**Workforce Disability Equality Standard**

**2024**

**Date:**

**Contents**

**Introduction Page 3**

**Disability in the workforce Page 5**

**Metric 1 Page 7**

**Metric 2 Page 10**

**Metric 3 Page 11**

**NHS Staff Survey Page 12**

**Metric 4a Page 13**

**Metric 4b Page 16**

**Metric 5 Page 17**

**Metric 6 Page 18**

**Metric 7 Page 19**

**Metric 8 Page 20**

**Metric 9 Page 21**

**Metric 10 Page 22**

**Current and future workplans Page 23**

**2024 – 2026 action plan Page 25**

**Contact details Page 25**

**Introduction**

The Workforce Disability Equality Standard has been mandated for all NHS providers since 2019.

The ten metrics look at difference in workplace experience for disabled and non-disabled staff. The metrics include likelihood of being recruited, career advancement, involvement in capability processes, provision of reasonable adjustments, and experiences of bullying and harassment from different sources. Information is taken from various sources and reported anonymously to NHS England.

In this 2024 report a full summary table of the NHS England data submission is given, progression detail has been provided for each indicator from 2019 to date, and brief information of equality work in 2023 - 2024 is provided.

Key findings for 2024 in brief are:

* The percentage of disabled staff in the overall workforce is increasing, now at 4%, and the number of not known records decreasing, down to 15.4%. This is positive progress; disability is more likely to be acquired during working life but as a self-reported field in electronic staff records may not be updated by staff members when they become disabled. Data about disability enables the Trust to both monitor equality impacts, and also proactively support staff more effectively.
* There is a percentage gap between disabled staff records and the number of staff through the NHS Staff Survey stating they have a disability. The definition in the NHS Staff Survey differs to the legal definition of disability, but Bridgewater, in line with most organisations, is working to encourage self-reporting through awareness and guidance for staff.
* Disabled staff are representative of the overall Trust figure in low to middle pay bands in non-clinical roles and are representative across all pay bands in clinical roles. In the Medical and Dental staff group there is under-representation of disabled staff.
* Capability remains at a likelihood of 0. The only cases managed through capability related to performance, and disability was not stated on ESR.
* Disabled staff experience of harassment, bullying, or abuse from patients/families/public (22.3%) and colleagues (18.4%) has improved, while the result or experiences of these from managers (13.3%) has worsened. A large gap remains between disabled and not disabled staff.
* Reporting of harassment, bullying, or abuse by disabled staff has deteriorated this year by 3.9% to 44.7%. This is below both not disabled and comparator staff.
* Disabled staff belief that the Trust provides equity of opportunity for career progression has deteriorated by 0.5% to 55.7%, and a gap remains with comparator Trusts.
* Presenteeism for disabled staff has deteriorated by 3.5% to 22.5% this year.
* Disabled staff stated feeling more valued for their contribution in the workplace than in previous years with 43.3% responding positively. A gap remains with not disabled staff, and with disabled staff in comparator Trusts.
* At 78.2% the reasonable adjustments being made in the workplace in the last 12 months result for disabled staff has decreased slightly in 2023.
* Staff engagement with disabled staff has improved slightly at 7 from a total of 10, but a gap remains in this NHS Staff Survey theme with not disabled staff, and the score for disabled staff is below the 7.28 of the Trust overall.
* At 10.0% the Board is over-representative of disabled staff, but the Trust is aware that due to the small numbers concerned at Board level that this figure is easily affected by slight staffing changes.

**Disability in the workforce**

Before this report details the 2024 results for the Workforce Disability Equality Standard (WDES) metrics a brief workforce overview is provided.

Firstly, this report will look at overall workforce representation of disabled staff.

The detail in figure 1 shows the overall workforce disability percentages from 2019 to 2024. In 2024 these totals are:

* Disabled staff total 4%.
* Not disabled staff total 80.7%.
* Unknown (including prefer not to say) staff 15.3%.

