

# **NHS Workforce Disability Equality Standard**

**For 31 March 2020**



**Quality first and foremost**

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# Introduction

Welcome to our NHS Workforce Disability Equality Standard Report and Action Plan 2020.

This is our second disability equality standard report, the first year of mandatory reporting being 2018/19. The Standard has been mandated across NHS providers in recognition of the ongoing inequality in employment opportunity and experience for staff with disabilities in the NHS.

The Standard focuses on ten indicators:

- career progression and representation at higher pay levels
- recruitment
- formal capability processes
- harassment, bullying and abuse
- equal opportunities
- feeling valued
- feeling engaged
- reasonable adjustments
- equal opportunities
- Board level representation.

In 2020 the Covid 19 pandemic led to the temporary suspension of reporting for this Standard, as a result the submission to NHS England does not include the indicators taken from the NHS Staff Survey 2019. However in this report we have provided narrative on these results, partly for continuity in evidence and analysis, and partly in recognition of the impact the virus has had on people with disabilities in our communities. Disability equality for staff and communities remains a high priority for us as an employer and a deliverer of health care services, so we felt it was important to continue to look at these indicators and publish transparently our most recent results.

All our data is taken from ESR. This means it can have some limitations as most disabilities are acquired in adulthood and ESR is only routinely updated when staff commence employment with the Trust or move into a new post, this means that it is likely more staff have a disability under the legal definition set out in the Equality Act 2010 but this isn't recorded on ESR. This is a gap in data that is being addressed within the Trust, and more information can be found in the action plan on page 19.

Throughout this document we will use the abbreviations **WDES** for the Workforce Disability Equality Standard, **ESR** for Electronic Staff Record, **EDI** for Equality, Diversity and Inclusion, and **AfC** for Agenda For Change.

If you have any questions, queries or comments, please see our contact details at the end of the report.

## Our Results – 31 March 2020

We have provided in the table to follow a summary of our results against the ten indicators of the WDES. The pages to follow provide further detail and a brief analysis of our results.

**Table 1: Showing WDES Results for 2020**

Indicator						
<b>1. Percentage of staff in each AfC Band 1-9 or Medical and Dental pay grades, compared with the percentage of staff in the workforce overall</b>						
<b>Disaggregated by non-clinical staff, clinical staff, and medical and dental staff</b>						
	Non-clinical			Clinical		
	Disabled	Non-Disabled	N/S	Disabled	Non-Disabled	N/S
AfC1 - 4	0%	13.1%	3.3%	<1%	11.0%	4.5%
AfC5 - 7	0%	4.1%	1.4%	<b>1.6%</b>	37.9%	9.0%
AfC8a – 8b	0%	<1%	<1%	<1%	2.1%	1.3%
AfC8c - VSM	0%	<1%	<1%	0 (zero)	<1%	<1%
	Medical and Dental Grades:					
Consultants	0 (zero)	<1%	<1%			
(of which VSM)	0 (zero)	2.3%	1.6%			
Non-Consultant Career Grade	0 (zero)	1.3%	<1%			
<b>2. Relative likelihood of being appointed from shortlisting across all posts</b>			3.03 times more likely to be appointed if you are Non-Disabled			
<b>3. Relative likelihood of entering capability processes</b>			There have been no formal capability procedures in this two year rolling period			
<b>4. A) Percentage of staff experiencing bullying, harassment and abuse from patients/relatives/public in last 12 months</b>			28.7% Disabled 21.6% Non-Disabled			
<b>Percentage of staff experiencing bullying, harassment and abuse from managers in last 12 months</b>			15.2% Disabled 9.8% Non-Disabled			
<b>Percentage of staff experiencing bullying, harassment and abuse from staff in last 12 months</b>			20.7% Disabled 11.2% Non-Disabled			
<b>B) Percentage staff reporting bullying, harassment and abuse in last 12 months</b>			47.6% Disabled 51.4% Non-Disabled			
<b>Continued....</b>						

Indicator	
5. Percentage believing the Trust provides equal opportunities for career progression and promotion	86.0% Disabled 89.7% Non-Disabled
6. Percentage feeling pressure by manager to attend work even when feeling unwell	27.2% Disabled 16.7% Non-Disabled
7. Feeling valued by the Trust	32.9% Disabled 48.6% Non-Disabled
8. Satisfaction that reasonable adjustments made to support them in their work	75.8% Disabled
9. A) Staff engagement score (Disabled staff only)	6.6 Disabled 7.1 Non-Disabled 7.0 Overall Trust Result
B) Have you taken action to facilitate the voices of Disabled staff	No
10. Percentage difference between Board membership and overall workforce  Disaggregated by voting and non-voting members	Disabled -3% BAME -8% Not Stated -10%

## Indicator 1: Staff Pay

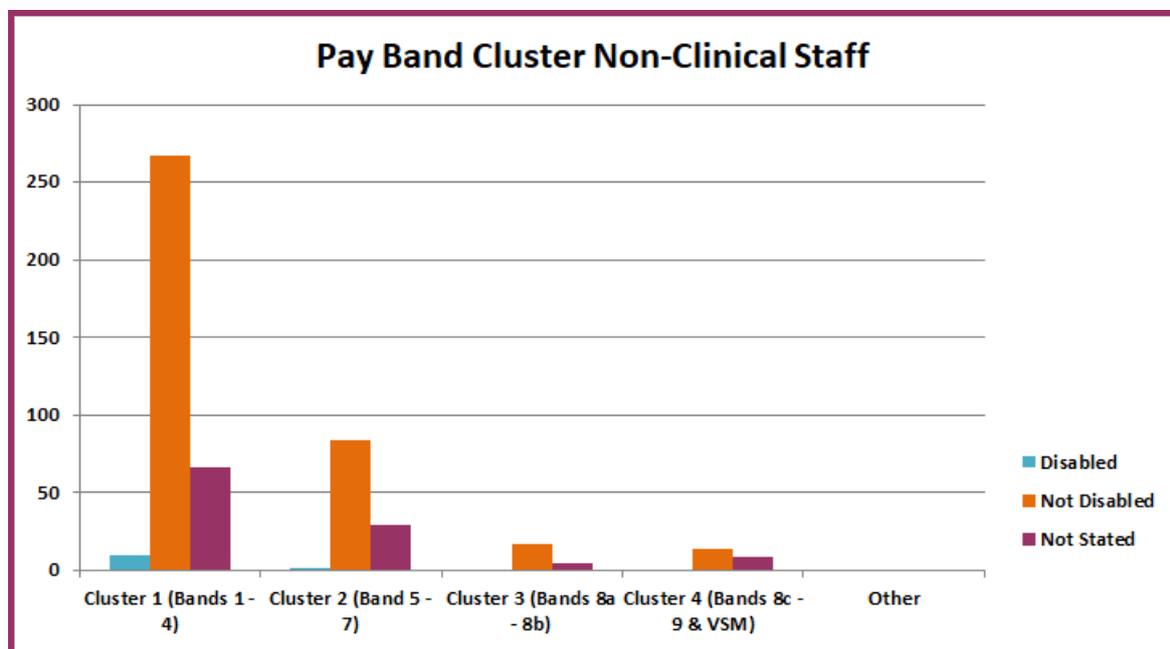
This indicator looks at pay, what percentage (%) of Disabled staff are in each of the pay bands 1 to 9, in medical and dental posts, and very senior manager posts (including executive board members).

