

# **NHS Workforce Disability Equality Standards (WDES)**

## **Annual Report 2021/22**

## Introduction

As at 31 March 2021, the NHS had a workforce of approximately 1.4 million people and in 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 Plan<sup>1</sup>. 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

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

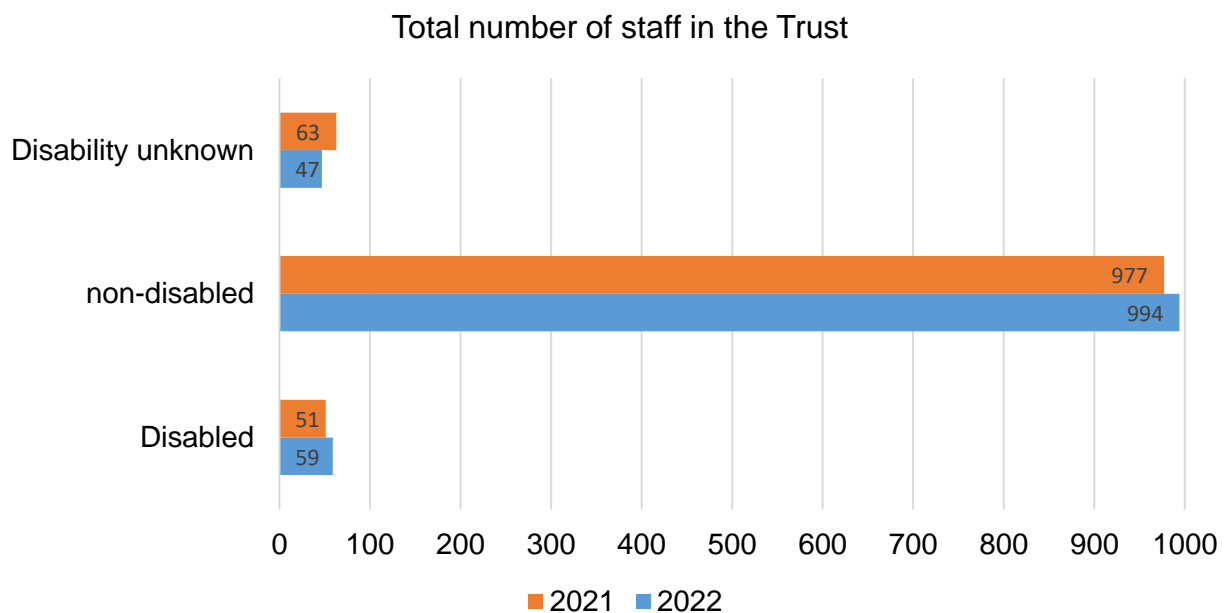
- ‘Nothing about us without us’ - a phrase used by the disability movement to denote a central principle of inclusion: that actions and decisions that affect or are about people with disabilities should be taken with disabled people.
- ‘Disability as an Asset’ – refers to the benefits of employing Disabled 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 comparison between 1<sup>st</sup> April 2021 and 31<sup>st</sup> March 2022, and highlights the improvements that have been seen and the areas that may require further action.

## Background information

The total number of staff in the Trust in 2022 was 1,100 compared to 2021 where there were 1,091 staff. Overall in 2022, 95.7% of the workforce had declared their Disability status, compared to 94.2% in 2021. 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 in the last reporting period against Actions 2021

### **Further increase staff engagement to disclose their disability status to the Trust, including changes to status**

We acknowledge that the disclosure rate is high at 95.7%. The Trust has seen a year on year improvement in disclosure since 2016, which is an overall 12% increase. We collect information relating to staff Disability status as part of the recruitment process and staff have access to Electronic Staff Records to update their own personal information at any time. The Trust has promoted through internal communications (e.g. staff emails, intranet) ESR self-service to encourage staff to update details, and on the staff Intranet there is equality information and forms for staff to update their details manually.

### **Further increase line management engagement in supporting employees with a declared disability through reasonable adjustments in the workplace**

Line managers have been encouraged to contact the Advisory team for support and advice where an employee declares a disability. Anecdotally, the Advisory team reports having seen a marked improvement in line manager engagement in supporting employees with a declared disability by encouraging Occupational Health reviews, seeking advice on reasonable adjustments and supporting with the implementation of these. Staff and managers are reminded of the Trust’s independent and confidential Employee Assistance Programme available 24/7, and a leaflet details all support available.

### **Ensure the Trust’s Disability Confident status is retained and renewed**

Current Disability Confident Employer level 2 expires in September 2023, and the Trust aspires to achieve level 3 to become a Disability Confident Leader before current level expires.

### **Encourage recruiting managers to consider reasonable adjustments to enable appointment of applicants with a declared disability**

Communications sent to wider Trust via internal newsletter reminding of relevance of Disability Confident scheme, and revision of the recruitment policy and procedures. The Trust’s jobs website has been refreshed to encourage Disabled applicants and guaranteed interviews for Disabled staff who have declared under the ‘two ticks’ scheme as part of the application process.

## Key findings

**+0.7%**

### Disability Workforce Representation

2022 data shows an increase of 0.7 percentage points to 5.4% of the total workforce

**8%**

### Board representation

2022 data shows a 0% increase in the number of Disabled Board members which remains at 0.08% of the total Board (25% of voting Board membership)

**7.1**

### Staff engagement

The overall engagement score for Disabled staff in 2021 was 7.1 and for non-disabled staff it was 7.4.

