 2023 was 1,127 compared to 2022 where there were 1,100 staff. Overall in 2023, 95.7% of the workforce had declared their Disability status, which is the same as in 2022. This is broken down as below:



How is disability defined under the WDES?

One of the challenges in monitoring workforce disability within the NHS is that the definitions of disability used within the NHS Electronic Staff Record (ESR), NHS Staff Survey and NHS Jobs are not the same. These definitions also vary when compared to the legal definition of disability, as set out in the Equality Act 2010. Under the Act, a person is considered as having a disability if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities. Work is ongoing centrally in the NHS to align definitions of disability with the Equality Act's definition, as well as set up cross-system, agreed disability question(s).

It should be noted that within the WDES metrics the term 'Disabled compared to non-disabled', analyses the differences in experience between those staff who have responded 'Yes' and 'No' to monitoring questions about whether they have a disability. The label "Unknown" is used to refer to the other options recorded on ESR, namely "Prefer not to answer", "Not declared" and "Unspecified".

Steps taken and progress in the last reporting period against Actions 2022

Monitor shortlisting process ensuring candidates who declare a disability under the Two Ticks scheme are invited to interview if they meet all essential requirements

Introduction of disability awareness in recruitment including "what is a reasonable adjustment"

To increase workplace satisfaction of Disabled staff through initiatives such as:

- Reasonable adjustments and improve opportunity for flexible working across the Trust – the HR Advisors have been working with managers to support their staff to improve flexible working options within teams/departments in particular those who have been absent from work due to sickness related to a disability. In May (2023) the Health, Wellbeing and Inclusion Coordinator promoted through posters, staff newsletter, and Qnet the theme of 'Accessibility for All' through raising awareness of flexible working options and reasonable adjustments that can be implemented in the workplace. The Health, Wellbeing and Inclusion Coordinator designed a 'Personal Support Profile' for staff who have a long-

term health condition, mental health condition, neurodiversity, or disability or difficulty to help them access the support they may need in the workplace which will be launched in May 2023.

- To give Disabled staff a voice – a couple of members of staff have shown an interest to start a Disabled staff network and it is anticipated that this will be achieved in 2023/24.
- Educate and support our people to be proactive in their health and wellbeing – annual calendar of initiatives and information with monthly themes such as ‘Keeping Ourselves Healthy’ in which stress awareness month (April) promoted resilience and encouraging practices to reduce stress and avoid overwhelm, and the Health, Wellbeing and Inclusion Coordinator set up and manages a Strava group (an app for tracking physical exercise) for QVH staff to challenge each other in physical activities.

Implement NHS People Promise – We are safe and healthy

- The Health, Wellbeing and Inclusion Coordinator engaged with staff and managers to develop an ‘Embracing Neurodiversity at QVH’ guidance document which was launched during Equality, Diversity and Human Rights Week in May, celebrating our diverse staff and encouraging inclusive behaviours/culture across the Trust.
- Training available to all staff was delivered on disability awareness training. This included learning disability and autism awareness, visual impairment awareness, ADHD workshops, dignity and respect workshops, diversity and inclusion workshops and mandatory equality and diversity training.

Key findings

<p>+0.4%</p> <p>Disability Workforce Representation</p> <p>2022 data shows an increase of 0.4 percentage points to 5.8% of the total workforce</p>	<p>8%</p> <p>Board representation</p> <p>In 2022 there was no change to the number of Disabled Board members (25% of voting Board membership)</p>	<p>7.0</p> <p>Staff engagement</p> <p>The overall engagement score for Disabled staff in 2022 was 7.0 and for non-disabled staff it was 7.5.</p>
<p>x0.0020</p> <p>Non-disabled staff were 0.0020 times more likely to enter the formal capability process compared to Disabled staff. There are minimal numbers of QVH staff that enter a formal process.</p>	<p>x2.05</p> <p>Recruitment</p> <p>Non-disabled candidates were 2.05 times more likely to be appointed from shortlisting compared to Disabled candidates. This is an adverse change for Disabled candidates from 2022 by 1.37 times.</p>	<p>-1.9%</p> <p>Career progression or promotion</p> <p>There is a nominal 1.9% difference between Disabled and non-disabled staff believing that the organisation provides equal opportunities for career progression or promotion</p>

Workforce Disability Equality Metrics

The standard compares the metrics for Disabled and non-disabled staff (using declared status).

Metric 1 - Percentage of staff in AfC Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce

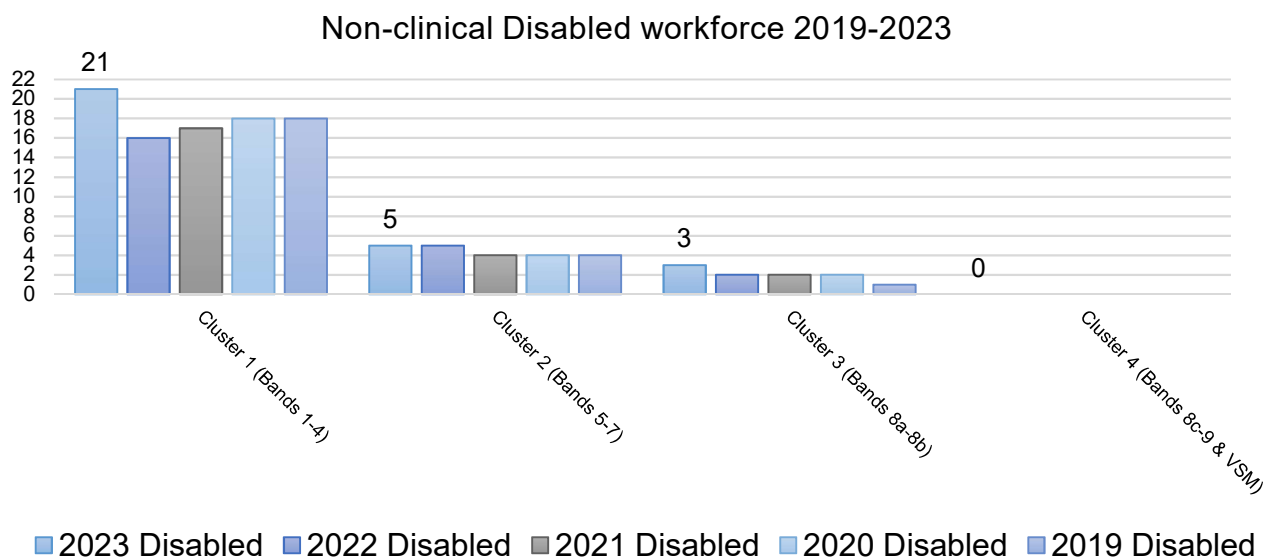
Note: Organisations should undertake this calculation separately for non-clinical and for clinical staff, and presented in Pay banding clusters as defined by the NHS WDES team.

For non-clinical workforce

Pay banding	Disabled	non-disabled	Unknown	Total	Disabled %	non-disabled %
Under Band 1	0	0	0	0	0.0%	0.0%
Band 1	0	0	0	0	0.0%	0.0%
Band 2	7	78	7	92	7.6%	84.8%
Band 3	5	80	2	87	5.7%	92.0%
Band 4	9	100	1	110	8.2%	90.9%
Band 5	1	19	2	22	4.5%	86.4%
Band 6	1	24	1	26	3.8%	92.3%
Band 7	3	17	2	22	13.6%	77.3%
Band 8a	2	14	0	16	12.5%	87.5%
Band 8b	1	2	0	3	33.3%	66.7%
Band 8c	0	8	0	8	0.0%	100.0%
Band 8d	0	2	0	2	0.0%	100.0%
Band 9	0	2	0	2	0.0%	100.0%
VSM	0	4	1	5	0.0%	80.0%
Other	0	0	0	0	0.0%	0.0%
Cluster 1 (Bands 1-4)	21	258	10	289	7.3%	89.3%
Cluster 2 (Bands 5-7)	5	60	5	70	7.1%	85.7%
Cluster 3 (Bands 8a-8b)	3	16	0	19	15.8%	84.2%
Cluster 4 (Bands 8c-9 & VSM)	0	16	1	17	0.0%	94.1%
All non-clinical roles	29	350	16	395	7.3%	88.6%

*The overall percentage in the tables is compared to the 5.8% representation of Disabled staff in the overall workforce.