These figures are compared with the overall workforce.

### Non-Clinical Staff:

The figure below shows all non-clinical staff as at 31 March 2020, the pay clusters provided by NHS England are shown rather than individual pay bands as actual numbers are low.

Figure 1: All Non-Clinical Staff As At 31 March 2020

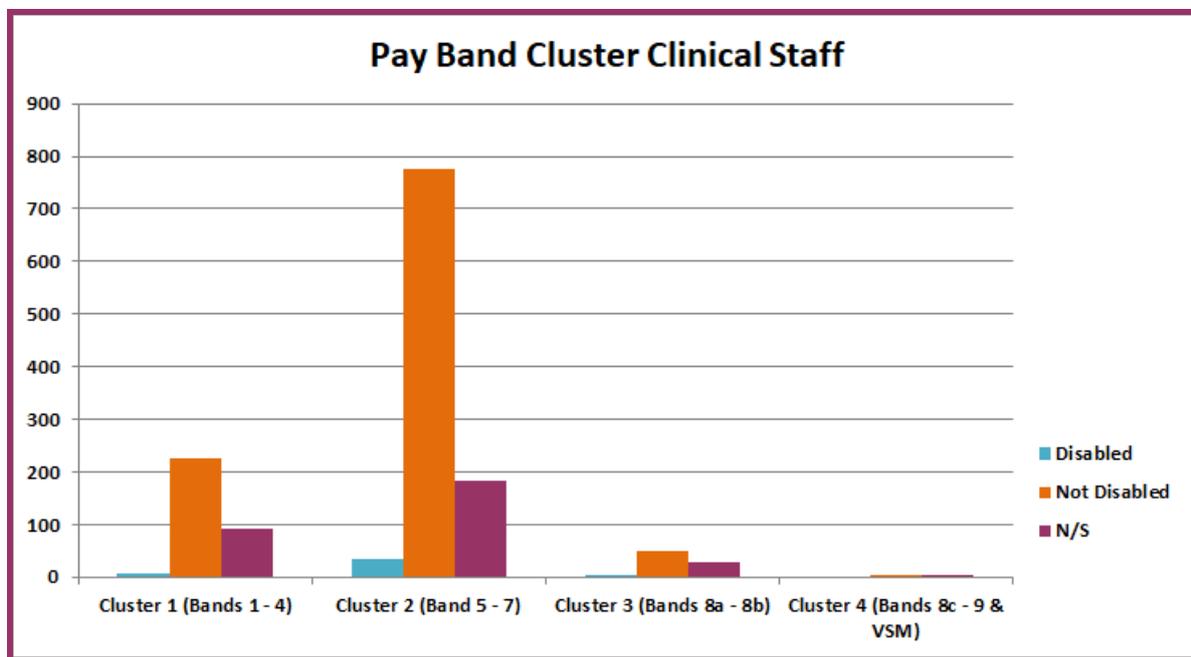


- As can be seen numbers of Disabled staff are low overall in non-clinical roles, 2.8% out of 507 non-clinical staff have a disability on ESR.
- We have a significant number of ESR records where disability is not stated, 21.7% of non-clinical staff records have no disability data provided.
- While figures are too low to provide much detail it can be seen that most staff with disabilities stated on ESR are in the lowest paid cluster in AfC Bands 1 – 4.
- There are no staff with disabilities above AfC Band 8c.

## Clinical Staff:

The figure below shows all clinical staff in pay band clusters as at 31 March 2020. These figures exclude Medical and Dental staffing who are reported separately, please see to follow.

Figure 2: All Clinical Staff As At 31 March 2020



- Numbers of staff with disability stated on ESR are again low at 3.1% of 1,400 clinical staff.
- Data quality is an issue as for non-clinical staff with 21.8% of ESR records with disability not stated.
- More than 60% of clinical staff with a disability stated on ESR are in AfC Bands 5 and 6, there are very small numbers of disabled staff above this pay band, but none above AfC Band 8b.

## Medical and Dental Staff:

The table to follow shows our Medical and Dental workforce; as can be seen there are no staff with a disability stated on ESR in this group of staff, but there is a significant number of records where we have no information.

Table 2: Medical and Dental Staff By Disability

Disabled	Non-Disabled	Not Stated
0	84	57

## Indicator 2: Recruitment

This indicator looks at recruitment, to see how more likely non-disabled applicants are to be successful and to be appointed when compared to Disabled applicants.

(A likelihood figure above one would show that non-disabled applicants are more likely to be appointed than Disabled applicants).

The table to follow shows the recruitment pathway from application to commencement of employment.

Table 3: Recruitment Pathway from Application to Commencement Comparing Disabled and Non-Disabled Applicants

	Application	Shortlisting	Successful
Disabled	217	89	*
Non-Disabled	4078	1543	210
Not Stated	86	41	40

(\* is used where figures are less than 10 in total)

- Our likelihood figure for recruitment for this year is 3.03; this means that non-disabled applicants are 3.03 times more likely to be recruited from shortlisting than disabled applicants.
- This is a significant deterioration on last year's figure of 1.45 times likelihood.
- As a Disability Confident Employer we offer a guaranteed interview to all disabled applicants who meet the essential criteria of the vacancy, and every invite to interview asks if the candidate requires reasonable adjustments to support them in the formal process.
- Recruitment manager training includes information and guidance on recruitment of staff with disabilities and how to support disabled staff in the workplace.

## Indicator 3: Capability

This indicator looks at formal capability processes in the Trust, at how more likely Disabled staff are to be involved in formal processes when compared with non-disabled staff.

(A likelihood figure above one would show that Disabled staff are more likely to be in formal capability processes than non-disabled staff).

There have been no formal capability procedures during the period 1 April 2018 to 31 March 2020, as such we have no likelihood result to return.

## Indicator 9b: Staff Engagement

a) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)

No, not formally.