**x0.0030**

Non-disabled staff were 0.0030 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.

**x0.68**

### Recruitment

Non-disabled candidates were 0.68 times more likely to be appointed from shortlisting compared to Disabled candidates

**-1.1%**

### Career progression or promotion

There is a nominal 1.1% difference between Disabled and non-disabled staff believing that the organisation provides equal opportunities for career progression or promotion

## 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.

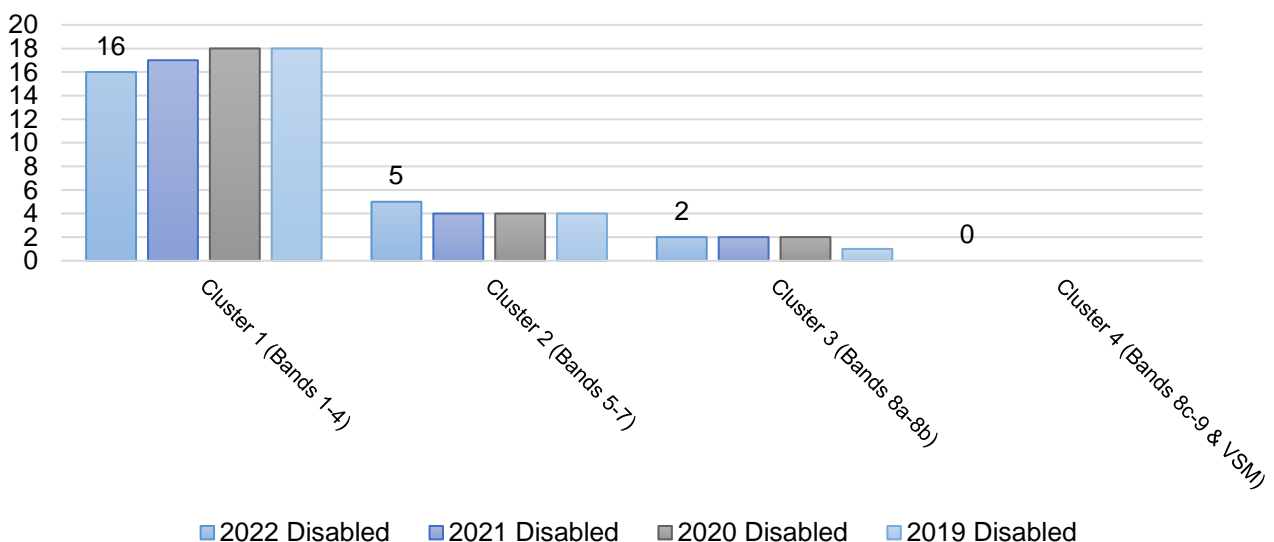
\*The overall percentage in the tables is compared to the 5.4% representation of Disabled staff in the overall workforce.

**For non-clinical workforce**

Pay banding	Disabled	non-disabled	Unknown	Total	*Disabled %	non-disabled %
Under Band 1	0	0	0	0		
Band 1	0	0	0	0		
Band 2	8	85	6	99	8.1%	85.9%
Band 3	4	81	2	87	4.6%	93.1%
Band 4	4	90	1	95	4.2%	94.7%
Band 5	1	21	1	23	4.3%	91.3%
Band 6	1	23	0	24	4.2%	95.8%
Band 7	3	17	1	21	14.3%	81.0%
Band 8a	2	15	0	17	11.8%	88.2%
Band 8b	0	3	0	3	0.0%	100.0%
Band 8c	0	6	0	6	0.0%	100.0%
Band 8d	0	2	0	2	0.0%	100.0%
Band 9	0	1	1	2	0.0%	50.0%
VSM	0	9	0	9	0.0%	100.0%
Other	0	0	0	0		
Cluster 1 (Bands 1-4)	16	256	9	281	5.7%	91.1%
Cluster 2 (Bands 5-7)	5	61	2	68	7.4%	89.7%
Cluster 3 (Bands 8a-8b)	2	18	0	20	10.0%	90.0%
Cluster 4 (Bands 8c-9 & VSM)	0	18	1	19	0.0%	94.7%
<b>All non-clinical roles</b>	<b>23</b>	<b>353</b>	<b>12</b>	<b>388</b>	<b>5.9%</b>	<b>91.0%</b>