Table 1: Showing the percentage of disabled, not disabled, and unknown staff in the overall workforce from 2019 to 2024.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Disabled staff %** | **Not disabled staff %** | **Not known (including prefer not to say) %** |
| **2019** | 3.4 | 63.9 | 32.7 |
| **2020** | 2.8 | 74.2 | 23.1 |
| **2021** | 2.7 | 75.0 | 22.3 |
| **2022** | 3.0 | 74.4 | 22.5 |
| **2023** | 3.2 | 80.5 | 16.4 |
| **2024** | 4.0 | 80.7 | 15.3 |

It is observed that the percentage of disabled staff continues to improve, with a 0.8% increase in 2024 from 3.2% in 2023 to 4% in 2024.

In addition, the number of records where disability is not known, including those records where staff have made a positive statement to not record is decreasing, a reduction of 1.1% between 2023 and 2024. This is positive progress as it helps the Trust ensure effective support is provided to disabled staff, and it allows us to monitor disability equality in the workplace.

To continue looking at the overall workforce, as at 31st March 2024:

* 3.9% of the female workforce had a disability.
* 4.8% of the male workforce had a disability.
* 97.0% of staff with a disability were white British.
* 4.9% of full time staff had a disability.
* 3.0% of part time staff had a disability.

Table 2: Showing the percentage of disabled staff, not disabled staff, and unknown staff in non-clinical and clinical roles from 2019 to 2024.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Non-clinical Staff** | | | **Clinical Staff** | | |
|  | **Disabled %** | **Not Disabled %** | **Not Known %** | **Disabled %** | **Not Disabled %** | **Not Known %** |
| **2019** | 3.9 | 66.5 | 29.5 | 3.3 | 64.6 | 32.1 |
| **2020** | 2.8 | 75.5 | 21.7 | 3.1 | 75.1 | 21.8 |
| **2021** | 2.7 | 75.3 | 21.9 | 2.8 | 75.1 | 22.0 |
| **2022** | 3.3 | 74.9 | 21.9 | 3.1 | 74.3 | 22.6 |
| **2023** | 4.5 | 80.4 | 15.1 | 2.8 | 80.6 | 16.6 |
| **2024** | 4.9 | 79.5 | 16.0 | 4.1 | 80.9 | 14.9 |

**Metric 1**

Metric 1 asks the percentage of disabled and not disabled staff in pay band clusters, split by non-clinical, clinical, and medical and dental roles.

Tables 2 to follow shows the breakdown, by percentage, of non-clinical staff in the WDES pay band clusters of:

* Agenda for Change Bands 1 – 4
* Agenda for Change Bands 5 – 7
* Agenda for Change Bands 8a – 8b
* Agenda for Change Pay Bands 8c to 9, and Very Senior Management.

Administration and Clerical is the Trust’s second largest staff group making up 25.5% of the overall workforce. Estates and Ancillary are the second, much smaller staff group that make up the non-clinical workforce.

Table 3: Showing the percentage of disabled, not disabled, and unknown staff in non-clinical roles by pay band at 31st March 2024.

|  |  |  |  |
| --- | --- | --- | --- |
| **Non-clinical** | | | |
| **Pay Band** | **Disabled %** | **Not Disabled %** | **Not known %** |
| **AfC1 – 4** | 4.1 | 80.4 | 15.5 |
| **AfC5 – 7** | 4.9 | 83.3 | 11.8 |
| **AfC8a – 8b** | 2.7 | 73.0 | 24.3 |
| **AfC8c – VSM** | 10.0 | 70.0 | 20.0 |
| **Total non-clinical workforce %** | 4.6 | 79.5 | 15.9 |

It can be observed that the percentage of disabled staff increases significantly at the highest pay band, however caution should be used due to the lower number of staff in this pay band.

At Agenda for Change bands 8a to 8b there is under-representation of disabled staff, with a slightly larger workforce of approximately 40 members of staff in this band focus will be made on encouraging self-reporting, and engaging with the disabled workforce on barriers and goals for career progression.

Table 3 details the clinical workforce. Clinical staff are the largest staff grouping in Bridgewater, representing 69% of the overall workforce. The largest group within this is Nursing and Midwifery, representing 49.9% of the clinical staff group and 34.5% of the overall workforce.

Also within the clinical staff group are Allied Health Professionals, Additional Professional Scientific and Technical roles, and Additional Clinical roles, Healthcare Scientists, and clinical based students.