Historical comparison from previous WDES reports

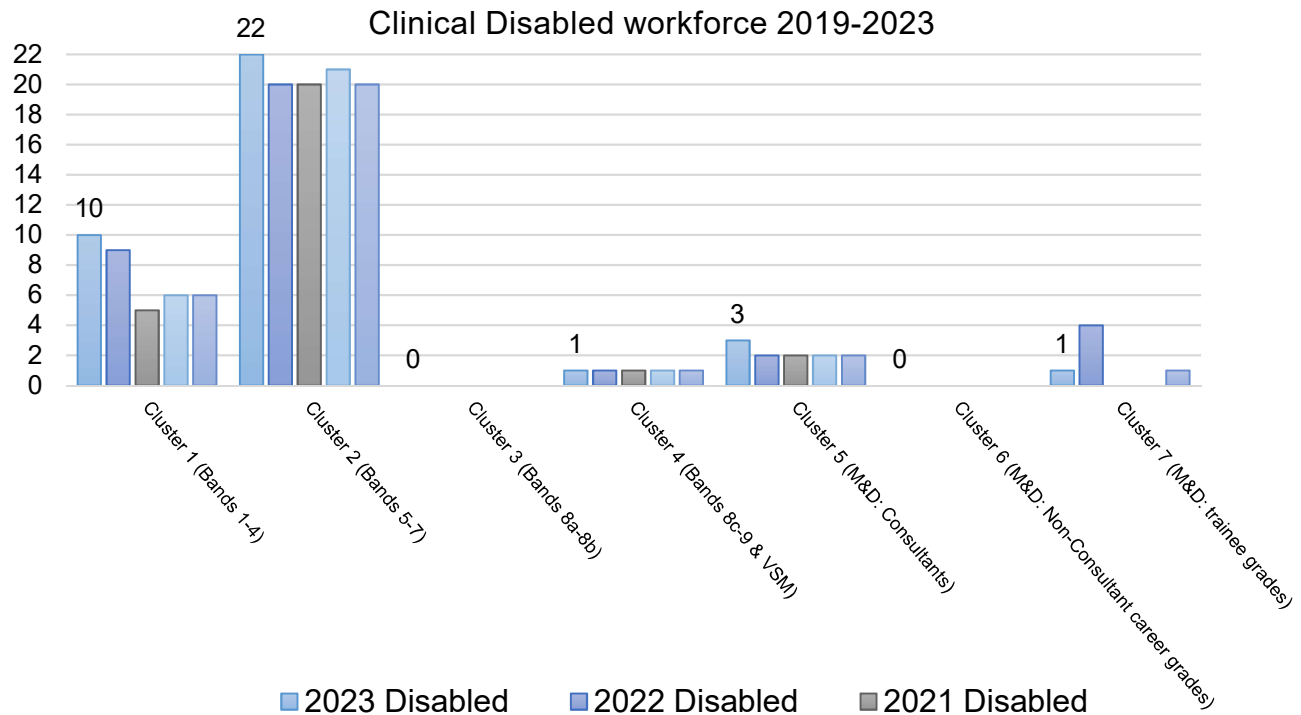


Compared to the overall workforce, in the non-clinical workforce there is a higher representation of Disabled staff in 2023 in Cluster 1 (lowest bands). The least number of Disabled staff are represented in Cluster 4 (highest bands).

For clinical workforce

Pay banding	Disabled	non-disabled	Unknown	Total	Disabled %	non-disabled %
Under Band 1	0	0	0	0	0.0%	0.0%
Band 1	0	0	0	0	0.0%	0.0%
Band 2	6	68	0	74	8.1%	91.9%
Band 3	4	38	0	42	9.5%	90.5%
Band 4	0	36	0	36	0.0%	100.0%
Band 5	8	100	5	113	7.1%	88.5%
Band 6	8	129	5	142	5.6%	90.8%
Band 7	6	102	2	110	5.5%	92.7%
Band 8a	0	22	0	22	0.0%	100.0%
Band 8b	0	7	1	8	0.0%	87.5%
Band 8c	0	4	1	5	0.0%	80.0%
Band 8d	0	1	0	1	0.0%	100.0%
Band 9	1	1	0	2	50.0%	50.0%
VSM	0	0	0	0	0.0%	0.0%
Other	0	0	0	0	0.0%	0.0%
Cluster 1 (Bands 1-4)	10	142	0	152	6.6%	93.4%
Cluster 2 (Bands 5-7)	22	331	12	365	6.0%	90.7%
Cluster 3 (Bands 8a-8b)	0	29	1	30	0.0%	96.7%
Cluster 4 (Bands 8c-9 & VSM)	1	6	1	8	12.5%	75.0%
Total clinical	33	508	14	555	5.9%	91.5%
Medical & Dental: Consultants	2	74	12	88	2.3%	84.1%
Medical & Dental: Non- consultant career grades	0	22	3	25	0.0%	88.0%
Medical & Dental: Trainee grades	1	59	4	64	1.6%	92.2%
Cluster 5 (M&D: Consultants)	2	74	12	88	2.3%	84.1%
Cluster 6 (M&D: Non-Consultant career grades)	0	22	3	25	0.0%	88.0%
Cluster 7 (M&D: trainee grades)	1	59	4	64	1.6%	92.2%
Total Medical and Dental	3	155	19	177	1.7%	87.6%
All clinical roles	36	663	33	732	4.9%	90.6%

Historical comparison from previous WDES reports



In 2023, compared to the overall workforce, there is a greater representation of Disabled staff in the clinical workforce Cluster 2. The least number of Disabled staff are represented in Cluster 3 and Cluster 6.

What the data tells us:

- There is a better representation of Disabled staff in the non-clinical roles (7.3%) compared to clinical roles (4.9%) which is consistent year on year, although the number of Disabled staff in the non-clinical roles has increased by 0.9% since 2019 (6.2%)
- Cluster 4 in clinical roles has the highest level of representation of Disabled staff in the clinical workforce (12.5%), which is a higher than expected level of representation compared to the overall number of Disabled staff in the workplace
- There has been no change to the number of Disabled staff in clinical roles between 2022 and 2023 (n=36), yet there has been an increase of 6 Disabled staff in non-clinical roles in the same period (from 23 to 29)
- There has been a marked increase to the number of Disabled staff in non-clinical roles between 2022 (5.1%) and 2023 (7.3%)
- There are no Disabled staff in cluster 4 (Bands 8c-9 & VSM) of the non-clinical workforce, nor is there any representation in clusters 3 (Bands 8a-8b) and 6 (Medical & Dental: Non-Consultant career grades) of the clinical workforce, with only 2.2% of cluster 5 (Medical & Dental Consultants; n=2)) with a known Disability.