**Historical comparison from previous WDES reports**

Non-clinical Disabled workforce 2019-2022



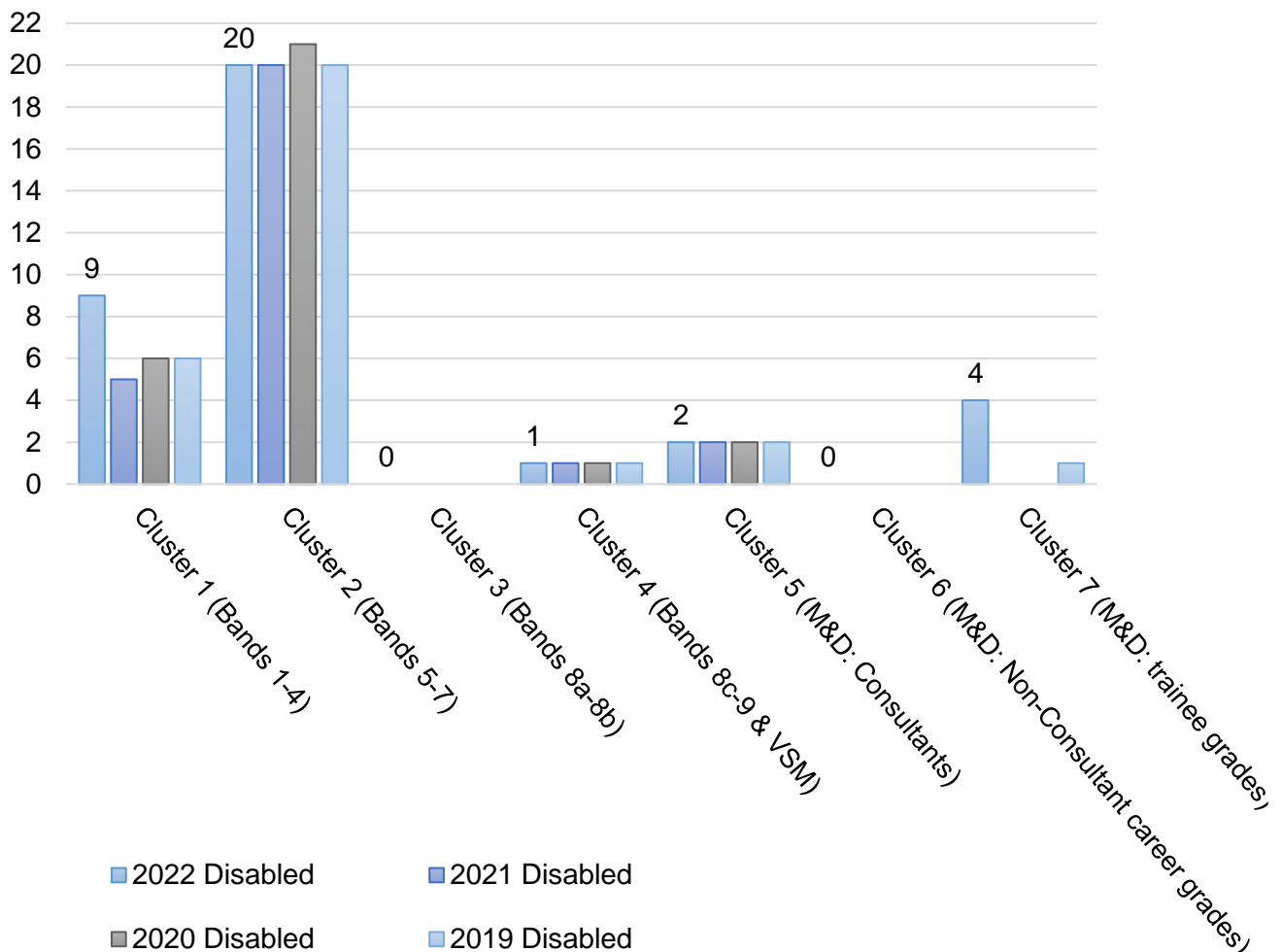
Compared to the overall workforce, in the non-clinical workforce there is a higher representation of Disabled staff in 2022 in Cluster 1. The least number of Disabled staff are represented in Cluster 4.

### For clinical workforce

Pay banding	Disabled	non-disabled	Unknown	Total	*Disabled %	non-disabled %
Under Band 1	0	0	0	0		
Band 1	0	0	0	0		
Band 2	7	68	0	75	9.3%	90.7%
Band 3	1	34	0	35	2.9%	97.1%
Band 4	1	31	0	32	3.1%	96.9%
Band 5	6	106	8	120	5.0%	88.3%
Band 6	7	120	5	132	5.3%	90.9%
Band 7	7	90	2	99	7.1%	90.9%
Band 8a	0	21	0	21	0.0%	100.0%
Band 8b	0	8	1	9	0.0%	88.9%
Band 8c	0	3	1	4	0.0%	75.0%
Band 8d	0	1	0	1	0.0%	100.0%
Band 9	1	1	0	2	50.0%	50.0%
VSM	0	1	0	1	0.0%	100.0%
Other	0	0	0	0		
Cluster 1 (Bands 1-4)	9	133	0	142	6.3%	93.7%
Cluster 2 (Bands 5-7)	20	316	15	351	5.7%	90.0%
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%
<b>Total clinical</b>	<b>30</b>	<b>484</b>	<b>17</b>	<b>531</b>		
Medical & Dental: Consultants	2	74	13	89	2.2%	83.1%
Medical & Dental: Non- consultant career grades	0	27	3	30	0.0%	90.0%
Medical & Dental: Trainee grades	4	56	2	62	6.5%	90.3%
Cluster 5 (M&D: Consultants)	2	74	13	89	2.2%	83.1%
Cluster 6 (M&D: Non-Consultant career grades)	0	27	3	30	0.0%	90.0%
Cluster 7 (M&D: trainee grades)	4	56	2	62	6.5%	90.3%
<b>Total Medical and Dental</b>	<b>6</b>	<b>157</b>	<b>18</b>	<b>181</b>		
<b>All clinical roles</b>	<b>78</b>	<b>1439</b>	<b>88</b>	<b>1605</b>	<b>4.9%</b>	<b>89.7%</b>

