NHS
Dorset County Hospital
NHS Foundation Trust

Workforce Disability Equality Standard Report

2022-23

Introduction

This paper provides an overview of our annual performance against the Workforce Disability Equality Standard (WDES) metrics for 2022-23. The data will be published on our public website, along with our action plan, in line with regulatory requirements.

The WDES is mandated by the NHS Standard Contract and applies to all NHS Trusts and Foundation Trusts. This supports closer scrutiny of the progress we make and outcomes we achieve. Non-compliance with the WDES would create risks for the organisation in terms of reputation, but more importantly, in terms of the wellbeing of the overall workforce. In the spirit of transparency and continuous improvement, national health organisations adopted the WDES in autumn 2020.

The WDES is a data-based standard and uses a series of ten measures (metrics) to improve the experiences of Disabled staff in the NHS. All the metrics draw from existing data sources (recruitment dataset, staff records, NHS Staff Survey, local HR data) with the exception of one; metric 9b asks for narrative evidence of actions taken, to be written into the Trust's WDES annual report.

The ten key metrics comprise workforce metrics (1-3), Staff Survey metrics (4-9a) and a metric based on Board representation (10).

	The NHS Workforce Disability Equality Standard Metrics
1	Percentage of staff in each of the AfC Bands 1-9 or Medical & Dental subgroups and VSM (including Executive Board members) compared with the % of staff in the overall workforce
2	Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts
3	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

4	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse
	    I. From patients/service users, their relatives or other members of the public
	    II. From Managers
	    III. From other colleagues

5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression and promotion
6	Percentage of Disabled staff compared to non-disabled staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties
7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work
9	NHS Staff Survey and the engagement of Disabled Staff *Part (a): The engagement score for Disabled staff, compared to non-disabled staff* *Part (b): Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?*

10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:
	    (a) By Voting Membership of the Board
	    (b) By Executive membership of the Board

The 2022-23 WDES data for Dorset County Hospital is based on staff who have a disability recorded on the Trust's Electronic Staff Records and we currently have data indicating 4.28% of our workforce have a disability, which is an improvement in disclosure from the previous year.

- **Indicator 1** is based on data recorded on ESR on a snapshot date: 31st March 2023.
- **Indicators 2 - 3** are based on known data from HR records for the period 1st April 2022 to 31st March 2023

- **Indicator 4-9** are based on the NHS Survey data which was collected over a two-month period from early October – early December 2022 (the NHS Staff Survey Results were published 30th March 2023)
- **Indicator 10** is based on data recorded on ESR on a snapshot date: 31st March 2023

Overview of changes since 2021/22 data

Developing an inclusive culture at DCH continues to be a key priority within our People Plan. During the last 12 months the programme of work supporting this has gained momentum. The disability staff support network has made good progress in raising awareness about disability issues including the design of a health passport for staff and helping to implement the Accessible Information Standard. Training has also been provided to line managers around how to best support staff with disabilities and around autism.

To improve the experience of people with disabilities, we need to encourage more disabled staff to share that they have a long-term condition or disability so that we can appreciate the numbers and track our progress via a number of parameters.

It is important to continue the improvement seen in the relative likelihood of disabled staff being recruited into the organisation compared to non-disabled staff. However, engagement survey results for disabled employees show a need for improved opportunities for career development, better experience of feeling valued, greater access to workplace adjustments and amplification of the disability and neurodiversity networks' profile.

Narrative – the implications of the data

The data is attached at Annex A and the WDES Action Plan is shown at Annex B. These actions have been incorporated into the EDI Action Plan which supports the implementation of our EDI strategy.

Metric 1: *Percentage of staff in each of the AfC Bands 1-9 or Medical & Dental subgroups and VSM (including Executive Board members) compared with the % of staff in the overall workforce*

The number of staff identifying as having a disability has **increased** from 3.67% in 21/22 to 4.28% in 22/23- an increase of 0.67% across the overall workforce. The clinical staff numbers at bands 5-7 have remained very similar to last year's figures.

We know from our 2022 Staff Survey that 25.9% of respondents stated they have a physical or mental health condition or disability which is expected to last more than 12 months. Our EDI Plan & actions will support increased disclosure over time to improve accuracy of ESR data.

Due to low ESR disclosure numbers, no conclusions can be drawn from this data. A breakdown of workforce data for 2022-23 is shown at Annex A.

Metric 2: *Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts*

Our likelihood ratio of 0.38 in 2020/21 has **increased** to 1.14 in 2022/23 in regard to the likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

Metric 3: *Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.*

Our likelihood percentage of 1.85% in 2021/22 has **increased** to 4.24% in 2022/23. High relative likelihoods can be obtained due to the small proportion of the workforce that has declared a disability on ESR. If the number of Disabled staff in the capability process is small (say less than 10), **it is highly unlikely there are any fundamental issues. This year there were two cases within the Trust.**

Metric 4a: *Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse*
(i)   From patients/service users, their relatives or other members of the public

This data shows a **decrease** of 3.9% for disabled staff for the year, with 28.8% of disabled staff reporting this behaviour. There is a 4.3% difference with non-disabled staff.

