

WORKFORCE DISABILITY EQUALITY STANDARD (WDES) REPORT July 2020

1. Introduction

- 1.1 The NHS long term plan commits trusts to becoming a model employer for Disabled people. This is seen as essential to guaranteeing the highest standards of care for patients.
- 1.2 In June 2019, there were 7.7 million Disabled people in employment in the UK aged between 16-64. 52.6% of working age Disabled people were in employment, compared to 81.5% for working age non-disabled people. In relation to the unemployment rate, the percentage for non-disabled people was over twice the percentage for Disabled people; 7.3% vs 3.4%¹.
- 1.3 Results of the national annual NHS staff survey (NHSS) show that disabled staff consistently report higher levels of bullying and harassment and less satisfaction with appraisals and career development opportunities². The purpose of the WDES is to improve the experience of disabled staff working for, and seeking employment in the NHS.
- 1.4 The WDES encourages the development of a more diverse, empowered and valued workforce and implementing it will support NHS organisations in complying with the provisions of the Equality Act 2010.
- 1.5 The WDES became mandatory following the revision to the 2018 NHS standard contract and came into force on 1 April 2019.
- 1.6 Underpinning the WDES is the “social model of disability”³, This recognises that Disabled people face a range of societal barriers and these create disability rather than the impairment or long-term condition.
- 1.7 There is a requirement for every NHS organisation to publish data annually showing the workplace experience of Disabled staff compared to non-disabled staff following analysis of workforce information, staff survey results and disability representation on board's. The analysis is undertaken against 10 metrics.

¹ [NHS England: NHS Workforce Disability Equality Report \(WDES\) Annual Report 2019](#)

² [NHS England: NHS Workforce Disability Equality Report \(WDES\) Annual Report 2019](#)

³ <https://www.scope.org.uk/about-us/social-model-of-disability/>

2. WDES metrics

2.1 There are 10 WDES metrics;

- Three metrics focus on workforce data;
- Five are based on questions from the national NHS Staff Survey (NHSS).
- One metric focuses on disability representation on boards,
- One metric (metric 9) focuses on the voices of disabled staff, 9b asks for evidence to be provided in the WDES annual report

2.2 The data used to report on the workforce metrics is taken from ESR either as a snapshot on 31 March 2020 or as data for the year up to this date.

2.3 The information used to report against the metrics concerned with the staff survey is taken from the 2019 NHSS.

3. Demographics

3.1 Data from the National Office of Statistics for 2011, which asks people whether their day to day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months, shows that across England 17.9 per cent of the population in England and Wales reported a disability that limited their daily activities⁴.

3.2 According to the 2011 Census, 17.6 per cent of residents in Kent have a health problem or disability which limits their day-to-day activities⁵, in East Sussex it is 20.3 per cent⁶ and in North East London it is 14.7 per cent⁷.

4. Workforce

4.1 At KCHFT an accurate picture is more difficult to ascertain. Data held in the Electronic Staff Record (ESR) suggests that only 4.28 percent of colleagues have declared they have disability. This is a marginal improvement on last years' figure of 3.18 per cent. However, of those colleagues that completed the 2019 staff survey (2703) 25.3 per cent of indicated they have a physical or mental health condition, disability or illness that has lasted or is expected to last for 12 months or more. Work is currently underway to improve the data we hold through a data capture exercise.

5. Trust results

5.1 Metric one

⁴ [Office for National Statistics](#)

⁵ [Disability in Kent Bulletin 2018](#)

⁶ [2011 Census Equalities... in brief](#)

⁷ [2011 Census: Long-term health problem or disability, local authorities in England and Wales](#)

- 5.1.1 Metric one represents the percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce that have declared their disability status.

