

Workforce Disability Equality Standard (WDES) Report 2022



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1. Executive Summary

The Workforce Disability Equality Standard (WDES) is a set of specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. It was introduced in 2019 and the WDES allows our organisation to better understand the experiences of disabled staff so that we can support them and make positive changes, creating a more inclusive workforce that feels valued and included. At Alder Hey Children's NHS Foundation Trust, we are committed to improving employee experience for all staff with a disability. We will continue to work hard to monitor all aspects of attraction, retention and recruitment processes making sure that they are equitable and free from prejudice and continue to develop a culture of inclusivity.

There is still additional work to be done to improve the number of staff who declare themselves as disabled. Our ESR data shows that 3.9% of our workforce have declared themselves as disabled. While there are more staff who have declared their status than last year, 27% still have not completed this information.

In the last 12 months, we have seen an improvement in 2 out of the 9 metrics, those being an increase in reporting incidents of bullying, harassment or abuse, and less staff reporting feeling pressured to come to work from their manager when feeling ill which is positive. However, of the other metrics, 5 have seen declines in performance, some marginal and some more marked declines, and one remained static. Those which have seen a decline and where we will need to significantly focus our energies and efforts to improve are:

- The likelihood of being shortlisted from appointment has declined; non-disabled candidates are 1.69 more likely to be appointed compared to disabled staff
- More staff have reported experiencing bullying, harassment or abuse from service users/patients, other staff or their line manager
- Less disabled staff than non-disabled staff report feeling valued by the organisation
- Less staff reporting being supported with reasonable adjustments (down from 80% to 74%)
- Less staff reporting that the organization provides equal opportunities for career progression or promotion.

There was insufficient data to make any interpretation about the numbers of disabled staff entering a formal capability process. There was also no movement in Board reporting in 2021.

In Summer 2022, the Trust launched the new Equality, Diversity and Inclusion Steering Group, picking up the mantle of the excellent foundations laid by the BME Taskforce. Reporting directly into the Trust Board, this group will oversee the development of the action plan associated with the WDES, ensuring the trust's actions are impactful and help make improvements across the whole range of

metrics. It is evident that there is a lot of work to do to ensure staff with a disability have a better experience at Alder Hey. We started the active engagement of disabled staff with a series of listening events held in late 2021 and 2022, and the launch of the new disability staff network in the Autumn of 2022 aims to work with staff to take this feedback and create and embed positive change.

SUMMARY TABLE			
Indicator	Trust performance since 2020		National comparison from 2021 (England average)
WDES Indicator 1: Representation	n/a	3.9% report having a disability	3.7% report having a disability
WDES Indicator 2: Likelihood of appointment	Decline	From 1.65 to 1.89	1.11
WDES Indicator 3: Likelihood of capability	Not enough data to interpret	Not enough data to interpret	1.94
WDES Indicator 4: Bullying & harassment: <ul style="list-style-type: none"> From patients From line manager From other colleagues Was it reported? 	Decline Decline Decline Improved	From 22.2% to 23.8% From 12.8% to 14.6% From 17.4% to 21.4% From 51.6% to 53.5%	31.9% 18.5% 25.6% 47%
WDES Indicator 5: Fairness in career progression	Decline	From 55.8% to 54.9%	78.4%
WDES Indicator 6: Pressure to come into work (presenteeism)	Improved	From 31.1% to 23.4%	32.2%
WDES Indicator 7: Feeling valued	Decline	From 43.5% to 42.6%	32.6%
WDES Indicator 8: Adequate adjustments	Decline	From 80.5% to 74.3%	76.6%
WDES Indicator 9: Staff engagement (score out of 10)	Decline	From 7.4 to 7.2	6.4
WDES Indicator 10: Board membership	No Change	0% report having a disability	3.7% report having a disability

Introduction

This is the 2021 annual WDES Data report. The data for 2021 has been directly compared to data for 2020 providing a clear picture on the indicators that the Trust is performing well in and those indicators that require the Trusts focus in the year ahead. The focus of this report is to present the Trusts performance against the WDES indicators for the past 12 months with a subsequent action plan to improve the experience and opportunities for our disabled staff in the coming year(s).

Data for Indicators 4-9 are taken directly from the staff survey 2021, for which we undertake a full census of all staff in post.

Completeness of data:

A significant number of staff have not self-reported if they have a disability and so the data may not truly reflect the number of employees at Alder Hey who have a disability, however this has decreased from last year. We will continue to communicate to all staff the importance of reporting and updating their personal data via ESR Employee Self Service.

Reliability of comparisons with previous years:

No matters were identified relating to reliability of comparisons with previous year.

Data collection:

Data was collected on 31st March 2022. Total workforce was 4089. 72.9% of colleagues have disclosed information about their disability or long-term condition to the Trust. 3.9% of colleagues have reported that they have a disability or long-term condition, which is an increase of 0.6% from 2020.