- We haven't as yet successfully engaged with our disabled staff. In the past staff have been surveyed and we have asked whether staff would like to see the establishment of a network for staff with disabilities and/or caring responsibilities, but interest has been very low, partly due to geographical spread of services we understand.
- The technology that has been enabled as a result of Covid 19 has opened up new ways of engaging with staff, and following the successful introduction of our Workforce Race Equality Network we are looking at something similar for these two groups of staff.
- We recognise that we need to make this proposed network accessible as digital visual and audio solutions won't be accessible for all staff with disabilities, and we therefore need to look at what adjustments and support we can provide to allow attendance for everyone interested.
- We understand that for staff with disabilities Covid 19 may have been a difficult and stressful time resulting from anxiety, isolation from shielding, remote working, and potentially inadequate reasonable adjustment support for this new way of working. Establishment of this network is therefore a priority for the Trust over summer 2020.

## Indicator 10: Board

This indicator looks at our Board of Directors, and what the difference is, in percentage, compared with the workforce.

We have a small number of Executive and Non-Executive staff and as such we can't publish in this report the details submitted to NHS England for the WDES. We can however provide the following detail:

- The Trust's Board disability figures do not represent the overall workforce.
- The workforce itself does not represent the communities it serves in terms of disability, though we recognise that we have under-reporting of disability in ESR.

## NHS Staff Survey 2019 Results

As a result of Covid 19 the reporting of NHS Staff Survey Indicators has been suspended for 2020, however the results themselves are already available. As stated earlier in recognition of the likely negative impact on disabled staff and communities of the pandemic we felt it important to continue to review and publish our data in these indicators.

### Indicator 4a: Bullying, Harassment and Abuse – Patients, Relatives and the Public

This indicator compares the percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

1. Patients/their relatives/members of the public
2. Managers
3. Other colleagues

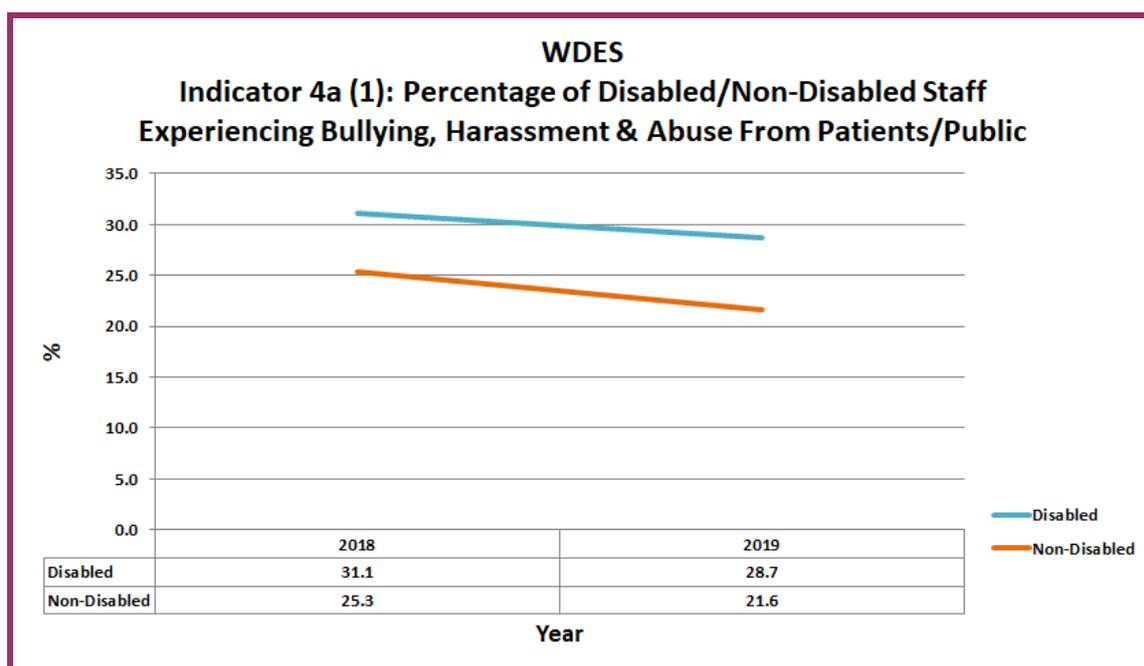
*(NHS Staff Survey 2019)*

We know there is a data quality issue with the disabled figures in ESR and the NHS Staff Survey, the reported figures for disability being significantly higher in the Survey. This is likely reflective of the issue referenced earlier on the point in time that ESR and the Survey data are captured, but we need to ensure through engagement with Disabled staff that there is no other barrier that prevents an open discussion and recording of disability on staff records.

#### 1. Patients/service users, their relatives or other members of the public:

The table to follow shows the results for the last two years for this indicator.

Figure 3: Showing Bullying, Harassment and Abuse of Disabled Staff by Patients, Families and the Public