(ii) From Managers

This data shows a **decrease** of 1.2% from last year, with 16% of disabled staff saying they had experienced harassment, bullying or abuse from managers. The disparity between Disabled and non-disabled staff has narrowed down to 6%, a 2% improvement on last year. This remains an area of focus for attention and the Trust welcomes the fact that more staff feel able to express their views.

It is worth reminding ourselves that whilst our ESR shows that 4.28% of staff have a disability, metrics 4-9a are taken from our Staff Survey where 25.9% of staff have declared themselves to be Disabled (or to have a long-term condition), so these figures represent a significant number of staff reporting unacceptable behaviour.

(iii) From other colleagues

This data shows an **increase** of 2.3% from last year, with 28.8% of disabled staff saying they had experienced harassment, bullying or abuse from other colleagues. This figure is in line with the national average of 26.5%. This also resulted in the disparity between disabled and non-disabled staff increasing to 9.9%, which shows some progress but remains an area of focus.

Metric 4b: *Percentage of Disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it*

52% of disabled staff said that they reported incidents – this is a 2% **increase** from the previous year and is a positive trend over consecutive years. All staff will continue to be encouraged to report incidents to help us target action accordingly.

Metric 5: *Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression and promotion*

59.1% of disabled staff reported on this metric, showing a 1.8% **decrease** from the previous year. The Trust's Staff Survey results for this metric for disabled and non-disabled staff remain higher than the national average for Acute Trusts. This is consistent with staff with non-disabled staff (58.6%).

Career planning and development discussions are included in the new shortened appraisal process and skills training for managers, is underway as part of the Management Matters programme. A tailored career development programme for disabled staff (similar to that in place for internationally educated nurses) will be considered.

Metric 6: *Percentage of Disabled staff compared to non-disabled staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties*

The data shows a slight **increase** for disabled staff of 1.2% resulting in 28.6% saying they have felt pressurised to come to work. The difference is 10.6% in contrast to non-disabled staff.

Metric 7: *Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work*

Satisfaction has **decreased** by 3.3% to 36.5% for Disabled staff and also shows a 9.9% gap with non disabled staff.

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

This shows a 2.2% **reduction** on last year, but the current score of 71.9% is still just above the national average for Acute Trusts.

Metric 9: *NHS Staff Survey and the engagement of Disabled Staff*

Part (a): The engagement score for Disabled staff, compared to non-disabled staff

The engagement score for Disabled staff, compared to non-disabled staff. The score for disabled staff has **declined** this year with a **negative** difference of -0.5% compared to non-disabled staff.

Part (b): Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

We answered **'yes'** to this question. We have a 'Without Limits ' Staff Support Network who meet regularly to advocate for their members to have the necessary adjustments and supportive environment at work. The network chair has a standing agenda item at the EDI steering group.

The network has already made positive strides towards improving the experience of disabled staff. Examples include:
  (a) Raising awareness about autism across the trust.
  (b) Co-designing a Health Passport for all staff
  (c) Supporting the delivery of the Accessible Information Standard

Metric 10: *Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:*
  (c) By Voting Membership of the Board (8.33%)
  (d) By Executive membership of the Board (7.14%)

This is a total difference of + 2.86% compared to the overall disabled workforce, a positive increase from previous year.

Next steps

Next steps will be to align the following activities to the WDES indicators with a view to showing improvements over the next 12-18 months:

- Campaign to encourage more disclosure of disability status on ESR.
- Participate in the NHS Employers Equality and Inclusion Partners Programme
- Develop an Equality Diversity Representatives programme at each stage of the recruitment process.
- Review the system for making Reasonable Adjustments requests.

More is shown at Annex B.

The EDI strategy and action plan are regularly reviewed and refined as we measure impact using quantitative and qualitative data as part of the monthly People Dashboard.

The WDES findings will be shared with the Without Limits Staff Network and EDI steering group to test if there is anything missing from our Action Plan, to further improve the experience of Disabled staff across the Trust.

Annex A - WDES National Metrics Report

Detailed below is the organisation's WDES data which will be submitted in May 2023 covering the period 1 April 2022 – 31 March 2023.
Where data is available, year-on-year comparisons have been made.

Metric 1: 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. (Data source: ESR)

N.B. Due to the low percentage of staff recorded with a disability on ESR (4.28%), it was not possible to draw any conclusions from this. This low percentage also presented a risk of identifying individuals at particular grades, so the majority of the data for Metric 1 has had to be presented as overall figures.