Table 4: Showing the percentage of disabled, not disabled, and unknown staff in clinical roles by pay band at 31st March 2024.

|  |  |  |  |
| --- | --- | --- | --- |
| **Clinical** | | | |
|  | **Disabled %** | **Not Disabled %** | **Not known %** |
| **AfC1 - 4** | 4.0 | 79.3 | 16.7 |
| **AfC5 - 7** | 4.0 | 82.7 | 13.4 |
| **AfC8a – 8b** | 5.0 | 70.0 | 25.0 |
| **AfC8c - VSM** | 14.3 | 57.1 | 28.6 |
| **Total clinical workforce %** | 4.1 | 80.9 | 15.0 |

It is observed that disabled staff across all the pay bands are reflective of the overall workforce, as for non-clinical staff however caution should be used with the highest pay band due to low numbers involved.

Table 4 details the disabled staff within Medical and Dental roles, these staff are not on Agenda for Change pay bands, instead the information is provided against the following pay grades:

* Consultant
* Non-consultant career grade
* Trainee

The Trust’s Medical and Dental staffing is predominantly within the specialist Dental directorate that provides services across a large area of Cheshire, Merseyside, and Greater Manchester – for more information see the Trust’s [website](https://bridgewater.nhs.uk/). Other staff within this group provide specialist medical roles such as Consultants, Specialist Doctors, and executive medical leadership.

It is observed in table 4 that there are no disabled staff in this group, with a workforce of 75 at 31st March work in 2024 – 2025 will focus on engagement with this group to encourage self-reporting and identify any potential cultural factors that discourage this.

Table 5: Showing the percentage of disabled, not disabled, and unknown staff in medical and dental pay grades at 31st March 2024.

|  |  |  |  |
| --- | --- | --- | --- |
| **Medical and Dental Grades:** | | | |
|  | **Disabled** | **Not Disabled** | **Not known** |
| **Consultants** | 0 | 88.9 | 11.1 |
| **Non-Consultant Career Grade** | 0 | 83.1 | 16.9 |
| **Trainee Grades** | 0 | 0 | 0 |
| **Total medical and dental workforce %** | 0 | 83.8 | 16.2 |

**Metric 2**

The second metric looks at recruitment.

Within the updated NHS Jobs system, the process/reporting functionality has changed. As this is the only recruitment system that we use as a Trust and cannot report using another system such as Trac the reports are not fully complete. The reports do not report who is the successful candidate due to the system only recording up to interview stage.

We are working with NHS Jobs to support and improve functionality to allow us to report recruitment data through the system. We are also working with NHS Jobs to improve the connection and interface with ESR and to follow the full recruitment process through to Unconditional Offer Stage. We are also looking at an internal process for us to collect this data so that we can report a full data set if we continue to be unable to report through NHS Jobs. The Recruitment team are meeting with the NHS Jobs team on a regular basis to improve usage.

In 2024 6.1% of new starters had a disability, 59.8% of new starters were not disabled, and there were 34.1% of new starters who either did not record disability status on their record, including 0.3% who positively chose not to state.

Table 6: Showing the likelihood of successful appointment following shortlisting and interview for disabled, not disabled, and not known applicants from 2019 to 2024.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Likelihood** | **Total Disabled Staff Recruited** | **Total Non-Disabled Staff Recruited** | **Total Not Stated Staff Recruited** |
| **2019** | 1.45 | 13 | 352 | - |
| **2020** | 3.03 | \* | 210 | 40 |
| **2021** | 1.50 | \* | 174 | 55 |
| **2022** | 0.69 | 17 | 199 | 84 |
| **2023** | 1.00 | 11 | 183 | 42 |
| **2024** | Not available | 18 | 177 | 101 |

*(A figure below 1.0 suggests ethnically diverse candidates are more likely to be appointed than white candidates from shortlisting to appointment).*

**Metric 3**

Metric 3 details the relative likelihood of disabled staff entering formal capability processes compared to not disabled staff. The likelihood result for this metric is 0 as there were no formal capability processes for disabled or not disabled staff commenced during the reporting period. Two new cases were managed through formal capability, they related to performance and disability was not stated on ESR.

