

Workforce Disability Equality Standards (WDES 2021)

Annual Report 2020/21

Introduction

The Workforce Disability Equality Scheme (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. The metrics referred to in this report are: metric 1 non-clinical and clinical workforce, metric 2 recruitment, metric 3 capability (performance), and metric 10 Board voting membership (metrics 4-9 is data from the NHS Staff Survey which has been reported earlier in 2021). 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 2020/2021 data and is a comparison between 1st April 2020 and 31st March 2021. Accompanying this report is the full data set to be submitted nationally by the Trust. This report highlights the improvements that have been made and the areas that may require further action.

Findings

Overall Workforce

There was 5% of the workforce at QVH that disclosed a disability in 2021 (a headcount of 51 people) which is the same percentage as in 2020; however there was a decrease in headcount of 3 people of which 1 was non-clinical Band 2-4 and 2 were clinical Band 2-7.

The percentage of the workforce where a disability was 'unknown', and therefore non-declared or prefer not to say, saw an improvement from 7.9% in 2020 (a headcount of 85 people) to 5.8% in 2021 (a headcount of 63 people). However as it is a proportion of the overall Trust workforce, there is not an impact on the quality and accuracy of the information.

The proportion of the workforce declaring a disability is lower for Band 8a and above at 4.48% (a headcount of 3 people) than those in Band 1-7 at 5.44% (a headcount of 46 people). However for context, the Trust employs 846 staff at Band 7 or below and there are 67 staff employed at Band 8a or above.

Non-clinical Workforce Representation (metric 1)

Within the non-clinical workforce there was a 4.17% decrease in the number of declared disabled staff between 2020 and 2021 (a headcount of 1 person) compared to the non-disabled staff where there was an increase of 2.1% (a headcount of 7 people). On analysis of the data within the context of the overall Trust workforce, the percentage of disabled staff in the non-clinical workforce saw a marginal drop by 0.13%.

The data shows no change in the non-clinical Band 8a+ workforce as the headcount remained consistent at 37 people in 2020 and 2021. However, there was a 1.75% increase in the number of non-clinical Band 1-7 workforce (a headcount of 6 people) in 2021 compared to 2020 of which there was a 4.54% decrease in disabled staff (a headcount of 1 person).

Clinical Workforce Representation (metric 1)

Within the clinical workforce (excluding medical & dental) there was a 7.14% decrease in the number of disabled staff between 2020 and 2021 (a headcount of 2 people) compared to the non-disabled staff where there was an increase of 2.6% (a headcount of 12 people). On analysis of the data within the context of the overall Trust workforce, the percentage of disabled staff in the clinical workforce saw a marginal drop by 0.2%.

The data shows a change of a headcount of 1 person in the clinical Band 8a+ workforce (3.22%) between 2020 and 2021. There was a minimal 0.6% increase in the number of clinical Band 1-7 workforce (a headcount of 3 people) in 2021 compared to 2020 of which there was a 7.41% decrease in disabled staff (a headcount of 2 people).

Of the Consultant workforce, there is a headcount of 2 people who have declared a disability which is 2.3% of the Consultant workforce (and 1.12% of the overall medical & dental workforce). There are no other staff in the medical & dental workforce that have declared a disability.

Recruitment (metric 2)

The Trust saw a 36.6% fall in the total number of shortlisted applicants between 2020 (a headcount of 853 people) and 2021 (a headcount of 541 people) which can be attributed to the Covid-19 pandemic. As a proportion, there was a negligible change of 0.1% (from 3.6% in 2020 to 3.5% in 2021) in the number of declared disabled shortlisted applicants. In comparison, there was 0.49% less non-disabled shortlisted applicants in the same period.

On analysis of the total number appointed from shortlisting, there was a decrease of 30.6% between 2020 (a headcount of 255 people) and 2021 (a headcount of 177 people). As a proportion, there was a minimal change of 0.9% (from 2% in 2020 to 1.1% in 2021) in the number of declared disabled appointed from shortlisting, and in the same period there was a significant 12.6% less non-disabled appointed from shortlisting.