## Historical comparison from previous WDES reports

### Clinical Disabled workforce 2019-2022



In 2022, 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 (5.9%) compared to clinical roles (5.1%)
- Clusters 1 and 2 in both clinical and non-clinical roles have a higher than expected level of representation of Disabled staff (compared to the overall number of Disabled staff in the workplace at 5.4%)
- Cluster 4 in clinical roles has the highest level of representation of Disabled staff in the clinical workforce, which is a higher than expected level of representation compared to the overall number of Disabled staff in the workplace
- There has been minimal change to the number of Disabled staff in non-clinical roles between 2016 (6.2%) and 2022 (5.9%)
- There has been a marked increase to the number of Disabled staff in clinical roles between 2021 (4.0%) and 2022 (5.1%)

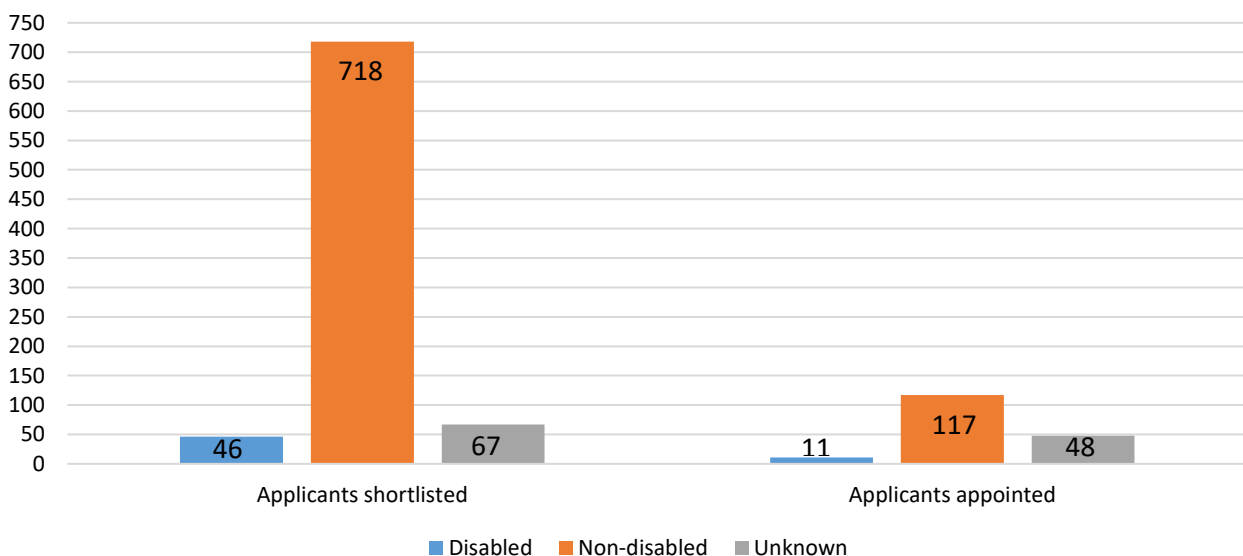


## Metric 2 - Relative likelihood of non-disabled applicants compared to Disabled being appointed from shortlisting across all posts

The relative likelihood of non-disabled candidates being appointed from shortlisting compared to Disabled candidates is 0.68\*\* times greater. In this instance, the data suggests non-disabled candidates are more likely than Disabled candidates to be appointed from shortlisting.

\*\*calculation is 0.16 (non-disabled candidates) / 0.24 (Disabled candidates)

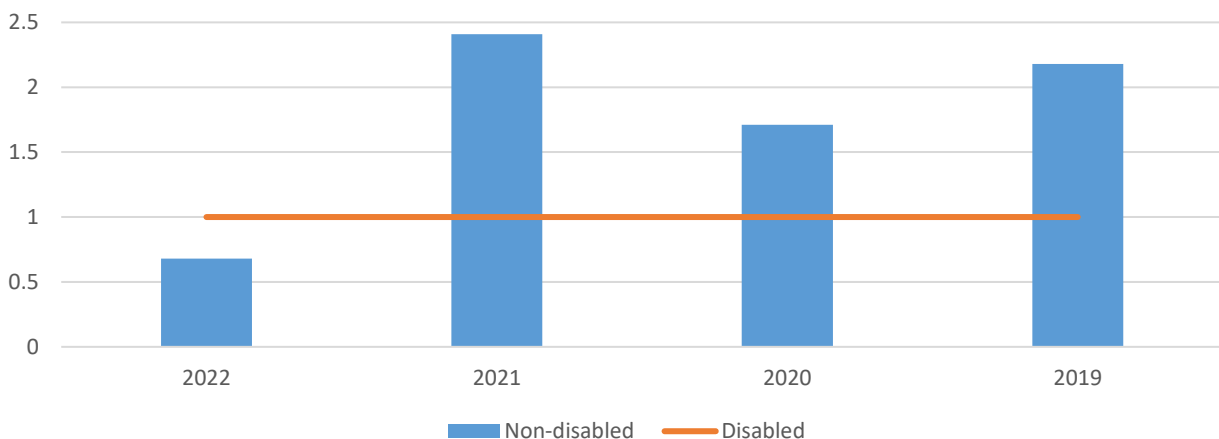
	Disabled	Non-disabled	Unknown	Total
Applicants shortlisted	46	718	67	<b>831</b>
<i>Shortlisted %</i>	5.5%	86.4%	8.1%	
Applicants appointed	11	117	48	<b>176</b>
<i>Appointed %</i>	6.3%	66.5%	27.3%	
Relative likelihood of appointment from shortlisting	24%	16%	72%	
<b>Relative likelihood of being appointed</b>	<b>0.24</b>	<b>0.16</b>	<b>0.72</b>	<b>0.68</b>