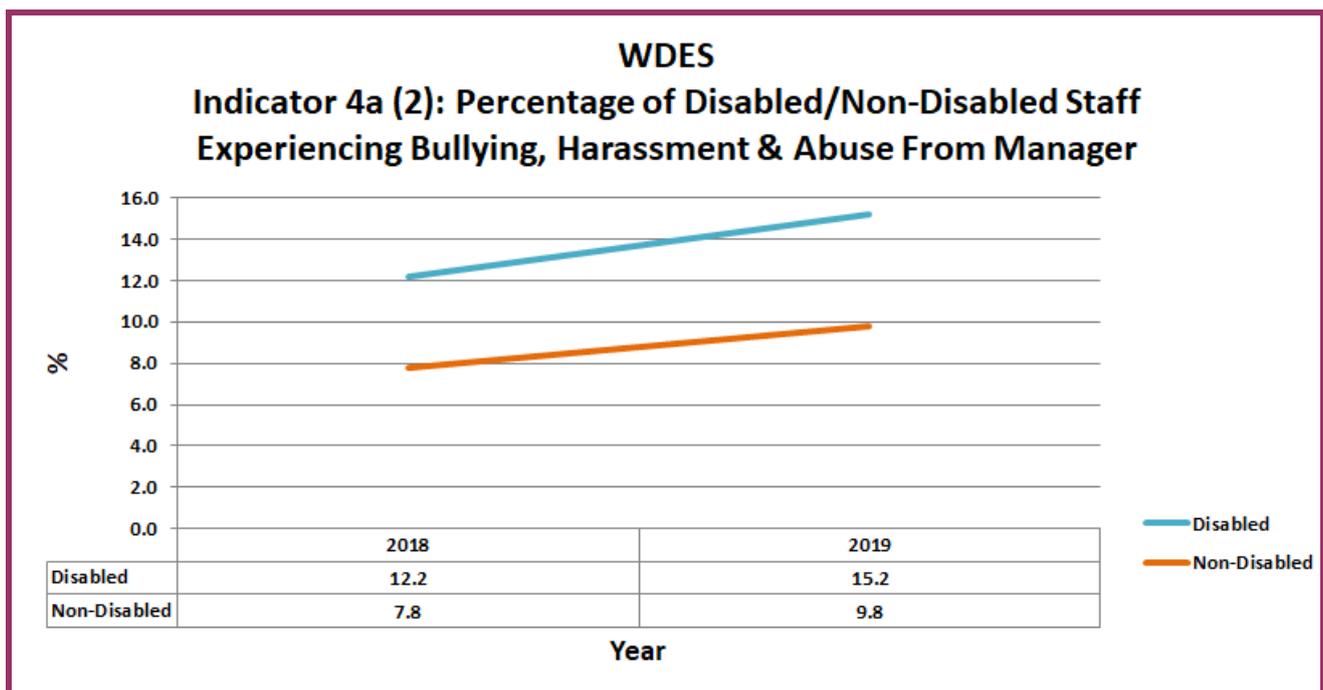


- In both Disabled and non-disabled staff the figures are improving, but Disabled staff are still more likely to report these behaviours in the Survey.
- In the 2019 Survey 164 Disabled staff responded to this indicator, this would mean a figure of around 47 members of staff with a disability had been a victim of this type of behaviour in their workplace.
- As can be seen the difference between Disabled and non-disabled staff is significant at 7.1%.
- The Trust's Violence and Aggression Policy and Patient Charter highlight expected standards and behaviours in patient contacts, and set down the processes to be followed when these are not met.
- Reporting in the NHS Staff Survey does not reflect staff reporting internally.

## 2. Managers:

The table to follow details the results for the last two years for this indicator.

Figure 4: Showing Bullying, Harassment and Abuse of Disabled Staff by Managers



- A worrying deterioration in this indicator can be seen for both Disabled and non-disabled staff, with a significant difference remaining between the two groups.
- Again 164 Disabled staff responded to this indicator, leading to an actual number of around 25 members of staff being subjected to what they believe is bullying, harassment or abuse by their manager.
- Engagement with our Disabled staff must be a priority in order to better understand our results in this indicator as our internal reporting of dignity at work does not reflect this figure; we need to better understand whether this behaviour is prohibited under the Equality Act or

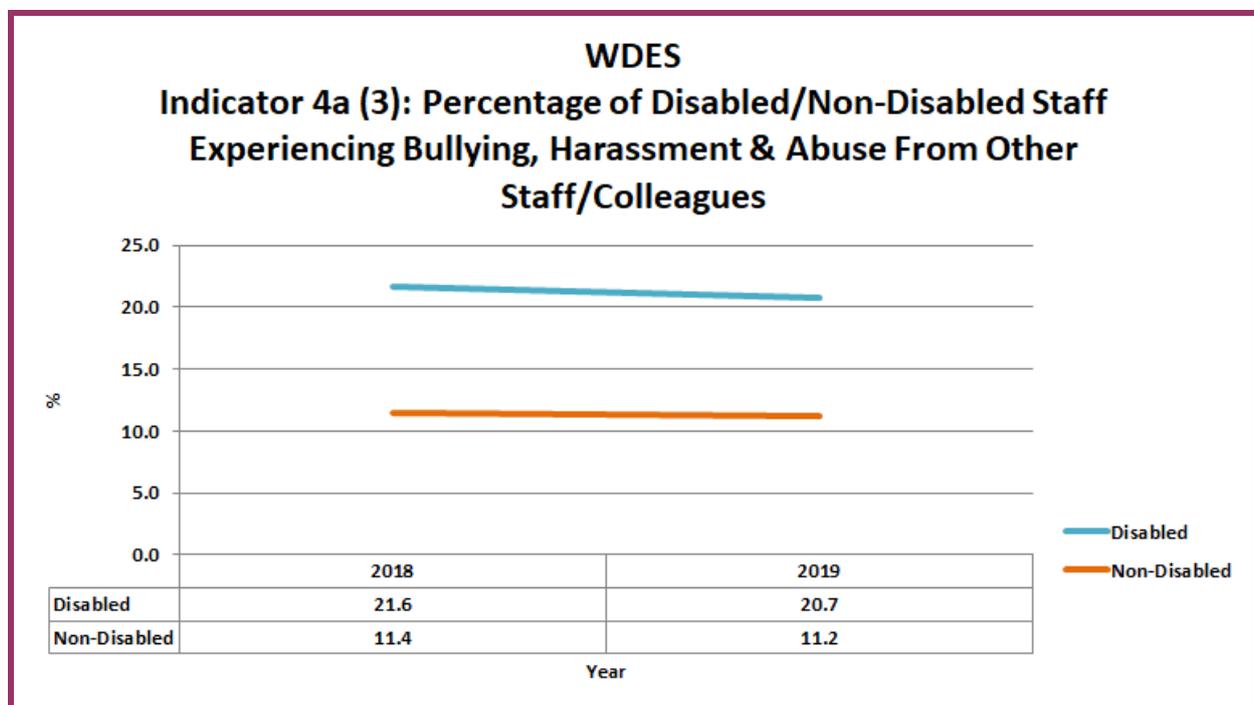
whether staff management is perceived as such by staff who are being managed in the workplace. The latter does not mean the results are invalid, but would require a different approach to address with managers.

- The Trust’s Dignity & Respect at Work Policy sets down the Trust’s expectations of staff and managers in relation to these behaviours, including disability discrimination.
- Awareness raising has been undertaken previously in relation to hate crime.
- The Bridgewater Anti Bullying And Harassment (BABAH) Campaign has been rolled out across the Trust.

### 3. Other colleagues:

The table to follow looks at the results for the last two years for this indicator focused on bullying, harassment and abuse from other staff.

Figure 5: Showing Bullying, Harassment and Abuse of Disabled Staff by Colleagues



- As can be seen there is a slight improvement in this indicator for both Disabled and non-disabled staff. However Disabled staff remain almost twice as likely to report being subjected to these behaviours as non-disabled staff.
- Again there were 164 Disabled respondents to this question, meaning a total of 34 staff reporting being subjected to bullying, harassment or abuse from colleagues.
- As for ‘managers’ above the Trust has policies, procedures, and online anonymous reporting facilities, and yet the figures in the NHS Staff Survey don’t match internal reporting. Further work is planned to better understand barriers to reporting, and wider issues that will allow us to plan more effectively to reduce bullying, harassment and abuse in our workplaces.