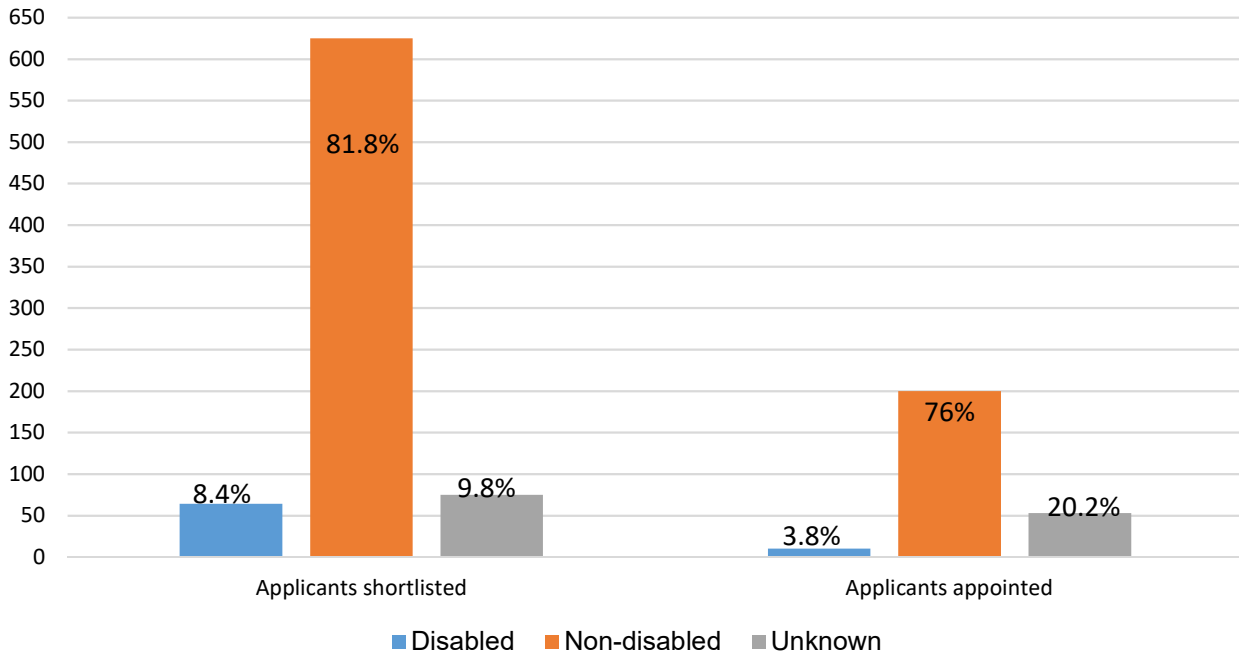
Metric 2 - Relative likelihood of non-disabled applicants compared to Disabled being appointed from shortlisting across all posts

The relative likelihood of non-disabled candidates being appointed from shortlisting compared to Disabled candidates is 2.05** times greater. In this instance, the data suggests non-disabled candidates are more likely than Disabled candidates to be appointed from shortlisting.

	Disabled	Non-disabled	Unknown	Total
Applicants shortlisted	64	625	75	764
<i>Shortlisted %</i>	<i>8.4%</i>	<i>81.8%</i>	<i>9.8%</i>	
Applicants appointed	10	200	53	263

Appointed %	3.8%	7.6%	20.23%	
Relative likelihood of appointment from shortlisting	16%	32%	71%	
Relative likelihood of being appointed**	0.16	0.32	0.71	2.05

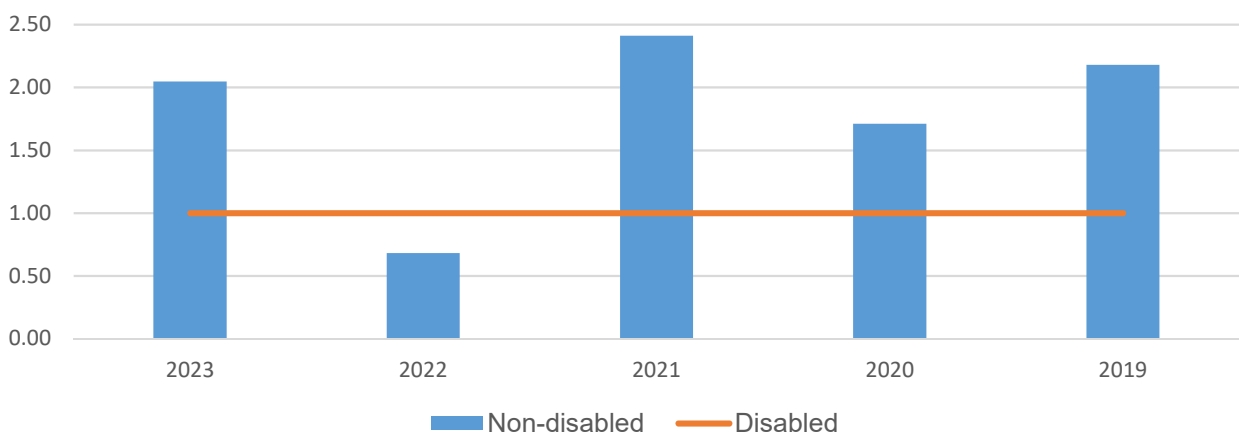
**calculation is 0.32 (non-disabled candidates) / 0.16 (Disabled candidates)



Historical comparison from previous WDES reports

In the chart below, Disabled applicants have a constant measure of 1.0. Where the Disabled applicants' line is above the non-disabled applicants bar, it would suggest that non-disabled applicants are less likely to be recruited from shortlisting than Disabled applicants. Where the Disabled applicants' line is below the non-disabled applicants bar, it suggests the converse, in that non-disabled applicants are more likely to be recruited from shortlisting than Disabled applicants.

The graph below shows that the relative likelihood of non-disabled candidates being appointed from shortlisting compared to Disabled staff was consistently greater in 2019, 2020 and 2021. However, in 2022 there was a relative likelihood of Disabled candidates being appointed from shortlisting and this has reverted again in 2023 with non-disabled candidates more likely to be appointed from shortlisting.



What the data tells us:

- The 2023 data suggests that non-disabled applicants are 0.71 times more likely to be appointed from shortlisting than Disabled applicants.

- The relative likelihood of non-disabled applicants being appointed from shortlisting had been greater than Disabled candidates in previous years, until 2022 where the greater relative likelihood of Disabled candidates being appointed from shortlisting improved with Disabled staff being more likely to be offered from shortlisting. This has reverted again in 2023 with non-disabled staff having a greater relative likelihood of Disabled candidates being appointed from shortlisting.

