

Workforce Disability Equality Standards (WDES 2020)

Annual Report 2019/2020

Introduction

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of Disabled and non-disabled staff. NHS trusts use the metrics data to develop and publish an action plan. Year on year comparison enables trusts to demonstrate progress against the indicators of disability equality.

This report is based on 2019/2020 data and is a comparison between 1st April 2019 and 31st March 2020. Accompanying this report is the full data set to be submitted nationally by the Trust. This report highlights the improvements that have been made, but also the areas that maybe cause for concern and further action.

Findings

Overall Workforce

In 2020's data, 5% of the QVH workforce have disclosed a disability (n = 54), which is slightly lower than last year's overall percentage (-0.2%) but an increase in headcount (n =1).

Staff with 'unknown' or 'non declared' disabilities in the Trust totals 7.88%. This is an improvement on last year where we reported 16.3% as 'unknown' or 'non declared' in our 2019 return. The 7.88% is a proportion of the overall Trust workforce and will therefore have an impact upon the on data quality and accuracy of the information.

Senior Workforce Representation

The proportion of staff declaring a disability is slightly lower for Bands 8a and above (6.1%) than those in Bands 1-7 (8%). However for context the Trust has 837 staff occupying a band 7 or lower posts and 68 staff occupying a Band 8a or above post. The number of non-medical staff not declaring a disability to the Trust is also consistent with these (6.3%).

2.44% of the Trust's Consultant workforce have a declared disability (a head count of 2). This is put into context when the non-disclosure rate amongst consultants is 19.51% (a head count of 16).

Junior Workforce Representation

As mentioned earlier, 8% of those staff who work at a level of Band 7 or lower have declared a disability (a headcount of 49)

However, the main concern lies with the Trust's Junior Doctor Workforce. The Trust has no individuals below that of Consultant with a declared disability. As of 1st April 2020 the Trust employed 89 junior doctors. The non-disclosure rate amongst junior doctors was 21.3% (a headcount of 19)

Recruitment

The data demonstrates a variation in the number of disabled shortlisted applicants being appointed.

There is only a 1.71 comparative likelihood of disabled applicant being appointed of a non-disabled applicant. Whilst this is a concern this is an improvement on last year's figure of 2.18.

To put this into context, 28% of non-disabled applicants are successful from being shortlisted to being offered the role, compared to 16% of disabled applicants being appointed. This represents an increase of 4% of disabled applicants being appointed from last year.

Trust Board Representation

There are no Trust Board members both voting and non-voting members with a declared disability.

Conclusions

The results from the 2019/2020 WDES return are encouraging and show that improvements are being seen through our recruitment efforts and increased inclusivity. It is important to consider that as our numbers are relatively low, statistical relevance is challenging

Real concerns remain with our Medical Workforce, and the lack of declarations being made. Effort needs to be made as to why this is, and whether there are professional or cultural barriers for this disclosure.

Lawrence Anderson
Deputy Director of Workforce

July 2020

Action	Timeframe
Continue to encourage discussion and disclosure of disabilities amongst staff and applicants	April 2021
Connect with local and national disabled people's organisations (DPO's) to access networks of disabled people to attract disabled people to apply for jobs at QVH	April 2021
Help managers build a wider understanding of the WDES metrics that are relevant to recruitment and retention	April 2021
Ensure the trust's Disability Confident status is retained and renewed	November 2020