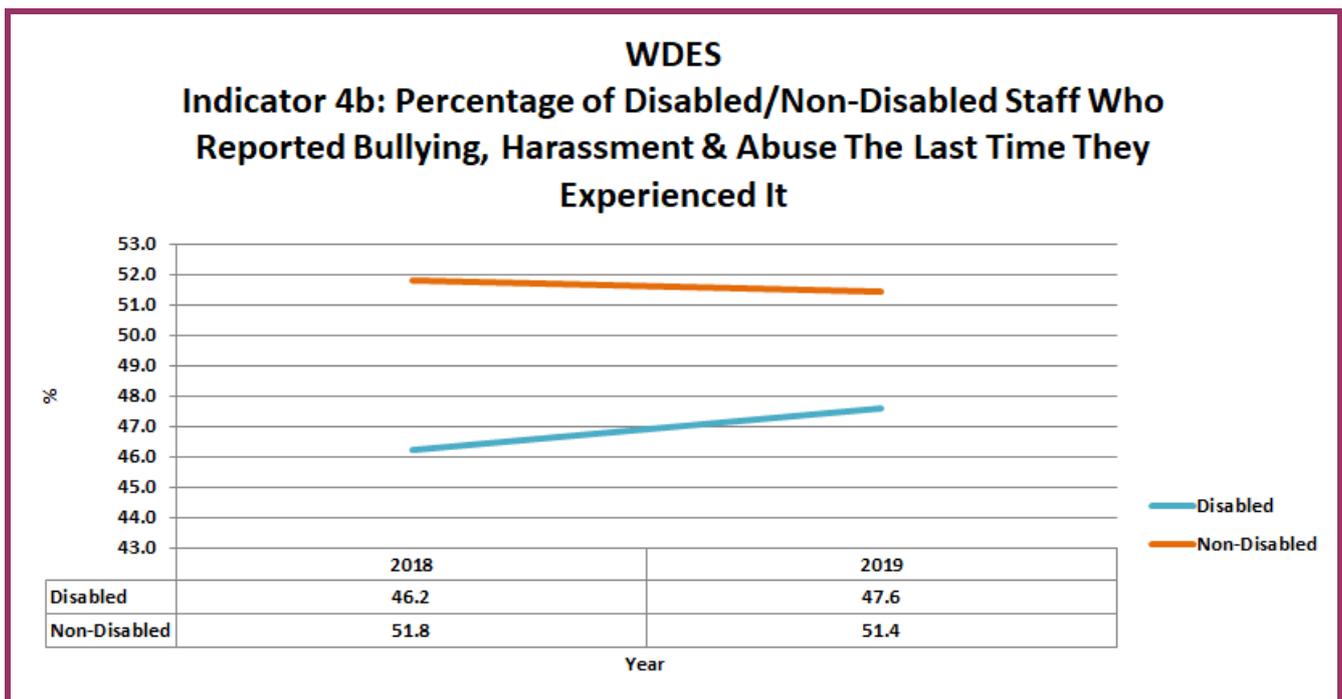
## Indicator 4b: Bullying, Harassment and Abuse – Reporting

This indicator compares the 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.

(NHS Staff Survey 2019)

The figure to follow looks at whether staff report incidents of bullying, harassment and abuse, comparing responses from Disabled and non-disabled staff.

Figure 6: Showing Reporting of Bullying, Harassment and Abuse of Staff



- As can be seen there is a difference in reporting rates between Disabled and non-disabled staff, but it is encouraging to see a slight increase from 2018 in the numbers of disabled staff who would be likely to report this behaviour.
- A smaller number of staff responded to this question of the Survey, 63 staff members in this instance. A smaller number of non-disabled staff also responded.
- As stated above engagement with staff to better understand barriers to reporting is of importance in addressing this indicator and improving the workplace experience for Disabled staff.

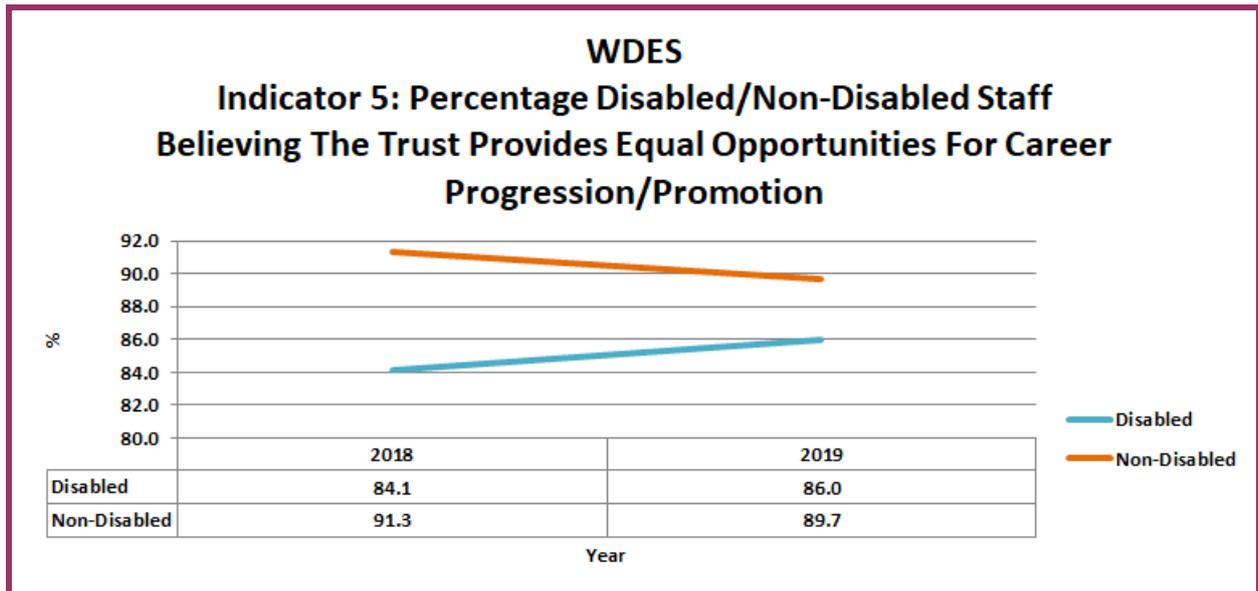
## Indicator 5: Equal Opportunities

This indicator looks at the percentage of staff believing that the trust provides equal opportunities for career progression or promotion.

(NHS Staff Survey 2019)

The image to follow looks at responses to the Survey question on whether staff felt the Trust provided equality of opportunity for career progression and promotion.