The Trust does not share personal or equal opportunities data with managers at the shortlisting stage to remove potential bias in the recruitment process. Applicants are however able to apply under the guarantee interview scheme (Two Ticks); meaning if an applicant meets all essential requirements in the person specification for a role they are invited to interview. Appointing managers are alerted when they complete shortlisting if they have not moved an applicant who has applied under this scheme through to interview, to allow them to review the application if required.

Disability Confident Employer Scheme

Queen Victoria Hospital became a disability confident employer (Level 2) in February 2020 to show our commitment to equal opportunities to all applicants. The disability confident scheme supports QVH to attract Disabled candidates in our local community by promoting our membership on all recruitment adverts, public website and recruitment paperwork. The scheme also provides us with the tools to help support an employee who may become disabled whilst employed by us.

Metric 3 – Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into a formal capability procedure

Note: this metric is based on data from a two year rolling average of the current year and the previous year. This metric looks at capability on the grounds of performance, rather than ill-health, and for 2023 how many of these were on the grounds of ill-health.

	Number of Formal Capability Processes	On the grounds of ill-health	Number in Workforce	***Relative Likelihood of entering procedure
Disabled	0	0	65	0.0000
Non-disabled	2	0	1013	0.00197 (0.20%)
Unknown	0	0	49	0.0000

*** calculation is:

The likelihood of Disabled staff entering the formal capability process: $0/65 = 0.00\%$
 The likelihood of non-disabled staff entering the formal capability process: $2/1013 = 0.20\%$

We are unable to state the relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff in 2022 as there were no Disabled staff being managed in line with a formal capability process.

Historical comparison from previous WDES reports

In the chart below, non-disabled staff have a constant measure of 1.0. For Disabled staff, if the bar is below the non-disabled staff line, it would suggest that Disabled staff are more likely to enter the formal capability process than non-disabled staff. Where the Disabled staff bar is above the non-disabled staff line, it would suggest that they are less likely to enter a formal capability process.

It can be seen that the relative likelihood of Disabled staff entering the formal capability process was less likely in 2019, 2021, 2022 and 2023 compared to non-disabled staff. 2020 was an exception where Disabled staff were more likely to enter a formal capability process; however it is important to note the minimal numbers of staff entering a process.

The average numbers for 2020 were as follows:

The likelihood of Disabled staff entering the formal capability process: $1 / 54 = 0.03\%$

The likelihood of non-disabled staff entering the formal capability process: $3 / 937 = 0.00\%$

Metric 10 – Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated

There was one Disabled staff representation of voting executive Board members in 2023 which was the same as in 2022.

	Disabled	Non-disabled	Unknown	Total
Total Board executive members	2	10	1	13
<i>of which voting</i>	<i>1</i>	<i>2</i>	<i>1</i>	<i>4</i>
<i>of which non-voting</i>	<i>1</i>	<i>8</i>	<i>0</i>	<i>9</i>
<i>of which Exec</i>	<i>1</i>	<i>6</i>	<i>1</i>	<i>8</i>
<i>of which Non-Exec</i>	<i>1</i>	<i>4</i>	<i>0</i>	<i>5</i>

	Disabled	Non-disabled	Unknown
Number of staff in overall workforce	65	1014	49
Total Board members - % by Disability	15.4%	76.9%	7.7%
Voting Board Member - % by Disability	25.0%	50.0%	25.0%
Non-Voting Board Member - % by Disability	11.1%	88.9%	0%
Executive Board Member - % by Disability	12.5%	75.0%	12.5%
Non-Executive Board Member - % by Disability	20%	80%	0%
Overall workforce - % by Disability	5.8%	89.9%	4.3%

What the data tells us:

- There is a better representation of Disabled staff among the total executive Board (12.5%) in 2023 when compared to the overall workforce (5.8%).
- There is a significantly better percentage representation of Disabled staff among the voting members of the Board (25%) when compared to the overall workforce.
- However, when considering these statistics it is important to remember that the Board consists of just 8 executive members, with 4 voting members. Therefore, any variations will appear more significant than they otherwise would in larger groups.

NHS Staff Survey

QVH surveyed 1081 eligible staff in 2022 compared to 1056 in 2021. Of these, 609 responded making a 56% return, a decrease from 64.5% the year before. Any surveys that were completed, but the individual did not press the submit button were excluded from NHS Staff Survey reporting in 2022. This may have caused a drop in base size against historical data. Partially completed surveys, which have been submitted, was included in reporting.

The following metrics (4-9a) include the 2018-2022 organisation results (for q4b, q11e, q14a-d, q15, and q30b) split by staff with a long lasting health condition or illness (disabled) compared to staff without a long lasting health condition or illness (non-disabled). It also shows results for the staff engagement score for staff with a long lasting health condition or illness (disabled), compared to staff without a long lasting health condition or illness (non-disabled) and the overall engagement score for the organisation.

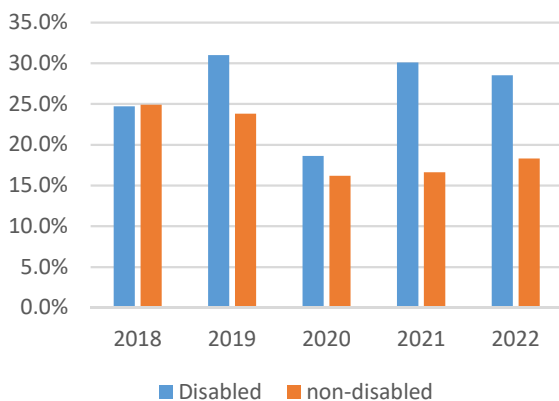
The WDES breakdowns are based on the responses to q30a ‘Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?’