INDICATOR 1

Representation of staff with a disability within the organisation compared to non-disabled

Non-Clinical	% Disabled 2021	% Non-Disabled 2021	% Unknown 2021	Clinical	% Disabled 2021	% Non-Disabled 2021	% Unknown 2021
Band 1¹	0%	100%	0%	Band 1	0.0%	0.0%	0.0%
Band 2	3.5%	57.4%	39%	Band 2	2.2%	64.1%	33.5%
Band 3	7.8%	67.3%	24.9%	Band 3	3.9%	66.5%	29.5%
Band 4	5.1%	66.4%	28.5%	Band 4	8.2%	64.1%	27.6%
Band 5	5.4%	79.3%	15.2%	Band 5	3.3%	75.1%	21.4%
Band 6	4.5%	76.4%	19.1%	Band 6	3.6%	67.1%	29.1%
Band 7	6.3%	76.3%	17.5%	Band 7	5.4%	71.2%	23.2%
Band 8a	2.8%	78.9%	18.3%	Band 8a	2.7%	60.1%	37.1%
Band 8b	8.8%	70.6%	20.6%	Band 8b	0%	72.2%	27.7%
Band 8c	0%	100%	0%	Band 8c	0%	83.3%	16.6%
Band 8d	0%	86.7%	13.3%	Band 8d	0%	75%	25%
Band 9	0%	100%	0%	Band 9	0%	100%	0%
Medical	n/a	n/a	n/a	Medical	0.56%	65.1%	34.2%
VSM	0%	76.9%	23.1%	VSM	0%	100%	0%

3.9% of colleagues have reported that they have a disability or long-term condition.

¹ Band 1 closed to new entrants

INDICATOR 2

Likelihood of appointment from shortlisting

2020	2021
1.65	1.89

(A figure above 1:00 indicates that Disabled staff are less likely than non-disabled staff to be appointed from shortlisting)

Whilst the numbers of applications from candidates who declare a disability are significantly smaller than those who do not, this result is concerning, especially as it has increased from 1.65 in 2020. The Trust is participating in the national Overhauling Recruitment Programme, with specific focus on the selection sprint; the results from which will influence our development in this area.

INDICATOR 3

Likelihood of entering the capability process

Due to the small numbers of those involved, we are unable to generate a likelihood score for this indicator.

INDICATOR 4

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: service user, managers, other colleagues

From service users and patients:

	2020	2021
Staff with a Disability or Long-Term Condition	22.2%	23.8%
Staff without a Disability or Long-Term Condition	17.1%	19.2%

From managers:

	2020	2021
Staff with a Disability or Long-Term Condition	12.8%	14.6%
Staff without a Disability or Long-Term Condition	6.6%	6.9%

From other colleagues:

	2020	2021
Staff with a Disability or Long-Term Condition	17.4%	21.4%
Staff without a Disability or Long-Term Condition	11.6%	10.7%

1. *it*

They reported it:

	2020	2021
Staff with a Disability or Long-Term Condition	51.6%	53.5%
Staff without a Disability or Long-Term Condition	47.9%	47.3%

All three questions about experiencing bullying, harassment or abuse have increased this year, which is of significant concern, although there is an increase in staff reporting such incidents. This will need to be an area of significant focus as part of our response to this report.

INDICATOR 5

Percentage of disabled staff compared to non-disabled staff believing that the organisation provides equal opportunities for career progression or promotion

	2020	2021
Staff with a Disability or Long-Term Condition	55.8%	54.9%
Staff without a Disability or Long-Term Condition	65.1%	65.2%

This years' figures show a slight decrease in the number of disabled staff that believe the organisation provides equal opportunities to them for career progression.

INDICATOR 6

Percentage of disabled staff compared to non-disabled staff saying that they have felt pressure from their managers to come to work, despite not feeling well enough to perform their duties

	2020	2021
Staff with a Disability or Long-Term Condition	31.1%	23.4%
Staff without a Disability or Long-Term Condition	18.0%	19.5%

This has decreased significantly, which is a positive step in the right direction.

INDICATOR 7

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

	2020	2021
Staff with a Disability or Long-Term Condition	43.5%	42.6%
Staff without a Disability or Long-Term Condition	53.8%	50.0%

2021 data sees a decline in scores from 2020. There is evidently more work to be done for staff with disabilities to ensure they feel as valued as their non-disabled colleagues.

INDICATOR 8

Percentage of disabled staff saying that the organisation has made adequate adjustment(s) to enable them to carry out their work

	2020	2021
Staff with a Disability or Long-Term Condition	80.5%	74.3%

This year's data has seen a significant decrease, and this figure is below the national average of 76.6%. Whilst heartening to know that three-quarters of colleagues feel supported with appropriate adjustments, we need to ensure all colleagues receive the same support.

INDICATOR 9

The staff engagement score for disabled staff, compared to non-disabled staff

The staff engagement score is from 0-10

	2020	2021
Staff with a Disability or Long-Term Condition	7	6.9
Staff without a Disability or Long-Term Condition	7.5	7.4

The staff engagement score is above the national average and has remained larger static over the past 3 years. However, we still need to work towards increasing this score and ensure all staff feel included, valued, and respected.

INDICATOR 10

Board Representation

	Disabled	Non-Disabled	Unknown
Voting Board Members	0%	64.2%	37.7%

The disclosure of disability status is high compared to some other staff groups however we need to encourage all Board members to disclose their information as good practice. We want to develop a board who are representative of our workforce and service users and who can understand, champion, and influence the requirements of our workforce.

Conclusion & Reflection

We have made our first steps in beginning to build a culture of inclusivity and this needs to continue, constantly embedding equality, diversity & inclusion throughout our whole organisational planning. Our newly appointed Equality, Diversity and Inclusion Lead will work closely with the staff networks and the Equality, Diversity and Inclusion Steering Group to collectively build and maintain a positive experience for our patients, carers and our dedicated colleagues.

The Trust embarked on a series of listening events with disabled staff during late 2021 and 2022, and whilst this was a good start., significant work is required to reinstall confidence in our disabled staff that we are committed and invested in supporting their career progression and growth whilst they're at Alder Hey. We want our staff to feel valued and respected, implementing more support and equal opportunities for all staff will help strengthen a culture of inclusivity