Figure 7: Showing Equality of Opportunity Reporting for Disabled and Non-Disabled staff



- There has been a slight improvement in this indicator for staff with Disabilities, an increase of 1.9%.
- For non-disabled staff there has been a small deterioration in this figure since last year.
- The Trust has an Equal Opportunities Policy that sets down the requirements of the Equality Duty and other equality legislation for the nine protected characteristic groups, from recruitment to retirement.
- Looking at ESR data related to Acting Up and Secondment roles it can be seen that no staff with a recorded disability are currently undertaking these opportunities, however as we have stated throughout we know there is under-reporting on ESR that impacts on data quality and our actions to address this gap along with staff engagement may lead to better understanding of where the gaps are in relation to supporting staff with disabilities to progress in their careers with the Trust.
- All training and CPD is open to all staff.

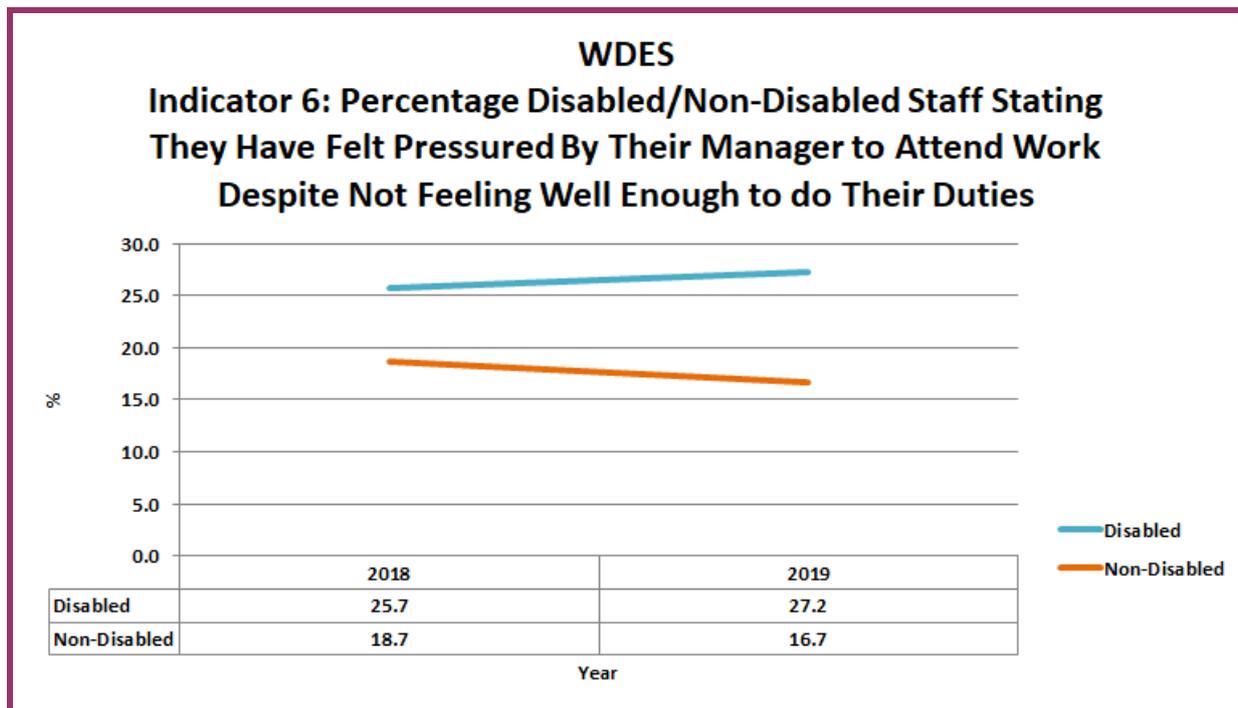
## Indicator 6: Presenteeism

This indicator looks at the 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

(NHS Staff Survey 2019)

The image to follow shows the results for Disabled and non-disabled staff stating they had felt pressurised by their manager to attend work even when feeling not well enough to effectively perform their role.

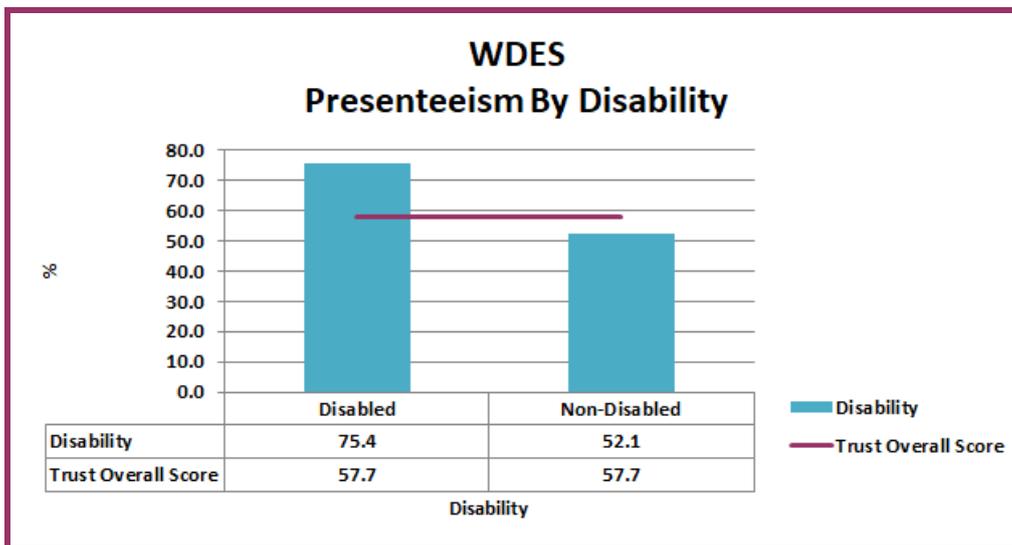
Figure 8: Showing Staff Reporting Pressure to be in Work When Feeling Unwell Comparing Disabled and Non-Disabled Staff



- It can be seen that Disabled staff were more likely to report feeling pressured to be in work when feeling unwell, and this had increased since last year's reported figures.
- 125 Disabled members of staff responded to this question.
- The Trust is about to launch an Employee Adjustment Passport and before Covid 19 stopped all routine work in the Trust was developing a Disability Leave Policy that would support Disabled staff to feel they were able to take disability related absence without it impacting on their sickness absence figure. As we start to move forward out of lockdown this is a piece of work that will be prioritised for delivery.