NON CLINICAL				
	DISABLED	NOT DISABLED	UNSPECIFIED	TOTAL
Below Band 1	0	0	0	0
Band 1	0	9	7	16
Band 2	21	307	47	375
Band 3	13	168	28	209
Band 4	6	97	21	124
Band 5	3	71	10	84
Band 6	4	40	8	52
Band 7	2	44	7	53
Band 8 - Range A	1	33	4	38
Band 8 - Range B	0	19	5	24
Band 8 - Range C	0	6	2	8
Band 8 - Range D	1	6	0	7
Band 9	0	2	1	3
All other	0	4	0	4
Total	51	806	140	997

CLINICAL				
	DISABLED	NOT DISABLED	UNSPECIFIED	TOTAL
Below Band 1	0	0	0	0
Band 1	0	0	0	0
Band 2	35	680	68	783
Band 3	17	260	27	304
Band 4	7	126	12	145
Band 5	27	533	90	650
Band 6	24	430	75	529
Band 7	11	246	59	316
Band 8 - Range A	0	61	14	75
Band 8 - Range B	0	14	4	18
Band 8 - Range C	1	3	0	4
Band 8 - Range D	0	3	1	4
Band 9	0	0	0	0

All other	0	8	3	11
Total	122	2364	353	2839

CLINICAL				
	DISABLED	NOT DISABLED	UNSPECIFIED	TOTAL
Consultant	1	128	66	195
Staff Grade non Consultant	6	101	25	132
Trainee Grade	11	247	45	303
Total	18	476	136	630

WORKFORCE TOTAL	191	3638	626	4466

Metric 2: Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts

(Data source: Trust's recruitment & ESR data)

Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting	**Relative likelihood in 2021-22**	**Relative likelihood in 2022-23**	A figure below 1.00 indicates that Disabled staff are more likely than non-Disabled staff to be appointed from shortlisting
	0.38	**1.14**	

Metric 3: Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

(Data source: Trust's HR data)

Relative likelihood of Disabled staff compared to non-Disabled staff entering	**Relative likelihood in 2021-22**	**Relative likelihood in 2022-23**	A figure above 1.00 indicates that Disabled staff are more likely than non-Disabled staff to enter the formal capability process
	1.85	4.24	

Metric 4: Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse

(Data source: Q.13a-d, NHS Staff Survey)

4a: % of Disabled staff compared to non-disabled staff experiencing	2020			2021			2022		
	Disabled staff	Non-disabled staff	% points difference (+/-)	Disabled staff	Non-disabled staff	% points difference (+/-)	Disabled staff	Non-disabled staff	% points difference (+/-)

harassment, bullying or abuse from:									
(i) Patients/service users, their relatives or other members of the public	23.5	21.5	-2.0	32.4	23.4	-9	**28.8**	24.5	-4.3
(ii) Managers	20.7	8.7	-12.0	17.2	9.2	-8	**16.0**	9.9	6.1
(iii) Other colleagues	32.1	19.1	-13.0	26.5	20.4	-6.1	**28.8**	18.9	9.9
4b: % of Disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	44.1	43.3	**+0.8**	**50.8**	**44.2**	**-6.6**	**52.0**	**42.0**	**10.0**

Metric 5: Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression and promotion

(Data source: Q.14, NHS Staff Survey)

2020			2021			2022		
Disabled Staff	**Non-disabled staff**	**Difference (+/-)**	**Disabled Staff**	**Non-disabled staff**	**Difference (+/-)**	**Disabled Staff**	**Non-disabled staff**	**Difference (+/-)**
56.0	60.6	-4.6	60.7	61.7	-1	**59.1**	58.6	0.5

Metric 6: Percentage of Disabled staff compared to non-disabled staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

(Data source: Q11e, NHS Staff Survey)

2020			2021			2022		
Disabled Staff	**Non-disabled staff**	**Difference (+/-)**	**Disabled Staff**	**Non-disabled staff**	**Difference (+/-)**	**Disabled Staff**	**Non-disabled staff**	**Difference (+/-)**
30.8	21.4	-9.4	27.8	19.6	- 8.2	**28.6**	18.0	10.6

Metric 7: Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work

(Data source: Q5f, NHS Staff Survey)

2020	2021	2022	

Disabled Staff	Non-disabled staff	Difference (+/-)	Disabled Staff	Non-disabled staff	Difference (+/-)	Disabled Staff	Non-disabled staff	Difference (+/-)
37.8	49.4	-11.6	39.8	47.0	-7.2	36.5	46.4	9.9

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

(Data source: Q.26b, NHS Staff Survey – *this question only includes the responses of Disabled staff*)

2020	2021	2022
75.5	74.1	**71.9**

Metric 9: NHS Staff Survey and the engagement of Disabled Staff

Part (a): The engagement score for Disabled staff, compared to non-disabled staff. The score for disabled staff has **declined** this year with a **negative** difference of -0.5% compared to non-disabled staff.