Long term sickness absence and ill health are managed through the Trust’s absence management policy, with all supported through discussions regarding reasonable adjustments – there is no requirement for disability to be recorded on the electronic staff record for support to be considered and made available.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Disabled staff in formal capability processes.**  **From 2019 to 2024** | | | | | | | |
|  | | **2019** | | **2020** | **2021** | **2022** | **2023** | **2024** |
| **Likelihood** | |  | 0.0  No disabled staff in formal capability processes | | | | | |

*(A figure above 1.0 suggests ethnically diverse staff are more likely to be involved in formal disciplinary than white staff).*

In 2024 the Trust has launched the new Wellbeing and Sickness Absence Policy. As an early adopter for this collaboratively developed policy the Trust has developed training and resources to support implementation of this new person centred and proactive approach to promoting health and wellbeing. And equality considerations, including disability has been embedded throughout – this includes new disability leave options, wellbeing at work action plans (to replace the employee adjustment passport), and detail about supporting disability in the workplace.

**NHS Staff Survey 2023**

Metric 4 is the start of the indicators taken from the annual NHS Staff Survey. As the survey runs in autumn with data published early spring the following year the data results always show as a calendar year behind, i.e. in WDES 2024 the Trust reported data is for the staff survey results for autumn 2023.

All staff survey indicators show the disabled staff results for Bridgewater and for comparator community Trusts as a benchmark.

The percentage of the workforce submitting the staff survey in 2023 was the highest ever for Bridgewater at 62%, this equates to 964 individual staff members.

**Definitions**

The legal definition of disability set out in the Equality Act 2010 is a sensory or physical impairment, or mental health condition, that has a substantial and long-term effect on day-to-day life.

The definition in the NHS Staff Survey is broader and asks instead about physical or mental conditions or illnesses lasting or expecting to last 12 month or more. The assessment of impact on day-to-day life is not included, therefore potentially meaning that staff with illnesses and conditions that don’t substantially impact on their day-to-day life will answer this question.

The Trust, potentially as a result of this difference in definition, observes a gap in the percentage of staff self-reporting a disability on the electronic staff record and on the NHS Staff Survey; ESR showing 4.0% of staff, and the NHS Staff Survey in 2023 showing 25.5%.

The Trust recognises that this difference in definition is likely not the only reason for the disparity in figures and remains committed to creating a culture that supports the self-reporting of disability on ESR.

**Note:** For ease in the following metrics the report will continue to use the term disabled.

**Metric 4a – Harassment, bullying, or abuse from patients, their families, or the public**

This indicator looks at experiences of harassment, bullying, or abuse from patients, families, or other members of the public in the last 12 months. The total number of experiences is not explored, only that there has been at least one experience of this.

Analysis of this metric shows:

* 703 non-disabled members of staff responded to this question, and 238 disabled members of staff.
* 22.3% of disabled staff experienced these incidents, this is a 3.1% improvement on the previous year and continues the positive improvement in this metric.
* In comparator Trusts 24.8% of disabled staff experienced these incidents.
* In Bridgewater there is a gap of 7.5% with not disabled staff, who were less likely to report that they had experienced these incidents.

Table 7: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who experienced harassment, bullying or abuse from patients, their families, of the public in the last 12 months.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Bridgewater:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 31.1 | 28.7 | 27.4 | 27.5 | 25.4 | 22.3 |
| **Not Disabled** | 25.3 | 21.6 | 16.6 | 17.6 | 20.8 | 14.8 |
| **Benchmark:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 31.2 | 29.5 | 26.6 | 26.8 | 26.5 | 24.8 |
| **Not Disabled** | 23 | 23.3 | 20.7 | 19.5 | 20.5 | 17.3 |

**Metric 4a – Harassment, bullying, or abuse from managers**

The next set of data, still part of metric 4a, details the percentage of staff experiencing harassment, bullying, or abuse from a manager in last 12 months. As for the previous metric the question doesn’t explore how many instances, just that there has been at least one.