Looking at the Survey question ‘in the last three months have you come to work despite not feeling well enough to perform your duties’ we can see the following results for Disabled and non-disabled staff:

Figure 9: Showing Staff Attending Work Despite Feeling Unwell



- As can be seen the difference between Disabled and non-disabled staff is significant if we look at this indicator without considering who is pressurising the staff member to attend (167 Disabled staff responded to the question).
- It is hoped that the actions above to support disability leave and employee adjustments will improve this indicator as staff feel enabled to take time off when they feel unwell enough that their job performance would be affected.

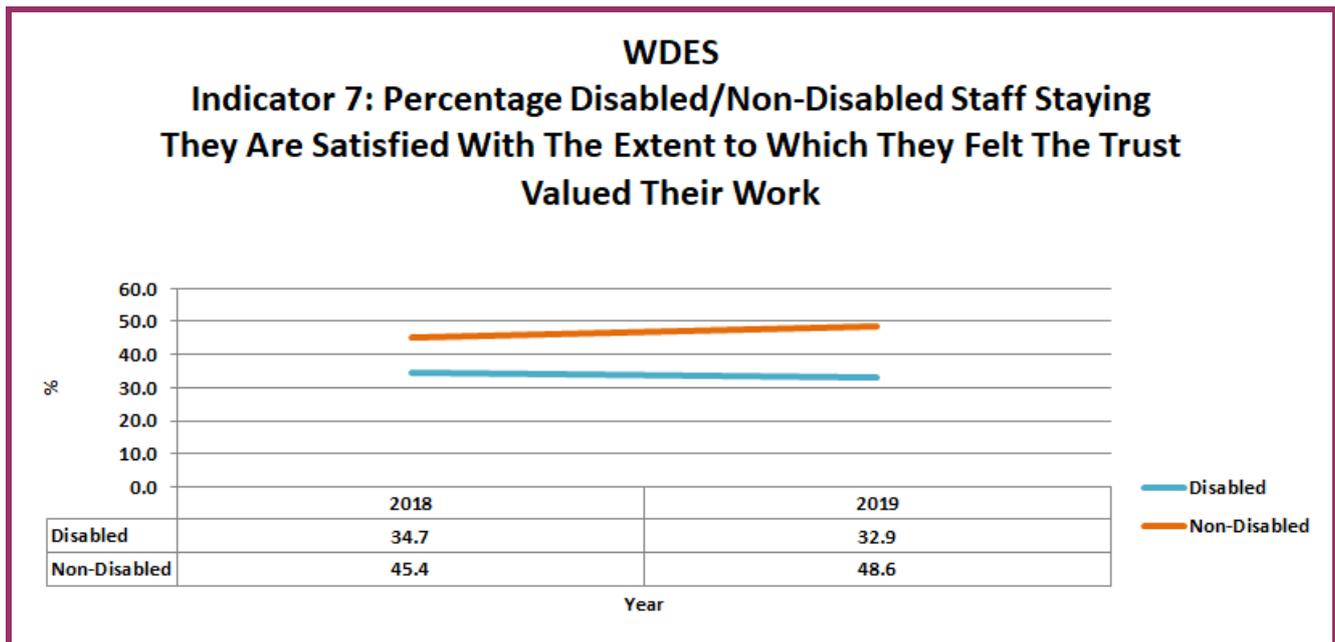
## Indicator 7: Feeling Valued

This indicator looks at the percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work

(NHS Staff Survey 2019)

The image to follow shows the results for Disabled and non-disabled staff for the question ‘the extent to which the Trust values my work’.

Figure 1: Showing Extent to Which Disabled and Non-Disabled Staff Feel Valued by the Organisation



- As can be seen Disabled staff are less likely to report feeling valued by the Trust for the role they provide, and this figure has deteriorated while that for non-disabled staff has improved.
- 167 staff with disabilities responded to this question.
- Engagement with this group of staff should allow us to better understand the barriers, issues, and what we can do better to support Disabled staff and show the value we place on their contribution to the Trust.

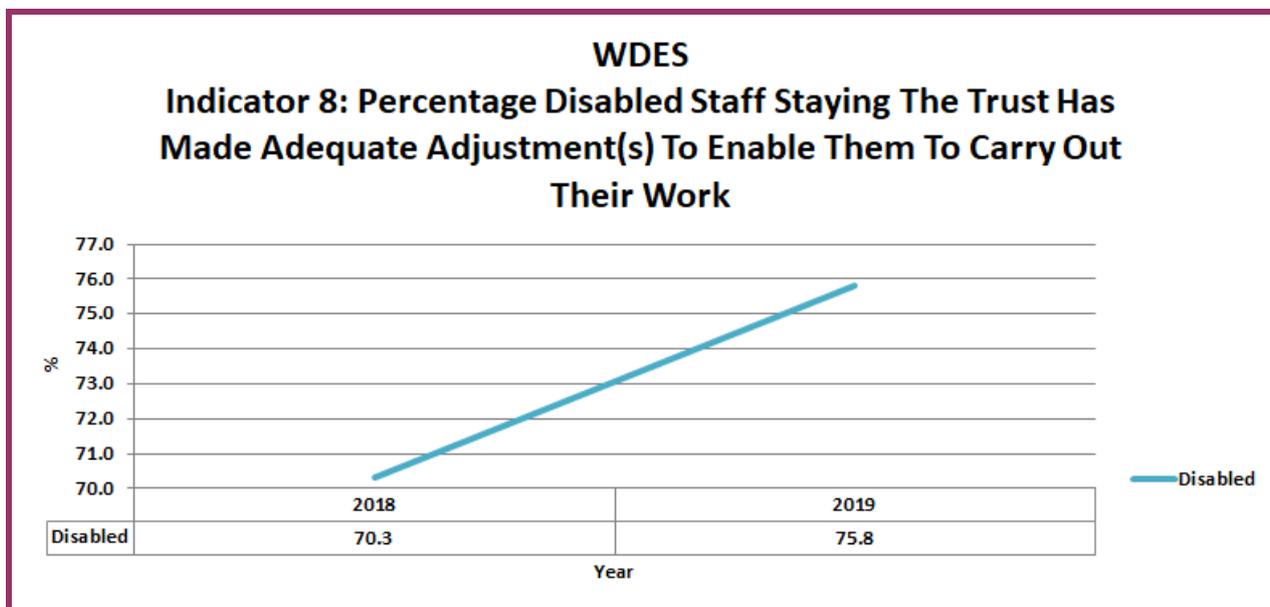
## Indicator 8: Reasonable Adjustments

This indicator asked the percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. (Note: Only includes responses from staff who stated that they had a long term condition or disability in the Survey questions.)