It should be noted that within the NHS Staff Survey metrics the term 'staff with a long term condition or illness' is referred to as disabled, and the term 'staff without a long term condition or illness' is referred to as non-disabled.

'Disabled compared to non-disabled', analyses the differences in experience between those staff who have responded 'Yes' and 'No' to questions about whether they have a disability.

Metric 4 – a) Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

i) Patients/ service users, their relatives or other members of the public (patients, etc.)



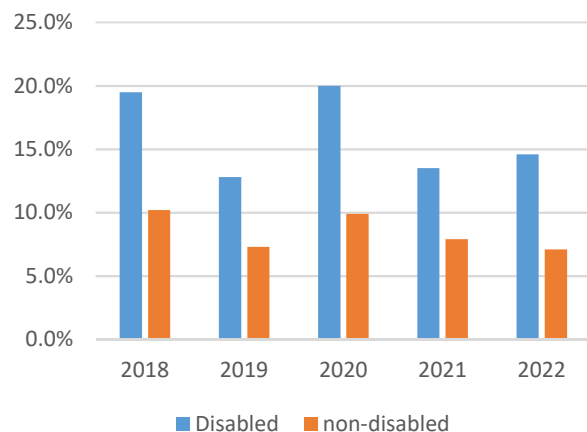
The percentage of disabled staff that experienced harassment, bullying or abuse for this category in 2022 was 28.5% which is considerably more (10.2%) than non-disabled staff where 18.3% responded that they had this experience.

The graph shows that over the 5 year reporting period, disabled staff experience harassment, bullying or abuse for this category on average 6.6% more than non-disabled staff.

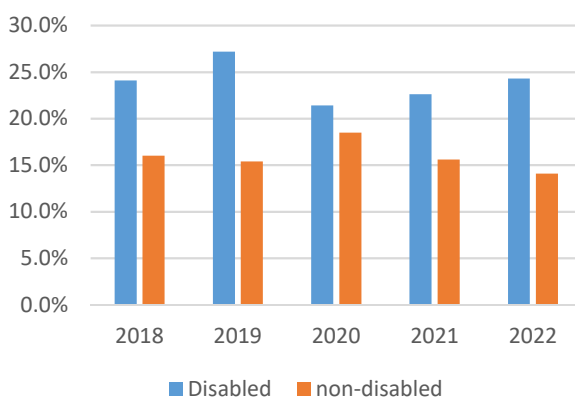
The percentage of disabled staff that experienced harassment, bullying or abuse from managers in 2022 was 14.6% which is higher (7.5%) than non-disabled staff where 7.1% responded that they had this experience.

The graph shows that over a 5 year reporting period, disabled staff experience harassment, bullying or abuse from managers on average 7.6% more than non-disabled staff.

ii) Managers



iii) Other colleagues



The percentage of disabled staff that experienced harassment, bullying or abuse from other colleagues in 2022 was 24.3% which is 10.2% more than non-disabled staff where 14.1% responded that they had this experience.

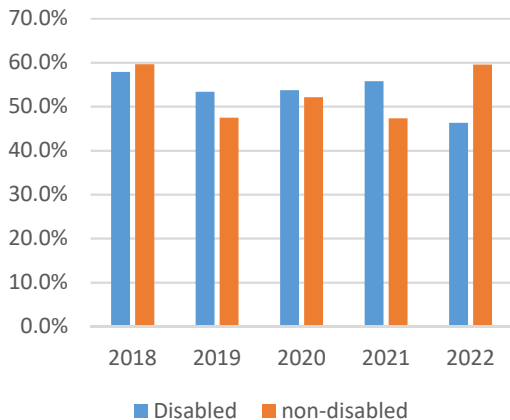
The graph shows that over a 5 year reporting period, disabled staff experience harassment, bullying or abuse from other colleagues on average 8.0% more than non-disabled staff.

What the data tells us:

- In 2022, there is still a disparity between disabled and non-disabled staff in the level of harassment, bullying or abuse from patients, etc., managers and other colleagues, it is unacceptable that disabled

staff experience greater levels of harassment, bullying or abuse from patients, etc., managers and other colleagues more than non-disabled staff.

Metric 4 – b) 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



The percentage of disabled staff that said the last time they experienced harassment, bullying or abuse at work they or a colleague reported it in 2022 was 46.3% which is significantly less (13.2%) compared to 59.5% of non-disabled staff who responded.

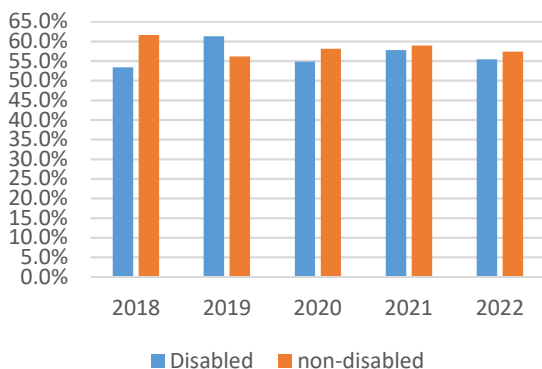
The graph shows that over a 5 year reporting period, disabled staff said that the last time they experienced harassment, bullying or abuse at work they or a colleague reported it on average 0.2% more than non-disabled staff.