Non-Clinical Staff		DISABLED	NON-DISABLED	DISABILITY UNKNOWN OR NULL
Cluster 1 (Band 1 - 4)	Total	5%	87%	9%
Cluster 2 (Band 5 - 7)	Total	7%	83%	7%
Cluster 3 (Band 8a - 8b)	Total	2%	89%	9%
Cluster 4 (Band 8c - 9 & VSM)	Total	4%	82%	14%

Clinical Staff		DISABLED	NON-DISABLED	DISABILITY UNKNOWN OR NULL
Cluster 1 (Band 1 - 4)	Total	3%	85%	12%
Cluster 2 (Band 5 - 7)	Total	4%	86%	9%
Cluster 3 (Band 8a - 8b)	Total	3%	92%	5%
Cluster 4 (Band 8c - 9 & VSM)	Total	6%	94%	0%
Cluster 5 (Medical & Dental Staff, Consultants)	Total	6%	88%	6%
Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	Total	4%	87%	9%
Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	Total	0%	0%	100%

5.2 Metric two

- 5.2.1 Metric two examines the relative likelihood of Disabled people compared to non-disabled people being appointed from shortlisting across all posts. The figure of 1.01 indicates that non-disabled people are marginally more likely to be appointed from shortlisting than Disabled candidates.

		2018/2019	2019/2020
		RELATIVE LIKELIHOOD	
Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts	Total	0.96	1.01

5.3 Metric three

- 5.3.1 Metric three looks at the relative likelihood of Disabled colleagues compared to non-disabled colleagues entering the formal capability process, as measured by entry into the formal capability procedure based on data from a two-year rolling average of the current and previous years.
- 5.3.2 The relative likelihood of Disabled colleagues entering into a formal capability process when compared to their non-disabled colleagues is 0.61 according to current data. This means Disabled colleagues are **less likely** than their non-disabled colleagues to enter this process. The information used to arrive at this figure is taken from the employee relations case management system which contains equalities data taken from ESR so this result may not be representative of the true picture because of the low declaration rates.

		2019	2019/2020
		RELATIVE LIKELIHOOD	
Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure	Total	3.06	0.61

5.4 Metric four

- 5.4.1 Metric four looks at the percentage of staff experiencing harassment, bullying or abuse. The period covered by the 2019 survey shows that Disabled respondents reported higher levels of harassment, bullying or abuse compared to non-disabled respondents in all three aspects of the question on this topic. Disabled staff also indicated they were less likely to report when they had experienced it compared to their non-disabled counterparts. This gap has widened since the previous year's report.

		2018		2019	
a) Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:		DISABLED	NON-DISABLED	DISABLED	NON-DISABLED
i. Patients/service users, their relatives or other members of the public	Total	26.0%	19.0%	22.7%	19.4%
ii. Managers	Total	13.0%	7.0%	10.4%	6.0%
iii. Other colleagues	Total	17.0%	10.0%	18.3%	11.4%
b) Percentage of disabled staff compared to non-disabled staff saying that the	Total	56.0%	58.0%	53.8%	57.7%

last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. The data for this Metric should be a snapshot as at 31 March 2019					
--	--	--	--	--	--

5.5 Metric five

- 5.5.1 Metric five asks what percentage of Disabled colleagues compared to non-disabled colleagues believe that the trust provides equal opportunities for career progression or promotion. Both figures were very high, although Disabled colleagues were 1.5 per cent less likely to consider this to be the case than their non-disabled colleagues. The gap between Disabled and non-disabled colleagues' perceptions has reduced from the previous year.

		2018		2019	
		DISABLED	NON-DISABLED	DISABLED	NON-DISABLED
Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	Total	90.0%	93.0%	91.9%	93.4%

5.6 Metric six

- 5.6.1 Metric six asked what percentage of Disabled colleagues compared to non-disabled colleagues said that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. 23 per cent of Disabled respondents to the survey reported they had. This is higher than in the previous year and the disparity between Disabled and non-disabled colleagues experiences has widened. The Trust intends on undertaking a targeted piece of work to address this issue more generally but a focus will also be given to how the experience of Disabled colleagues can be improved.

		2018		2019	
		DISABLED	NON-DISABLED	DISABLED	NON-DISABLED
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.	Total	21.0%	19.0%	23.0%	13.7%

5.7 Metric seven

- 5.7.1 Metric seven looked at the percentage of Disabled colleagues compared to non-disabled colleagues saying that they are satisfied with the extent to which their organisation values their work. There has been a significant improvement in the results this year compared with last. 52 per cent, compared with 44 per cent in 2018, of Disabled staff responded that they were satisfied. However, there remains a gap in perception when this is compared to the responses of their non-disabled comparators, 63.5 per cent of which responded that they were satisfied compared with 53.8 per cent in the previous year.

