

DORSET COUNTY HOSPITAL WORKFORCE DISABILITY EQUALITY SCHEME (WDES) INDICATOR DATA – 2018/19

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of Disabled and non-disabled staff. This information will then be used by the relevant NHS organisation to develop a local action plan, and enable them to demonstrate progress against the indicators of disability equality.

The implementation of the WDES will enable NHS Trusts and Foundation Trusts to better understand the experiences of their disabled staff. It will support positive change for existing employees, and enable a more inclusive environment for disabled people working in the NHS. Like the Workforce Race Equality Standard on which the WDES is in part modelled, it will also allow us to identify good practice and compare performance regionally and by type of trust.

A table detailing our WDES results can be found below. This is the first year we have reported against the WDES Metrics, so no comparison of the data is yet possible. 3% of our workforce has declared they have a disability. It should be noted that 699 staff (24%) have a disability status recorded as unknown or NULL.

Key findings from the results are:

- 4.64% of shortlisted applicants and 4.32% of all staff appointed had declared a disability.
- Disabled staff have 24% chance of being appointed in comparison to 26% of non-disabled staff
- 89% of disabled respondents for the 2018 Staff Survey felt the trust acts fairly with regards to career progression and promotion compared to 92% of not disabled respondents
- 27% of disabled respondents for the 2018 Staff Survey reported they have experienced bullying harassment or abuse from patients, relatives or members of the public in comparison to 23% of not disabled respondents
- 20% of disabled respondents for the 2018 Staff Survey reported they had experienced bullying harassment or abuse from managers compared to 8% of not disabled respondents
- 46% of disabled respondents for the 2018 Staff Survey reported that after experiencing harassment, bullying or abuse at work say they or a colleague reported it compared to 57% of not disabled staff
- 31% of disabled respondents for the 2018 Staff Survey reported feeling pressure their line manager to come to work despite not feeling well enough to do so compared to 21% of not disabled respondents
- 34% of disabled staff respondents for the 2018 Staff Survey said they were satisfied with the extent the organisation valued their work compared to 50% of not disabled respondents

WDES Indicator	Data for Reporting year (up to 31 March 2019)
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Workforce Metrics – For each of these four workforce indicators the standard compares the metrics for disabled and not disabled staff

1	<p>Percentage of Disabled Staff in bands 1-9 and VSM compared with the percentage of Disabled Staff in the overall workforce</p> <p>*699 Staff have their disability status recorded as unknown or null</p>	<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Disabled</th> <th style="text-align: center;">Not Disabled</th> <th style="text-align: center;">Not declared / prefer not to say*</th> </tr> </thead> <tbody> <tr> <td colspan="4" style="background-color: #e1eef6;">Non – Clinical Staff</td> </tr> <tr> <td>Band 1-4</td> <td style="text-align: center;">3%</td> <td style="text-align: center;">70%</td> <td style="text-align: center;">26%</td> </tr> <tr> <td>Band 5-7</td> <td style="text-align: center;">2%</td> <td style="text-align: center;">71%</td> <td style="text-align: center;">26%</td> </tr> <tr> <td>Band 8a-8b</td> <td style="text-align: center;">3%</td> <td style="text-align: center;">81%</td> <td style="text-align: center;">17%</td> </tr> <tr> <td>Band 8c-9 and VSM</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">89%</td> <td style="text-align: center;">11%</td> </tr> <tr> <td>Other Staff</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">43%</td> <td style="text-align: center;">57%</td> </tr> <tr> <td colspan="4" style="background-color: #e1eef6;">Clinical Staff</td> </tr> <tr> <td>Band 1-4</td> <td style="text-align: center;">2%</td> <td style="text-align: center;">80%</td> <td style="text-align: center;">17%</td> </tr> <tr> <td>Band 5-7</td> <td style="text-align: center;">3%</td> <td style="text-align: center;">74%</td> <td style="text-align: center;">23%</td> </tr> <tr> <td>Band 8a-8b</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">77%</td> <td style="text-align: center;">23%</td> </tr> <tr> <td>Band 8c-9 and VSM</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">0%</td> </tr> <tr> <td>Consultant</td> <td style="text-align: center;">1%</td> <td style="text-align: center;">60%</td> <td style="text-align: center;">39%</td> </tr> <tr> <td>Non Consultant Career Grades</td> <td style="text-align: center;">5%</td> <td style="text-align: center;">60%</td> <td style="text-align: center;">35%</td> </tr> <tr> <td>Medical & Dental Trainee Grades</td> <td style="text-align: center;">2%</td> <td style="text-align: center;">64%</td> <td style="text-align: center;">34%</td> </tr> <tr> <td>Other Staff</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">83%</td> <td style="text-align: center;">17%</td> </tr> </tbody> </table>		Disabled	Not Disabled	Not declared / prefer not to say*	Non – Clinical Staff				Band 1-4	3%	70%	26%	Band 5-7	2%	71%	26%	Band 8a-8b	3%	81%	17%	Band 8c-9 and VSM	0%	89%	11%	Other Staff	0%	43%	57%	Clinical Staff				Band 1-4	2%	80%	17%	Band 5-7	3%	74%	23%	Band 8a-8b	0%	77%	23%	Band 8c-9 and VSM	0%	100%	0%	Consultant	1%	60%	39%	Non Consultant Career Grades	5%	60%	35%	Medical & Dental Trainee Grades	2%	64%	34%	Other Staff	0%	83%	17%
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2	<p>Relative Likelihood of Disabled Staff being recruited from shortlisting compared to that of white staff being recruited from shortlisting across all posts</p>	<p>Number of Shortlisted applicants</p> <ul style="list-style-type: none"> • 74 Disabled • 1521 Not Disabled <p>Number appointed from shortlisting</p> <ul style="list-style-type: none"> • 18 Disabled • 399 Not Disabled <p>Likelihood of appointment</p> <ul style="list-style-type: none"> • 24% Disabled • 26% Not Disabled 																																																																
3	<p>Relative likelihood of Disabled staff entering the formal capability process, compared to that of Not Disabled Staff entering the formal capability process</p>	<p>Number of staff entering the formal capability process</p> <ul style="list-style-type: none"> • Disabled 3 (4%) • Not Disabled 165 (8%) 																																																																