### 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.



### What the data tells us:

- The 2022 data suggests that non-disabled applicants are 0.68 times more likely to be appointed from shortlisting than Disabled applicants.
- The relative likelihood of non-disabled applicants being appointed from shortlisting has been greater than Disabled candidates in previous years. However, the data indicates an improvement in this in 2022 as there is 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 2022 how many of these were on the grounds of ill-health.*

\*\*\* calculation is:

The likelihood of Disabled staff entering the formal capability process:  $0 / 59 = 0.00\%$

The likelihood of non-disabled staff entering the formal capability process:  $3 / 994 = 0.30\%$

	Number of Formal Capability Processes	On the grounds of ill-health	Number in Workforce	***Relative Likelihood of entering procedure
<b>Disabled</b>	0	0	59	0.0000
<b>Non-disabled</b>	3	0	994	0.0030 (0.30%)
<b>Unknown</b>	0	0	47	0.0000

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.

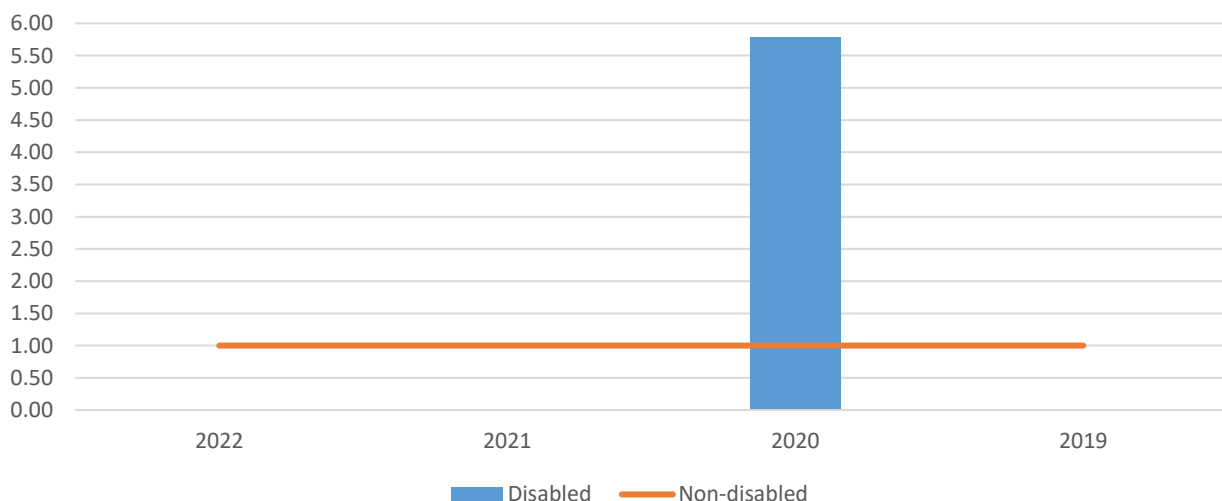
### Historical comparison from previous WDES reports

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 and 2022 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 over a two year period the average number of Disabled staff that entered a formal capability process was 1 compared to an average of 3 non-disabled staff in 2020. 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 Board members in 2022 which was the same as in 2021.

	Disabled	Non-disabled	Unknown	Total
<b>Total Board members</b>	<b>1</b>	<b>11</b>	<b>0</b>	<b>12</b>
<i>of which voting</i>	<i>1</i>	<i>3</i>	<i>0</i>	<i>4</i>
<i>of which non-voting</i>	<i>0</i>	<i>8</i>	<i>0</i>	<i>8</i>
<b>Total Board members</b>	<b>1</b>	<b>11</b>	<b>0</b>	<b>12</b>
<i>of which Executive</i>	<i>1</i>	<i>6</i>	<i>0</i>	<i>7</i>
<i>of which Non-Executive</i>	<i>0</i>	<i>5</i>	<i>0</i>	<i>5</i>

	Disabled	Non-disabled	Unknown
Number of staff in overall workforce	59	994	47
Total Board members - % by Disability	8%	92%	0%
Voting Board Member - % by Disability	25%	75%	0%
Non-Voting Board Member - % by Disability	0%	100%	0%
Executive Board Member - % by Disability	0%	100%	0%
Non-Executive Board Member - % by Disability	20%	80%	0%
Overall workforce - % by Disability	5%	90%	4%
Difference (Total Board - Overall workforce )	3%	1%	-4%
Difference (Voting membership – Overall workforce)	20%	-15%	-4%
Difference (Executive membership – Overall workforce)	-5%	10%	-4%

### What the data tells us:

- There is a better representation of Disabled staff among the total Board (8%) in 2022 when compared to the overall workforce (5%).
- 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 12 members, with 4 voting members. Therefore, any variations will appear more significant than they otherwise would in larger groups.

## NHS Staff Survey

QVH surveyed 1056 eligible staff in 2021 compared to 1059 in 2020. Of these, 679 responded making a 64.5% return, an increase from 58.7% the year before.

The following metrics (4-9a) include the 2018-2021 organisation results (for q4b, q11e, q14a-d, q15, and q28b) 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.