		2018		2019	
		DISABLED	NON-DISABLED	DISABLED	NON-DISABLED
Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Total	44%	52.0%	53.8%	63.5%

5.8 Metric eight

- 5.8.1 Metric eight asked about the percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. 80.6 per cent of Disabled colleagues responded to say that the trust had made the adjustments needed. This figure has fallen since the previous year where 85 per cent reported this to be the case.

		2018	2019
Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Total	85.0%	80.6%

5.9 Metric nine a

5.9.1 Metric nine is made of two parts,

As can be observed in the table below there has been an improvement in engagement levels of Disabled colleagues in 2019 in comparison to the 2018 response but there remains a 0.3% unfavourable difference between the experiences of Disabled colleagues when compared to their non-disabled counterparts.

	2018		2019	
	DISABLED	NON-DISABLED	DISABLED	NON-DISABLED
a) The staff engagement score for Disabled staff, compared to non-disabled staff	6.8	7.1	7.2	7.5

	DISABLED
b) Has your trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (yes) or (no)	Yes

5.10.1 KCHFT has a workforce equality group comprised of HR, a Trade Union representative, management and staff network representatives, including the chair of the Disability and Carers network. The group meets bi-monthly to discuss issues related to workforce equality, diversity and inclusion and the staff network chairs are able to raise any issues or concerns from their network members.

5.10.2 The trust has an active Disability and Carers staff network. They meet on a quarterly basis and their executive sponsor joins them regularly. In Autumn 2019 the network, in partnership with the BAME and LGBTQ+ networks, hosted a conference bringing together colleagues from across the trust to engage with a number of stakeholders who attended to talk about equality, diversity and inclusion matters and on-going activities that supported improvements in these areas.

5.11 Metric 10

5.11.1 Metric 10 asks about the percentage difference between the organisation's board voting membership and its organisation's overall workforce. The data held in ESR suggests that whilst Disabled colleagues are represented on the board it is not in sufficiently high enough numbers for the board to be representative of the workforce, although this picture changes if the analysis focus' exclusively on the executive board members.

Percentage difference between the organisation's board voting membership and its organisation's overall workforce, disaggregated:

	2019		2020	
	DISABLED	NON-DISABLED	DISABLED	NON-DISABLED
By Voting membership of the board	1%	3%	0%	-21%
By Executive membership of the Board	7%	2%	11%	-2%

6. Summary

6.1 The issues arising following an analysis of the WDES data are similar to those reported following the first WDES report in 2019. They are:

- ESR is not reflective of the disability status of trust colleagues, although there has been a 1 per cent increase on last years' reported figures, when compared to the NHSS. Focus must be given to improving the accuracy and quality of the data within ESR. This work has begun already with a data collection exercise currently running but more will need to be done to close the gap.
- The relative likelihood of Disabled colleagues entering into a formal capability process when compared to their non-disabled colleagues is 0.61. More detailed analysis of the data will be needed to ensure its accuracy particularly given the concern about the quality information held in ESR. Disabled colleagues responding in the NHSS reported experiencing higher levels of harassment, bullying or abuse from patients, relatives or the public and that they were less likely to report this. However, encouragingly in two of the responses in Metric 4 the percentages had reduced from the previous years' survey indicating a slight improvement for Disabled colleagues.
- The percentage of Disabled respondents reporting they felt pressured to come to work despite not feeling well enough to do so increased and is now closer to a quarter of those responding to the survey. There is a marked contrast between the experience of Disabled colleagues and that of non-disabled where there is a difference of 5.3% when compare to the 2018 survey.
- There was positive movement in the number of Disabled staff compared with non-disabled staff reporting levels of satisfaction with the extent to which the

organisation values their work. There remains a significant gap between the two groups of 11.5 per cent which needs to be addressed.

- The trust board remain unrepresentative of the workforce at KCHFT nor of the local communities it serves although the executive taken alone are.

6.2 KCHFT are currently working on an action plan to respond to the issues that are highlighted in this report and this will published in the coming months.