Analysis of this metric shows:

* 699 non-disabled members of staff responded, and 240 disabled members of staff.
* 13.3% of disabled staff in Bridgewater reported experiencing these incidents in the last 12 months, this is a deterioration on the results for 2021 and 2022.
* In comparator Trusts 10.3% of disabled staff reported experiencing these incidents, and comparator Trusts have continued to see a positive downward trend for this indicator since 2019.
* In Bridgewater there is a gap of 8.9% with not disabled staff, who were less likely to report that they had experienced these incidents.

Table 8: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who experienced harassment, bullying, or abuse from managers in the last 12 months.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Bridgewater:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 12.2 | 15.2 | 14.4 | 12.8 | 10.4 | 13.3 |
| **Not Disabled** | 7.8 | 9.8 | 7.2 | 5.1 | 6.6 | 4.4 |
| **Benchmark:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 14.6 | 15.1 | 14.8 | 12.2 | 10.7 | 10.3 |
| **Not Disabled** | 8.6 | 7.6 | 6.9 | 6.5 | 5.5 | 5.3 |

**Metric 4a – Harassment, bullying, or abuse from other staff**

The final set of results for metric 4a looks at experiences of harassment, bullying, or abuse from other colleagues.

Analysis of this metric shows:

* 701 non-disabled members of staff responded to this question, and 239 disabled members of staff.
* 18.4% of disabled staff in Bridgewater reported experiencing these incidents in the last 12 months, this is an improvement on the previous year, but this indicator has seen annual fluctuations since reporting began.
* In comparator Trusts 18.7% of disabled staff reported experiencing these incidents, and comparator Trusts have continued to see a positive downward trend for this indicator since 2019.
* In Bridgewater there is a gap of 6.6% with not disabled staff, who were less likely to report that they had experienced these incidents.

Table 9: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who experienced harassment, bullying, or abuse from colleagues in the last 12 months.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Bridgewater:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 21.6 | 20.7 | 17.4 | 18.7 | 22.1 | 18.4 |
| **Not Disabled** | 11.4 | 11.2 | 11.6 | 12.6 | 10.7 | 11.8 |
| **Benchmark:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 22.5 | 22.3 | 19.2 | 19 | 18.5 | 18.7 |
| **Not Disabled** | 12.8 | 12.2 | 11.6 | 10.7 | 10 | 10.4 |

**Metric 4b – Reporting bullying, harassment, and abuse incidents**

This next metric follows metric 4a and using NHS Staff Survey data looks at the percentage of disabled and non-disabled staff who reported, or were supported in reporting, an incident of harassment, bullying, or abuse in the last 12 months.

Analysis of this metric shows:

* In total 147 non-disabled members of staff responded, and 76 disabled members of staff.
* 44.7% of disabled staff responded positively to this question, a deterioration on 2022 and the second lowest figure since WDES reporting began in 2019.
* In comparator Trusts 57.6% of disabled staff reported positively to this question, a gap of 12.9% to Bridgewater results. This continued the positive upward trend for comparator Trusts over the last 3 years.
* In Bridgewater there was a 12.4% gap with not disabled staff, 57.1% of which responded positively.

Table 10: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who reported, or were supported to report, incidents of harassment, bullying, or abuse in the last 12 months.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Bridgewater:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 45.6 | 47.6 | 60.3 | 40.5 | 48.6 | 44.7 |
| **Not Disabled** | 52 | 51.7 | 48.3 | 55.6 | 51.4 | 57.1 |
| **Benchmark:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 54.1 | 53.7 | 56.8 | 55.7 | 55.8 | 57.6 |
| **Not Disabled** | 55.3 | 57.2 | 57.5 | 58.1 | 57.8 | 60.1 |

**Metric 5**

Metric 5 uses data from the NHS Staff Survey and details the percentage of staff who believe the Trust provides equity of opportunity for career progression and promotion.

Analysis for this metric shows:

* 235 disabled members of staff, and 699 not disabled members of staff responded to this question.
* In Bridgewater 55.7% of disabled staff responded positively to this question. This is a slight deterioration from 2022 in a metric that has shown annual fluctuations since reporting began in 2019.
* In comparator Trusts 60.9% of disabled staff responded positively to this question.
* In Bridgewater there is a gap of 6.1% between disabled and not disabled staff, 61.8% of the latter responding positively to this question.