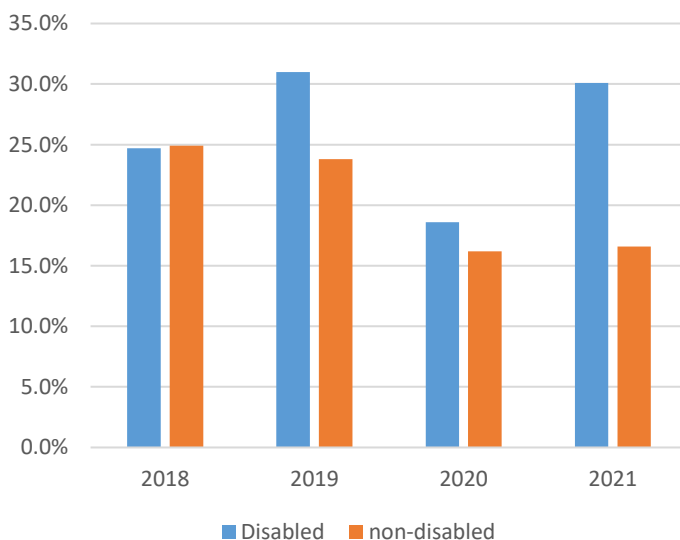
The WDES breakdowns are based on the responses to q28a 'Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?'

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.)



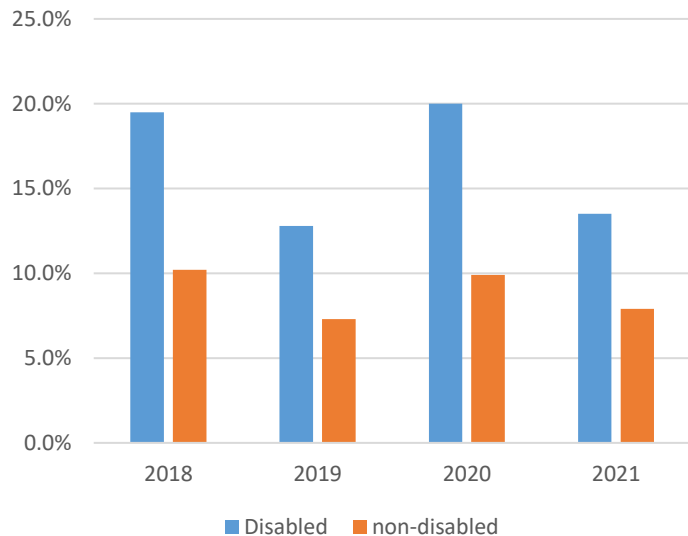
The percentage of Disabled staff that experienced harassment, bullying or abuse for this category in 2021 was 30.1% which is considerably more (13.5%) than non-disabled staff where 16.6% responded that they had this experience.

The graph shows that over the 4 year reporting period, Disabled staff experience harassment, bullying or abuse for this category on average 5.7% more than non-disabled staff.

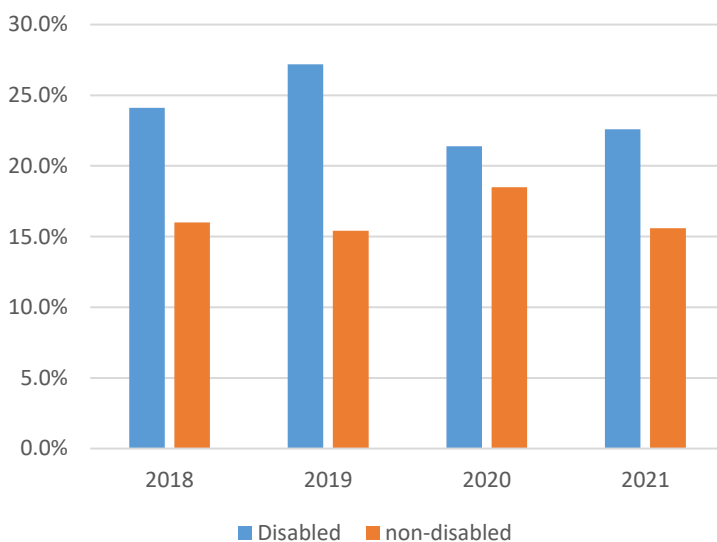
## ii) Managers

The percentage of Disabled staff that experienced harassment, bullying or abuse from managers in 2021 was 13.5% which is 5.6% more than non-disabled staff where 7.9% responded that they had this experience.

The graph shows that over a 4 year reporting period, Disabled staff experience harassment, bullying or abuse from managers on average 7.6% more than non-disabled staff.



## iii) Other colleagues



The percentage of Disabled staff that experienced harassment, bullying or abuse from other colleagues in 2021 was 22.6% which is 7% more than non-disabled staff where 15.6% responded that they had this experience.

The graph shows that over a 4 year reporting period, Disabled staff experience harassment, bullying or abuse from other colleagues on average 7.5% more than non-disabled staff.