(NHS Staff Survey 2019)

The Duty to Make Reasonable Adjustments is set out in Section 20 of the Equality Act 2010. It requires us to anticipate and make adjustments that will eliminate or reduce disadvantage faced by people with disabilities arising from provision/criteria/practices of the Trust, barriers in the physical environment, or the need for provision of an auxiliary aid. It includes the provision of information and communications in an accessible format. The following image shows the results for this indicator. Only those staff who stated they have a disability where questioned.

Figure 11: Showing Reasonable Adjustments for Disabled Staff



- As can be seen there has been an improvement in this indicator since last year, from 70.3% to 75.8%. However this still means that of the 99 respondents a quarter were not satisfied that appropriate reasonable adjustments have been discussed and made to support them in the work.
- We know there is a gap in data between ESR and the NHS Staff Survey, so a first step to improving this indicator will be improving self-reporting on ESR – we can more effectively support staff if we understand they may have particular needs. This can allow us to evaluate more effectively whether support is needed and effective on an ongoing basis. The Employee Adjustment Passport and Disability Leave Policy should also both support improvements in this indicator.
- Finally staff engagement can allow us to better understand what the difficulties are in relation to reasonable adjustments, whether it is provision or timeliness for example.

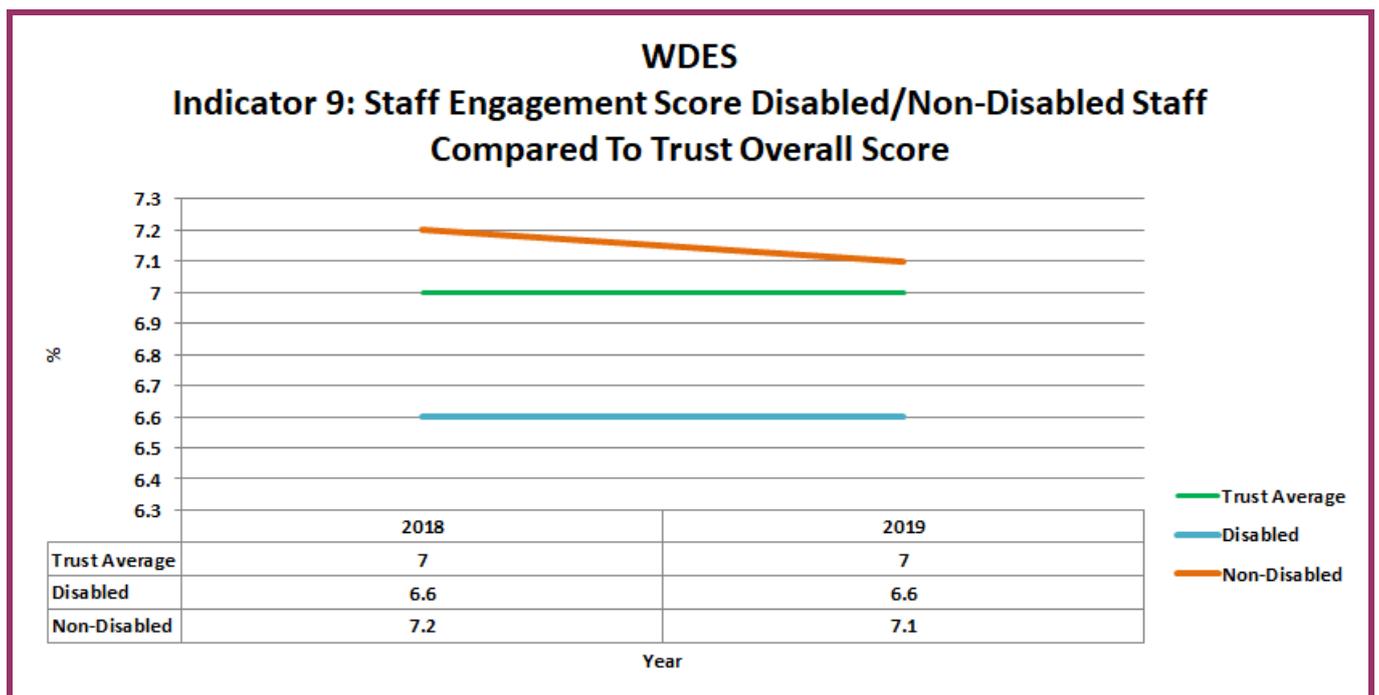
## Indicator 9a: Staff Engagement

The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

(NHS Staff Survey 2019)

The image to follow looks at staff engagement generally in the Trust, how engaged Disabled staff feel compared to non-disabled staff and the overall Trust score.

Figure12: Showing Staff Engagement. Comparing Disabled and Non-Disabled Staff to the Overall Trust Score



- As can be seen non-disabled staff report a significantly higher score and 7.1 compared to 7 for the Trust overall and 6.6 for Disabled staff.
- The figure for Disabled staff has remained the same as has the overall score, for non-disabled staff there has been a very small deterioration in this score since last year.
- The actions set out within this report should hopefully lead to an improvement in this score for Disabled staff.

## Our Action Plan 2020

You will find to follow our overarching planned areas of action for WDES for 2020/21. This plan is not detailed as we are working through summer 2020 to refresh our EDI Equality Objectives, and EDI Strategy to ensure all actions in relation to race, disability, gender etc. are captured as a result of the inequalities, barriers and issues that have been magnified as a result of Covid and #BlackLivesMatters, and also the opportunities that have opened up as a result of integration and partnership working enacted during the pandemic and the changes to working practices that have been enabled for our workforce.

As the framework for our planning we have the five keys areas of focus set down by NHS Chief People Officer, Prerana Issar in May in relation to race equality but valid for other disadvantaged groups – protection of staff, engagement, representation, recovery/rehabilitation, and communications.

We are working to ensure our equality plans are at the heart of our refresh of our workforce and service delivery strategies as we move into a different future, plans that will address inequality in our communities and in employment.

And we need to engage with our staff groups, listening to what they want us to address and focus on, before we finalise our strategy and plans.

As our refreshed EDI Strategy, Objectives and Delivery Plan are approved they will be published on our website at <http://bridgewater.nhs.uk/aboutus/equalitydiversity-2/>

Draft WDES Action Areas 2020 – 2023:

- Data collection
- Ongoing protection and bespoke support for Disabled staff, including reasonable adjustments
- Establishment of a Disability (and Carers) Equality Network
- Development of representation, scrutiny, and diverse voice pathways
- Career development and talent management – new NHS recruits and existing staff
- Just and learning culture
- Cultural competence programme
- Zero tolerance/anti bullying and discrimination

Thank you for taking the time to read our 2020 WDES report.

Should you have any queries or questions or if you would like to request the contents of this report in another language or format, please contact our Equality & Inclusion Manager in the first instance, details below.

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