Table 11: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who believe their organisation provides equal opportunities for career progression.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Bridgewater:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 51 | 48.5 | 55.1 | 51.8 | 56.2 | 55.7 |
| **Not Disabled** | 60.9 | 60.6 | 59.6 | 60.0 | 62.0 | 61.8 |
| **Benchmark:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 55.6 | 55.2 | 59.2 | 60.1 | 60.5 | 60.9 |
| **Not Disabled** | 61 | 61.2 | 65 | 65.1 | 65.2 | 65.6 |

**Metric 6 – Feeling pressure from a manager to attend work despite not feeling well enough to perform duties**

The next NHS Staff Survey metric looks at the percentage of staff who reported experiencing pressure to attend work while not feeling well enough to perform their duties.

Analysis for this metric shows:

* 169 disabled staff responded to the question and 312 not disabled staff.
* 22.5% of disabled staff in Bridgewater responded that they had felt this pressure to attend. This is a deterioration since 2022, and this metric has seen fluctuations since reporting for the WDES began in 2019.
* In comparator Trusts 19.2% of disabled staff responded feeling pressured to attend, this continues the trend of improvement since 2019.
* There is a gap in Bridgewater of 9.7% between disabled and not disabled staff, with the latter less likely to respond to feeling this pressure to attend when unwell.

Table 12: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who felt pressured to be in work while unwell.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Bridgewater:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 25.7 | 27.2 | 19.6 | 28.3 | 19.0 | 22.5 |
| **Not Disabled** | 18.7 | 16.7 | 19.5 | 10.1 | 15.8 | 12.8 |
| **Benchmark** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 29.2 | 25.8 | 24.9 | 22.4 | 20.5 | 19.2 |
| **Not Disabled** | 18.9 | 16.7 | 17.9 | 14.3 | 14 | 13.1 |

**Metric 7 – Feeling satisfied with how the Trust values their work**

The percentage of staff who report feeling valued by the Trust for their contribution in the last 12 months is metric 7.

Analysis for this metric shows:

* 240 disabled staff and 705 not disabled staff responded to this question in Bridgewater.
* 43.3% of disabled staff responded positively, this has continued a trend of improvement in the last three years.
* In comparator Trusts 46.4% of disabled staff responded positively, this similarly followed a positive improvement over the last three years.
* There was a gap of 8.2% between disabled and not disabled staff in Bridgewater, with 51.5% of not disabled staff reporting positively to this NHS Staff Survey question.

Table 13: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who reported feeling valued by their organisation in the last 12 months.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Bridgewater:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 34.7 | 32.9 | 41 | 35.5 | 40.8 | 43.3 |
| **Not Disabled** | 45.4 | 48.6 | 49.1 | 50.1 | 48.3 | 51.5 |
| **Benchmark:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 39.8 | 42.4 | 47.5 | 43 | 44.7 | 46.4 |
| **Not Disabled** | 51.3 | 53.8 | 56.1 | 54.2 | 54.8 | 56.5 |

**Metric 8 – Percentage of disabled staff who say reasonable adjustments have been made to support them in fulfilling their role**

Metric 8 looks only at disabled staff and asks through the NHS Staff Survey whether reasonable adjustments had been made to support them in the workplace in the last 12 months.

Analysis of this metric shows:

* 147 disabled staff responded to the question.
* At 78.2% this is a deterioration of 7.4% since 2022, when the Trust was one of the highest scoring organisations.
* In comparator Trusts 79.3% of disabled staff responded positively, continuing the upward trend since 2021.

Table 14: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who reported that reasonable adjustments had been made to support them in their role in the last 12 months.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Bridgewater:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 70.3 | 75.8 | 75.8 | 73.4 | 85.6 | 78.2 |
| **Benchmark:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 77.4 | 77 | 81.5 | 77.4 | 78.5 | 79.3 |

**Metric 9 – Staff engagement**

The last of the NHS Staff Survey metrics, this set of results looks at the staff engagement theme, and scores out of 10.0.