What the data tells us:

- In previous years, disabled staff were more likely to report harassment, bullying or abuse at work than non-disabled staff. However in 2022, QVH can see a significant

shift in reporting. It is not acceptable that any staff have had this experience in the workplace and that they are able to report their experience.

Metric 5 – Percentage of disabled staff compared to non-disabled staff believing that their organisation provides equal opportunities for career progression or promotion

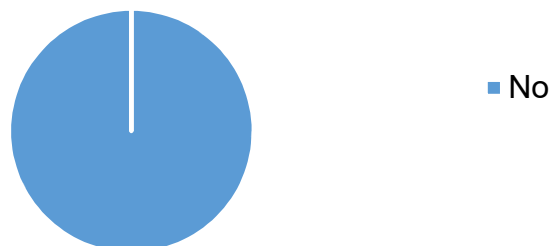


The percentage of disabled staff believing that the organisation provides equal opportunities for career progression or promotion in 2022 was 55.4% which is a nominal 2.0% less than non-disabled staff (57.4%).

The graph shows that over the 5 year period, disabled staff believe that their organisation provides equal opportunities for career progression or promotion on average a minimal 1.9% more too non-disabled staff.

The graph below shows the number of staff that were recruited through open competition (source: Trac) and therefore promoted internally. It can be seen that 100% were non-disabled.

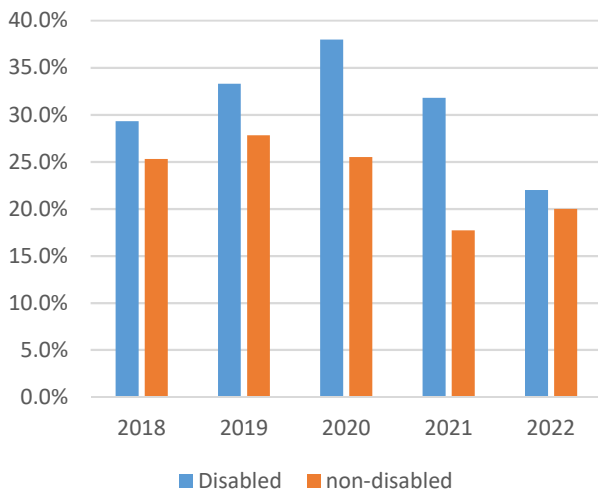
Internal promotions through open recruitment competition



What the data tells us:

- It is discouraging to see that out of 58 disabled staff none were internally promoted (source: Trac), despite the staff survey results showing 55.4% of disabled staff responded to say they felt the organisation acts fairly with career progression.

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



The percentage of disabled staff that said they had felt pressure from their manager to come to work, despite not feeling well enough to perform their duties, in 2022 was 22% which has significantly improved since 2020 (38%) but slightly higher (2%) than non-disabled staff where 20% responded they had felt pressure.

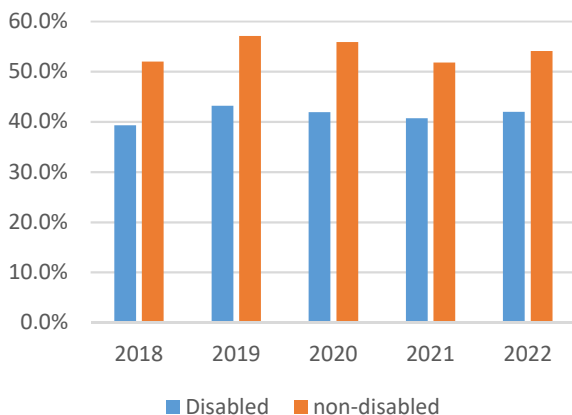
The graph shows that over a 5 year reporting period, Disabled staff said that they had felt pressure from their manager to come to work, despite not feeling well enough to perform their duties on average 7.6% more than non-disabled staff.

What the data tells us:

- It is encouraging to note that disabled staff have felt less pressure compared to non-disabled staff to come to work when not feeling well enough.

However, it is unacceptable that any staff felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

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



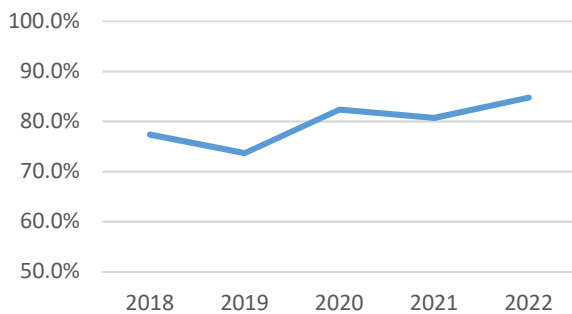
The percentage of disabled staff that said they were satisfied with the extent to which the organisation values their work in 2022 was 42.0% compared to 54.1% of non-disabled staff; who are therefore 12.1% more satisfied.

The graph shows that over a 5 year reporting period, disabled staff have consistently said that they are less satisfied with the extent to which the organisation values their work compared to non-disabled staff. On average disabled staff are 12.8% less satisfied compared to non-disabled staff.

What the data tells us:

- It is concerning that disabled staff and non-disabled staff have said that they are not satisfied with the extent to which the organisation values their work, however this gap between disabled and non-disabled staff has remained consistent since 2018.