The 2021 data demonstrates a 2.41 comparative likelihood of a disabled applicant being appointed of a non-disabled applicant. This is a significant concern and regression from the 2020 figure of 1.71 (a figure below 1:00 indicates that disabled individuals are more likely than non-disabled individuals to be appointed from shortlisting).

To put this into context, in 2021 there was a 48% likelihood of non-disabled applicants successful from being shortlisted to being offered the role, compared to 11% of disabled applicants. This represents a decrease by 5% of disabled applicants being appointed from 2020 (16%) which is a significant concern.

On analysis of the disability unknown (not declared or prefer not to say), there was a 88% likelihood of applicants being successfully shortlisted to offered the role (a headcount of 60 appointed from a total of 68 people shortlisted).

The Trust actively promotes its Disability Confident Employer status and is working towards the next level of Disability Confident Leader. This gives applicants the opportunity to declare any disability and subsequently entitling them to a guaranteed interview if they meet all essential requirements of a role. Appointing managers are prompted to reconsider applications automatically if a disability is declared but has not been invited to interview.

There are 45 Health Education England doctors within our workforce at QVH and these have been included in the recruitment data. However, the process does not involve shortlisting or interviewing, as the selection process is carried out by HEE rather than the Trust, but the individuals are entered onto the Trust's recruitment system as 'applicants' and then moved through to the 'offer' stage. There is therefore a disparity in the recruitment data and in future this workforce will be removed from the data on analysis.

Formal Capability Processes (metric 3)

At QVH there is a minimal caseload of formal capability on the grounds of performance in comparison to most other Trusts. There were 2 staff (non-disabled) who entered a formal capability process in 2021 which therefore does not have a statistical relevance.

Board Voting Membership (metric 10)

There is 1 person (8%) of the Trust Board members both voting and non-voting members with a declared disability in 2021. This is an increase from 2020 where there were no disabled declarations.

Conclusions

It is encouraging that there has been an increase of 26% in the disclosure of a disability between 2020 and 2021. This is as a result of targeted initiatives to staff to encourage disability disclosure in April and November 2020. Guidance was established and information available on a dedicated Intranet page in March 2020, and promotion was included in the Trust's newsletter.

The number of disabled staff employed at the Trust reduced by 5.55% (a headcount of 3 people), however it is important to consider the statistical relevance as the Trust numbers are relatively low.

The concern remains in respect of the number of shortlisted and appointed applicants with a declared disability. The Trust saw a decrease in the total number of applicants shortlisted and appointed from shortlisting, however it is encouraging that there was an increase in the declaration of a disability.

Gemma Farley – Employee Relations and Wellbeing Manager

Progress against actions 2020

Action	Progress
Continue to encourage discussion and disclosure of disabilities amongst staff and applicants	This action was achieved with an increase of 26% in the disclosure of a disability between 2020 and 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	This action was not progressed
Help managers build a wider understanding of the WDES metrics that are relevant to recruitment and retention	This action was not achieved in 2020, however see actions below for 2021
Ensure the Trust's Disability Confident status is retained and renewed	This action was achieved as the Disability Confident status was retained and renewed

Actions 2021

Action	Timeframe
<p>Further increase staff engagement to disclose their disability status to the Trust, including changes to status</p> <ul style="list-style-type: none"> Targeted communication to all staff who have not disclosed Understand what barriers prevent disclosure 	March 2022
Further increase line management engagement in supporting employees with a declared disability through reasonable adjustments in the workplace	March 2022
Ensure the Trust's Disability Confident status is retained and renewed	December 2021
<p>Encourage recruiting managers to consider reasonable adjustments to enable appointment of applicants with a declared disability</p> <ul style="list-style-type: none"> Understand what are the barriers to appointment Mandate recruiting managers to attend training Mandate recruiting managers to comment on why applicants have not been appointed 	December 2021
Monthly review of rejected applicants from shortlisting and interview stage with a particular focus on disability	Ongoing