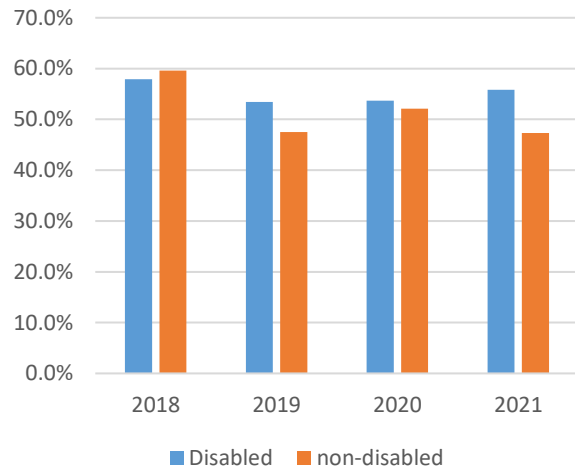
### What the data tells us:

- Although there are comparatively small percentage differences in the experience between Disabled and non-disabled staff in the data above, it is unacceptable that Disabled staff experience 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 2021 was 55.8% which is significantly less by 8.5% compared to only 47.3% of non-disabled staff who responded.

The graph shows that over a 4 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 3.6% more than non-disabled staff.

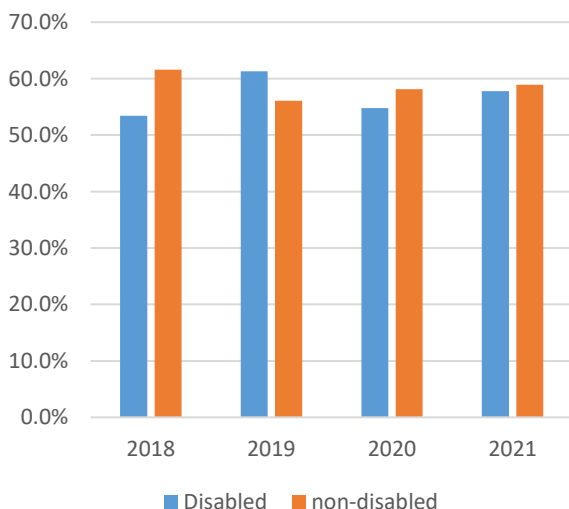


In the period there were no employee relations casework records (Source: ESR) of staff having raised allegations of discrimination at work from manager/ team leader or other colleagues.

### What the data tells us:

- Although it is encouraging that Disabled staff said they or a colleague have report experiences of harassment, bullying or abuse at work, it is not acceptable that they have had this experience in the workplace.

## 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 2021 was 57.8% which is a nominal 1.1% less than non-disabled staff (58.9%).

The graph shows that over the 4 year period, Disabled staff believe that their organisation provides equal opportunities for career progression or promotion on average a minimal 1.9% more to 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 1.9% were Disabled staff compared to 98.1% non-disabled staff.

Internal promotions through open recruitment competition



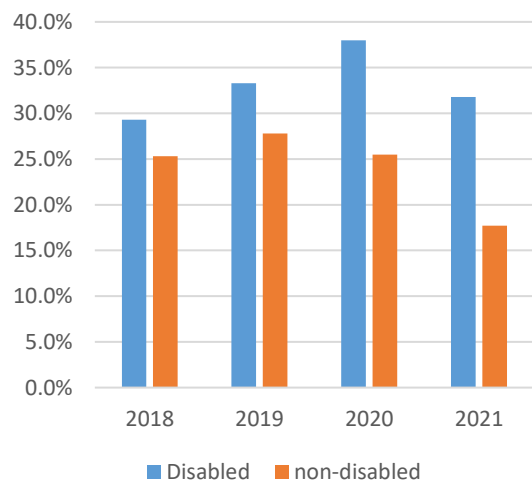
**What the data tells us:**

- It is encouraging to see that staff are saying that they feel that there is equal opportunity for promotion and progression in the staff survey however this is not being supported when analysed against the data for internal promotions through open recruitment competition (Source: Trac)

**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 2021 was 31.8% which is significantly higher (14.1%) than non-disabled staff where 17.7% responded they had felt pressure.

The graph shows that over a 4 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 9% more than non-disabled staff.



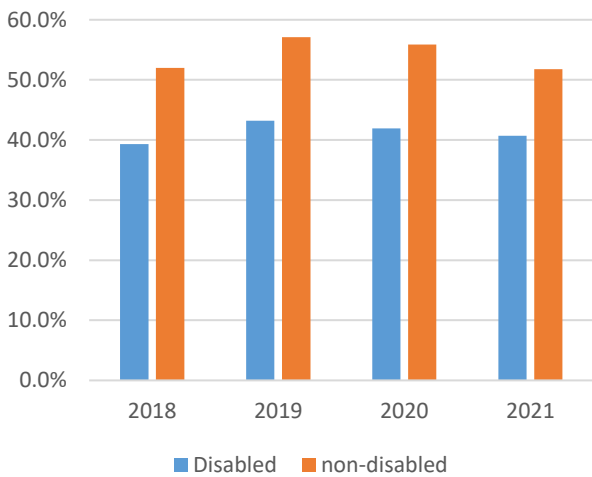
**What the data tells us:**

- It is unacceptable that Disabled staff and non-disabled staff have felt pressure from their manager to come to work, despite not feeling well enough to perform their



duties. It is concerning that Disabled staff have felt more pressure compared to non-disabled staff to come to work when not feeling well enough.

### 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 2021 was 40.7% compared to 51.8% of non-disabled staff; who are therefore 11.1% more satisfied.

The graph shows that over a 4 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 12.9% less satisfied compared to non-disabled staff.