National NHS Staff Survey Findings – For each of the below indicators the standard compares the metrics for each survey question response for disabled and not disabled staff		
4a	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the previous 12 months	27% of Disabled respondents reported experiencing bullying, harassment or abuse from patients, relatives or the public in the previous 12 months compared to 23% of Not Disabled respondents
	Percentage of staff experiencing harassment, bullying or abuse from managers in the previous 12 months	20% of Disabled respondents reported experiencing bullying, harassment or abuse from managers in the previous 12 months compared to 8% of Not Disabled respondents
	Percentage of staff experiencing harassment, bullying or abuse from colleagues in the previous 12 months	24% of Disabled respondents reported experiencing bullying, harassment or abuse from staff in the previous 12 months compared to 17% of Not Disabled respondents
4b	Percentage of staff who after experiencing harassment, bullying or abuse at work say they or a colleague reported it	46% of Disabled respondents reported that after experiencing harassment, bullying or abuse at work say they or a colleague reported it compared to 57% of Not Disabled Staff
5	Percentage of staff believing that the trust provides equal opportunities for career progression or promotion	89% of Disabled respondents feel the Trust acts fairly with regard to career progression and promotion, compared to 92% of Not Disabled respondents
6	Percentage of staff saying they had felt pressure from their line manager to come to work despite not feeling well enough to perform their duties in the previous 12 months	31% of Disabled respondents felt pressure from their line manager to come to work despite not feeling well enough to perform their duties in the previous 12 months compared to 21% of Not Disabled respondents.
7	Percentage of staff saying they are satisfied with the extent to which their organisation values their work	34% of Disabled respondents said they were satisfied with the extent to which their organisation values their work compared to 50% of Not Disabled respondents
8	Percentage of staff saying their employer has made adequate adjustment(s) to enable them to carry out their work	78% of Disabled respondents reported their employer has made adequate adjustment(s) to enable them to carry out their work compared to 0% of Not Disabled respondents
9a	Staff Engagement score	Staff engagement score is 6.7 for Disabled Staff compared to 7.3 for Not Disabled staff. The overall staff engagement score is 7.2
9b	Has the Trust taken action to facilitate the voices of disabled staff to be heard	Yes - A Disabled Staff listening Event was held and we are in the process of scoping and establishing a more regular forum for this group.
Board Composition		
10	Percentage difference between the organisations Board voting membership and its workforce overall	Board members <ul style="list-style-type: none"> • Disabled 0% • Not Disabled 100% Voting Board members <ul style="list-style-type: none"> • Disabled 0% • Not Disabled 0% Overall Workforce by disability <ul style="list-style-type: none"> • Disabled 3% • Not Disabled 73% • Unknown / Null 24%