Analysis for this metric shows:

* 242 disabled staff and 706 not disabled staff responded to this question, which had an overall Trust score of 7.28.
* The disabled staff in Bridgewater score for this indictor in 2023 was 6.96, for not disabled staff the score was 7.39, a gap of 0.43. The figures in the table below have been rounded up.
* This has continued the upward trend for disabled staff in Bridgewater over the last three years.
* For disabled staff in comparator Trusts the score was 7, matching the Bridgewater score.
* In Bridgewater the gap between disabled and not disabled staff was 0.4.

Table 15: Showing the staff engagement score, out of 10, for disabled and not disabled staff in Bridgewater and comparator Trusts from 2018 to 2023.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Bridgewater:** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 6.6 | 6.6 | 6.8 | 6.7 | 6.9 | 7 |
| **Not Disabled** | 7.2 | 7.1 | 7.2 | 7.3 | 7.2 | 7.4 |
| **Benchmark** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| **Disabled** | 6.8 | 6.9 | 7 | 6.9 | 6.9 | 7 |
| **Not Disabled** | 7.2 | 7.4 | 7.4 | 7.3 | 7.3 | 7.4 |

*Staff engagement score (out of 10.0).*

**Metric 10 – Board representation**

The last metric for this report looks at whether the Trust Board, both executive and non-executive directors are representative of disabled staff in the organisation.

The Trust Board is small and therefore caution must be used with any data related to representation, and as has been stated elsewhere disability is a self-reported field and less likely to be updated as disability is more likely to occur during working life and therefore during employment in the NHS.

Table 16: Showing percentage Board level representation of disabled and not disabled staff from 2019 to 2024.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| **Board – overall workforce** | **Disabled %** | -3.0 | -3.0 | -3.0 | -3.0 | -3.0 | 10.0 |
| **Not disabled %** | -22.0 | -29.0 | -32.0 | -32.0 | -23.0 | -31.0 |
| **Voting membership – overall workforce** | **Disabled %** | -3.0 | -3.0 | -3.0 | -3.0 | -3.0 | 10.0 |
| **Not disabled %** | -22.0 | -29.0 | -32.0 | -32.0 | -23.0 | -31.0 |
| **Executive membership – overall workforce** | **Disabled %** | -3.0 | -3.0 | -3.0 | -3.0 | -3.0 | 13.0 |
| **Not disabled %** | -4.0 | -8.0 | -4.0 | -3.0 | -9.0 | -31.0 |

The Board is committed to disability equity. The Director of Finance is the Executive Director with responsibility for the Enabled Staff Network and has supported areas such as centralisation of funding for staff reasonable adjustments, and is supporting through his team on establishing a robust and easy pathway for staff, and their managers, to understand and make supportive adjustments for disability in the workplace.

Work is also taking place to engage with disabled communities, to raise awareness of disability equity and inclusion, to ensure disability is included in the anti-discrimination work being undertaken, and to provide opportunities for all staff to engage with events that support equity and inclusion for disabled staff and communities.

**Current and future work programmes**

Disability equality and inclusion is a key priority for the Trust Board, as evidenced in their continued commitment to the Disability Confident Scheme.

The Trust’s Strategic Equality Objective set out in the [Communities Matter Strategy](https://bridgewater.nhs.uk/communities-matter/) is to *‘ensure that equality, diversity, and inclusion are at the heart of what we do, and we will create compassionate and inclusive conditions for patients and staff’*.

This is partnered with the Strategic Staff Objective which is to *‘ensure the Trust is a great place to work by creating an environment for staff to develop, grow, and thrive’.*

Disability equality and inclusion, and the elimination of disablism, whether overt, structural, or institutional, are fundamentals to achieving these objectives, and the Communities Matter Strategy is supported by the enabling strategies for People and for [Equality, Diversity, and Inclusion](https://bridgewater.nhs.uk/aboutus/equalitydiversity/equality-reporting/).

The nationally mandated Equality, Diversity, and Inclusion Improvement Plan has deliverable actions in relation to disability equality and the Workforce Disability Equality Standard. And the national plan is guiding and driving the Trust in work around areas such as reduction of harassment and bullying, improved and enhanced wellbeing support, and targeted actions for recruitment and career development.