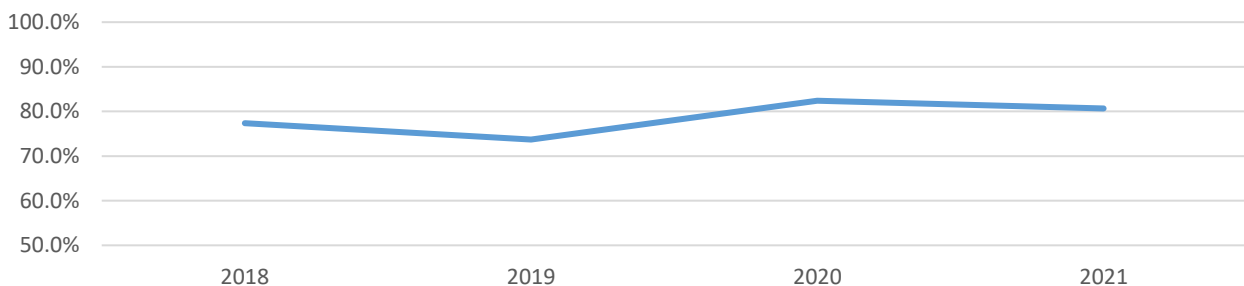
#### What the data tells us:

- 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.

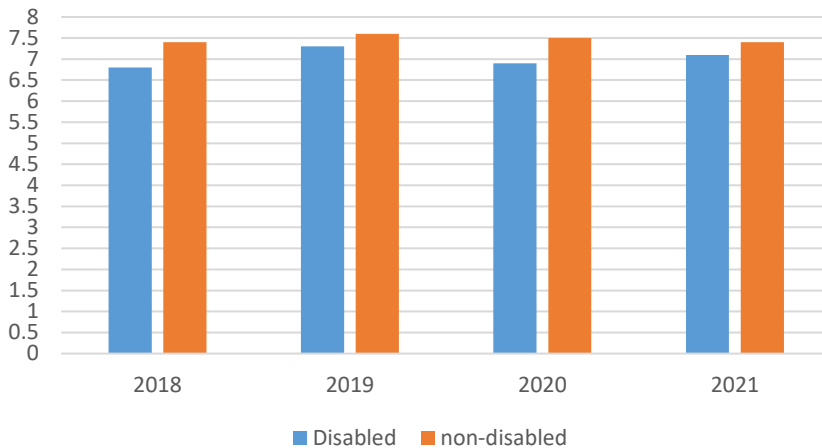
### Metric 8 – Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work

The percentage of Disabled staff that said their employer has made adequate adjustment(s) to enable them to carry out their work in 2021 was 80.7%.

The graph below shows that over a 4 year reporting period, on average 78.6% of Disabled staff have said that their employer has made adequate adjustment(s).



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



The overall engagement score for Disabled staff in 2021 was 7.1 and for non-disabled staff it was 7.4.

## 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.
- Organisation Development interventions – accessibility requirements identified when implementing the OD intervention, such as method of programme delivery can be offered in various formats.
- Employee Relations – such as response to Occupational Health recommendations for reasonable adjustments in the workplace, engagement with Access to Work, etc.

## Conclusions

Although there is a better representation of Disabled staff in non-clinical roles (5.9%) compared to clinical roles (5.1%), and there has been a marked increase in the number of Disabled staff in clinical roles between 2021 (4.0%) and 2022 (5.1%), it is disheartening that there has not been a significant increase in the number of Disabled staff in the overall workforce which is 5.4%. Non-disabled applicants are 0.68 times more likely to be appointed from shortlisting than Disabled applicants. To support the recruitment of Disabled staff into the workforce, the Trust continues to promote its disability confident employer (Level 2) status.

It is encouraging that Disabled staff said they or a colleague have report experiences of harassment, bullying or abuse at work from patients, etc, managers and other colleagues, it is not acceptable that they have had this experience in the workplace. To address this, the Trust has promoted anti-bullying awareness and support available for staff experiencing bullying in the workplace. Additionally, a number of Departmental managers issued a statement to staff emphasising the Trust's commitment that bullying and harassment will not be tolerated and encouraging concerns to be raised.

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. It is intended that over the next 12 months the Trust will be considering a career development programme for Disabled staff. Existing programmes or initiatives that are focused on disability equality and inclusion include the Trust’s Leadership programmes (Stepping Up), Deaf Awareness training, and Autism Awareness training.

## Action plan

Action	Timeframe
Monitor shortlisting process ensuring candidates who declare a disability under the Two Ticks scheme are invited to interview if they meet all essential requirements	September 2023
Introduction of disability awareness in recruitment including “what is a reasonable adjustment”	September 2023
To increase workplace satisfaction of Disabled staff through initiatives such as: <ul style="list-style-type: none"> <li>• Reasonable adjustments and closer working relations with Access to Work, etc.</li> <li>• Improve opportunity for flexible working across the Trust</li> <li>• To give Disabled staff a voice – Disabled staff network</li> <li>• Educate and support our people to be proactive in their health and wellbeing</li> </ul>	September 2023
Targeted career development opportunities for Disabled staff	September 2023
Implement NHS People Promise – We are safe and healthy <ul style="list-style-type: none"> <li>• Training/ framework in respect of neurodiversity</li> <li>• Line manager disability awareness training (deaf awareness, autism awareness, sight awareness)</li> <li>• All staff disability awareness promotion/ training</li> </ul>	September 2023