2020			2021			2022		
Disabled Staff	Non-disabled staff	Difference (+/-)	Disabled Staff	Non-disabled staff	Difference (+/-)	Disabled Staff	Non-disabled staff	Difference (+/-)
6.9	7.3	-0.4	6.9	7.2	- 0.3	6.9	7.1	- 0.5

(Data source: NHS Staff Survey)

Part (b): Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? **Yes.**

We were asked to provide at least one practical example of current action being taken in the last 12 months to engage with Disabled staff:

We have a 'Without Limits ' Staff Support Network who meet regularly to advocate for their members to have the necessary adjustments and supportive environment at work. The network chair has a standing agenda item at the EDI steering group.

(Data source: WDES Submission, May 2023)

Part (b): Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? **Yes.**

We were asked to provide at least one practical example of current action being taken in the last 12 months to engage with Disabled staff:

The Without Limits staff network group have been co-creating a Health Passport for staff to be able to declare any support needs that they may have.

(Data source: WDES Submission, May 2023)

Metric 10: Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated).

Snapshot as at 31/3/23	Disabled %	Non-disabled %	Disability unknown %
Total Board members	7.14	85.71	7.14
By Voting Membership of the Board	8.33	91.67	0.00
By Non-Voting Membership of the Board	0.00	50.00	50.00
By Executive Membership of the Board	7.14	85.71	7.14
By Non-Executive Membership of the Board	0.00	71.43	28.57
Difference (Total Board – Overall Workforce)	**-4.28**	81.67	-14.06
Difference (Voting membership – Overall Workforce)	**-4.05**	10	-14.06
Difference (Executive membership – Overall workforce)	**2.86**	4.04	-6.92

(Data source: WDES Submission, May 2023)

Annex B – WDES Action Plan (EDI Plan and Priorities)

Our starting point for getting inclusion right will be to initially focus on staff as this will support getting it right for patients. Throughout 2023-24 we are embarking on a range of staff development activities and programmes aimed at developing inclusive behaviours and practices. Our key work programmes are presented here with high level detail to show the range of interventions and indicative timeframes

Objective 1: Campaign to encourage more disclosure of disability status on ESR (WDES Metric 1)

Programme	Measure	Timescale
Launch 'Count Me In' campaign, with webinars, and a guide to update ESR information	% increase of disclosure	September 2023

Objective 2: ` Recruitment & Retention To eliminate the gap between Disabled and Non-disabled staff who are appointed following shortlisting. (WDES metric 2)

Programme	Measure	Timescale
Develop and implement an inclusive recruitment process and talent attraction strategy.	Monitor panel member training compliance Increased number of applicants with disclosed disabilities.	March 2024

	Reduction of ratio gap from shortlisting to appointment between Disabled/non-Disabled candidates	

Objective 3: Staff believing that the Trust provides equal opportunities for career progression and promotion (Metric 5).

Programme	Measure	Timescale
Enhance Career Conversations module with additional resources to enable potential to be unlocked (for line managers supporting staff with a range of disabilities)	% increase in disabled staff having a positive career conversation. Evidence of individualised development plans Mentor relationships established	January 2024

Objective 4: Develop initiatives to raise awareness making reasonable adjustments for staff (Metric 8)

Programme	Measure	Timescale
Design and implement awareness programme on Reasonable Adjustments, including written guidance and seminars.	Evidence of a range of reasonable adjustments made across the Trust Evidence of reasonable adjustments supporting talent management (Good Practice Case Studies)	2023-2024

Measures of Success

We will evaluate our progress on EDI, ensuring it is measured against realistic and achievable targets which in turn will help us to learn, develop and improve over time. Cross-referencing our plan to data and documents will ensure all areas are progressed and measurable. A dashboard of inclusion metrics will be created for on going monitoring of progress.

Evidence of success will look, sound and feel like *(& our measurement tools)***:**

- Board members and leaders at all levels will routinely demonstrate their commitment to equality, diversity and inclusion

- Board and Committee papers will identify equality-related impacts and how they are mitigated and managed

- When at work staff are free from abuse, harassment, bullying and physical violence from any source *(SOS, Quarterly staff survey, ER data, WRES & WDES)*

- Staff believe the Trust provides equal opportunities for career progression and promotion *(shortlist to hire data)*

- Staff recommend the Trust as a place to work and receive treatment *(SOS, Quarterly staff survey)*

- Greater diversity in our senior management and leadership structures *(workforce demographic by band, improvements at 8a and above via a goal-oriented trajectory of progress)*

- People report positive experiences of Trust services *(FFT)*