Effective actions for addressing disability inequality or exclusion in the workplace need to be evidence based, developed in collaboration with disabled staff, and should seek to address issues of multiple disadvantage faced by some groups, for example potential disparity in experience and outcome based on ethnicity and gender, or age. In 2023 – 2024 the Trust established a new EDI Working Group within the governance of the People structure, this group will lead on workforce equality work using the four step strategy of:

* Research.
* Collaboration and design.
* Implementation and monitoring.
* Evaluation and next steps.

Work is ongoing, but provided below are examples of work undertaken in the last one to three years that should impact positively on equality:

* Developing our inclusive approach to recruitment and talent management, including:
  + Where and how we recruit to increase the diversity of applicants.
  + Updated careers pages, including new Recruitment Pack.
  + Review of job description and creation of standardised job descriptions for staff groups. This has included a review to ensure exclusive and unnecessary criteria are removed where necessary, for example to support women returning to the workplace following career breaks.
  + The offers provided through apprenticeships that have seen an increase in the diversity of recruits through the support provided to those in the programmes.
  + Development of universal leadership development offers, career conversations, and access to externally funded programmes.
* Implementing the Reciprocal Mentoring for Inclusion Programme, facilitated by Liverpool John Moores University. Six mentoring pairs, with 1/3 disabled staff representation in the programme.
* Embedding the Just Culture Programme, including training of 30 ambassadors from across the Trust, and the role out of new supportive policy, practice, and training for management of incidents and employee relations.
* Development of the Civility and Respect Project, aligning Violence Prevention and Reduction Standard, equality, and existing bullying and harassment work in a refresh of policy, training, reporting, and communications.
* Early adopter Trust for new Wellbeing and Absence Management Policy and Toolkit, creating a person centred, and supportive and preventative approach to staff health and wellbeing. This includes:
  + Embedded health and wellbeing conversation offers at least annually within the appraisal process and at target points such as return to work interviews.
  + A new Wellbeing at Work Action Plan that replaces the current Employee Adjustment Passport to allow all staff to agree and capture support for their wellbeing at work, including carers, menopause, disability, and ill health.
  + New disability leave to support planned absence due to treatments or therapies and recovery time, and also removal of absence triggers to support person centred approaches to absence management and wellbeing in the workplace.
* Making Flexible Work campaign launched in April 2024 aligned to the priorities identified in the NHS Staff Survey action plan for the Trust. Focusing on increasing staff awareness of the options for flexible working across the Trust. Communications include posters featuring staff saying why flexible works for them, including to support unpaid caring responsibilities.

In 2024 – 2025 the Trust has identified priority action areas that should continue to support disability equality and inclusion:

* Continued work on the NHS EDI Improvement Plan through the EDI Strategy. The Strategy commits to research and collaboration with the diversity of staff to develop action plans that create equality of opportunity and that don’t indirectly discriminate through a failure to fully recognise disadvantage, barriers, and intersectionality.
* Review of the equality impact assessment process across all Trust policy, process, service delivery, and staff offers.
* NHS Sexual Safety in the Workplace Charter. Board commitment made in 2023, and the Trust is awaiting publication of national policy and toolkits that will be aligned to existing Trust policy and practice for the prevention of sexual harassment at work, and support provided to staff who experience sexual harassment or domestic violence.
* Care Leaver Covenant. In 2023 the Trust Board also committed to the Care Leaver Covenant, a national inclusion programme that supports care leavers between 16 and 25 to live independently. Through prioritisation and support from recruitment into employment the Trust is supporting care leavers to develop NHS careers that can support their long-term futures and wellbeing. Aligned to career options such as apprenticeships in the Trust this should support equality, including gender equality, in a group that is known to face additional challenges as a result of their early years.

**2024 – 2026 action plan**

Please see the separate WDES Action Plan 2024 – 2026, published at [Equality Reporting – Bridgewater Community Healthcare NHS Foundation Trust](https://bridgewater.nhs.uk/aboutus/equalitydiversity/equality-reporting/)

**Contact details**

Thank you for taking the time to read our gender pay gap report. Should you have any queries or questions or if you would prefer 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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