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

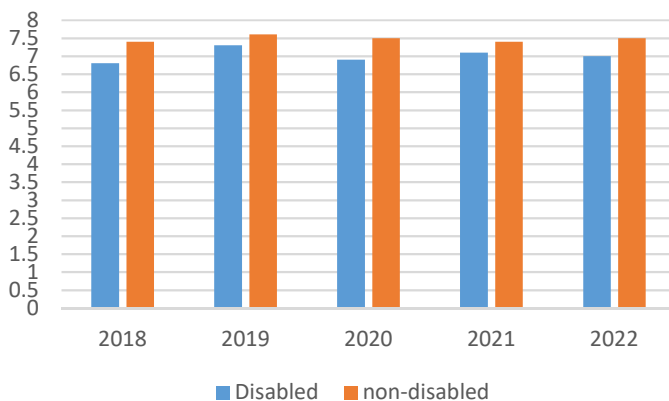


The percentage of disabled staff that said their employer has made adequate adjustment(s) to enable them to carry out their work in 2022 was 84.8% an increase from 80.7% in 2021. The graph below shows that over a 5 year reporting period, on average 79.8% of disabled staff have said that their employer has made adequate adjustment(s).

What the data tells us:

- It is encouraging to note that more disabled staff have said that their employer has made adequate adjustment(s) to enable them to carry out their work.

Metric 9a – The staff engagement score for disabled staff compared to non-disabled staff and the overall engagement score



The overall engagement score for all staff was 7.4 in 2022. However, for disabled staff in it was 7.0 and for non-disabled staff it was 7.5.

The score for disabled staff in 2022 was a slight decrease against the score in 2021 (7.1). However, the score has remained consistent and is higher than the score back in 2018.

Metric 9b – Has the organisation taken action to facilitate the voices of Disabled staff to be heard?

Yes:

- Recruitment process – Disabled applicants are guaranteed interview if they meet a percentage of the criteria as part of being a Disability Confident Employer. Reasonable adjustments to enable candidates to attend interview.
- Organisational Development interventions – when individuals or teams seek OD interventions, QVH seek to identify any accessibility requirements within the OD product request form which is then discussed during the consultation stage. When implementing the OD interventions, we support individuals and teams with any accessibility support required (i.e. such as method of delivery offered in various formats).
- Employee Relations – implementing recommendations from Occupational Health and Moving & Handling Practitioner/Advisor of reasonable adjustments to improve the experience in the workplace. A couple of members of staff have shown an interest to start a Disabled staff network and it is anticipated that this will be achieved in 2023/24.

Conclusions

Although there is a better representation of Disabled staff in non-clinical roles (7.3%) compared to clinical roles (4.9%), it is disheartening that there has been a decrease in the number of Disabled staff in clinical roles between 2022 (5.1%) and 2023 (4.9%); however, there has not been a significant increase in the number of Disabled staff in the overall workforce which is 5.8% (from 5.2% in 2019).

Non-disabled applicants are 2.05 times more likely to be appointed from shortlisting than Disabled applicants which is a significant change from 2022 where Disabled applicants were more likely to be appointed. To support the recruitment of Disabled staff into the workforce, the Trust continues to promote its disability confident employer (Level 2) status and aiming for disability confident leader (Level 3) status in 2023/24.

The percentage of Disabled staff that said the last time they experienced harassment, bullying or abuse at work they or a colleague reported it in 2022 was 46.3%; this is significantly less (13.2%) compared to 59.5% of non-disabled staff who responded in 2022. More promotion of anti-bullying awareness is required and support for staff experiencing bullying in the workplace to have a voice.

Finally, it is reassuring to see that Disabled staff compared to non-disabled staff believe that their organisation provides equal opportunities for career progression or promotion.

Action plan

The WDES identifies that the following are the Trust's top 3 priorities:

Metric	2023		
	Trust	National Average	Rank
Metric 2: Likelihood of appointment from shortlisting	2.05	0.99	205
Metric 4d: Reporting last incident of harassment, bullying or abuse	46.3%	51.3%	177
Metric 1: Disabled representation in the workforce (medical/dental)	1.7%	2.2%	109

The Trust has developed an action plan which is aligned to the Sussex People Plan, National People Plan and the EDI Implementation plan. The actions from our WDES feed into our overarching EDI plan as a Trust, however are specifically provided in **Appendix 1** of this report.

WDES Metrics	2022 - 2023 Data	2023 National Average	2022-2023 Action	Timescale
Metric 1 - Percentage of staff in AfC Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce	5.80%	4.90%	Apply an EDI lens through lived experience to an end-to-end review of our current internal and external recruitment processes	December 2023
			Undertake an enquiry into workplace belonging – inc. a specific focus on eliminating discrimination and barriers to career progression	January 2024
Metric 2 - Relative likelihood of non-disabled applicants compared to Disabled being appointed from shortlisting across all posts	2.04	0.99	Establish a Trust EDI group as a focus for all our EDI work and to ensure a safe space for conversations on workplace belonging	December 2023
			Become a Disability Confident Leader organisation	March 2024
Metric 4 – d) 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	59.50%	51.30%	Oliver McGowan Training embedded to improve manager insight and competence	October 2023
			To review existing and commission new provision for training for managers and all staff to increase cultural competence, civility and a just restorative culture.	November 2023
	46.30%	49.50%	Support the trusts action plan to improve Speak Up and psychological safety for all staff	November 2023
			Undertake an enquiry into workplace belonging – inc. a specific focus on bullying and harassment at work	January 2024