

# **Alder Hey Children's Hospital NHS Foundation Trust**

## **Workforce Disability Equality Standard (WDES)**

### **2023**



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# INTRODUCTION

The Workforce Disability Equality Standard (WDES) was introduced in 2019 and is a requirement for all NHS organisations to publish data and action plans set against the ten specific measures 'Metrics' of workforce disability equality. Each of these metrics compares the experiences of disabled and non-disabled staff in the NHS. This report provides us with information relating to our staff at Alder Hey Children's Hospital 2022/23. The data provided which is taken from the national electronic staff record and the national staff survey, will help us to better understand the experiences of our disabled staff so that we can support the development of an action plan to demonstrate progress against the metrics to improve equality and inclusion for disabled staff. The intention of the WDES data is to help improve the experiences of disabled staff working in the NHS.

This report aims to outline the performance of the trust against the WDES metrics, identifying where improvements have been made and where there has been little or no improvement and/or a decline. The analysis of the data and development of the action plan have been completed together with the ACE Network members: (Ability, Celebrate, Educate - Disability and Long-Term Conditions Staff Network).

*A note on language: In this report we use the term 'disability' as defined in the Equality Act 2010. However, we do recognise that 'disability' is a dynamic term, within which terms such as 'neurodivergence' and 'neurodiversity' are emerging and changing.*

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**Ability  
Celebrate  
Educate**



Disabilities & Long-Term  
Conditions  
Staff Network

## **ACE Staff Network**

Alder Hey Children's NHS Foundation Trust ACE staff network aims to support staff with disabilities, long-term conditions, mental health conditions, neurodivergence, carers, or staff with family members with a long term health condition. We want our staff members to have the ability to work within their roles, feeling supported, valued, and respected, free from harm or discrimination. We want to celebrate the brilliance of our staff, learning and growing together. We want to educate our colleagues to help them better understand how they can support and encourage staff with disabilities. This year's Workforce Disability Equality Standard report provides us all with an understanding about what it feels like to work at Alder Hey NHS Foundation Trust. We want to improve on the results, working together to develop opportunities for our staff to grow and thrive at Alder Hey. We want managers to feel supported and confident to be able to provide reasonable adjustments and assistance to their staff with disabilities so that they flourish, feeling that they can come to work and be their whole selves without holding anything back.

We will spend the next 12 months working hard to ensure staff feel safe and supported and are able to be open and honest. We want to see an improvement in the self-declaration rates so that Alder Hey can accurately support all staff with disabilities. We have supported the development of an ambitious action plan that we will help to implement, making positive changes to improve the experiences of staff with disabilities. We want everyone to feel that they belong at Alder Hey, making it a great place to work.

**Helen Russell Chair of the ACE Staff Network**

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# Workforce Disability Equality Standard

## Progress made in 2022/23

**We are pleased to note that we have made improvements in 4 out of the 10 indicators of disability equality:**

- There is an increase in staff working at Alder Hey who had declared a disability
- There has been a positive decrease in the relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff
- There has been a slight decrease in the percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months
- The percentage of staff saying that they or a colleague reported harassment, bullying or abuse has increased over the past 12 months

**Several actions have been taken in the last 12 months that may well have contributed to the above improvements, these include :**

- Developing, supporting, and growing the ACE, Disabilities and Long-Term Conditions staff network
- Working alongside the communications team to raise awareness of the staff network and disabilities
- Launch of the Reasonable Adjustments Policy
- Development of resources to support managers

We will continue to work closely with the ACE staff network to identify areas for improvement, listening to the lived experiences of staff at Alder Hey Children's Hospital to inform and influence decision making.

**Metric 1:** Percentage of staff 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

Total Workforce	Disabled	Non-Disabled	Missing or Unknown
4231	207(4.89%)	3064 (72.42%)	960 (22.69%)

	Disabled			Non-Disabled			Missing or Unknown		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
<b>Cluster 1 (under Band 1, Bands 1-4)</b>	3.90%	5.20%	6.6%	63.40%	63.50%	66.30%	32.70%	31.20%	27.00%
<b>Cluster 2 (Bands 5-7)</b>	5.00%	5.4%	6.00%	73.30%	77.40%	82.80%	21.70%	17.20%	11.200%
<b>Cluster 3 (Bands 8a-8b)</b>	3.40%	4.8%	6.80%	78.4%	76.20%	79.60%	18.20%	19.00%	13.60%
<b>Cluster 4 (Bands 8c-9 &amp; VSM)</b>	0.00%	0.00%	6.70%	80.00%	88.40%	82.20%	20.00%	11.60%	11.10%

Table 1: Non-Clinical Workforce Cohort (data source ESR)

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The data shown in Table 1 shows that at Alder Hey we have 207 staff (4.89% of the workforce) who have declared a disability on the electronic staff record (ESR). The declaration rate has increased year on year; however, we still need to raise awareness of the importance of self-recording disability so that we can better support our staff. The non-declaration rate is high at 22.69% with 960 of staff having not declared their disability status on ESR. Non-declaration rates are a national issue, although here at Alder Hey we are working to try and improve this as we want our staff to feel comfortable with declaring their disability status, knowing that we will value and support them. We will therefore continue to work closely with the ACE staff network to promote understanding of self-declaration and why the organisation needs this information to better support staff. The data also shows the numbers of disabled and non-disabled staff employed by Alder Hey at various Agenda for Change (AFC) pay bands. There has been an increase in all Clusters for non-clinical staff, and a positive increase in Cluster 4 (Band 8c-9 VSM) with only band 8c with no declared disabled staff. Whilst this is a positive step forward, we will continue to focus on supporting and developing our staff to progress into higher bands.

Table 2 presents the clinical cohort data. Staff declaring a disability in Cluster 2, and 3 has increased over the last 12 months. Cluster 4, 5, 6, and 7 cohorts do not have any staff who have declared a disability. This highlights the need to explore and understand why the higher AfC bands, medical, dental and consultant groups have no staff who have declared a disability. The non-declaration rates from all these clusters remain high despite decreasing year on year. We need to better understand why this group may be reluctant to self-declare and put measures in place to enable them to feel comfortable, safe, and supported.

	Disabled			Non-Disabled			Missing or Unknown		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
<b>Cluster 1 (Bands 1 - 4)</b>	<b>4.70%</b>	<b>4.60%</b>	<b>4.70%</b>	<b>63.30%</b>	<b>65.3%</b>	<b>68.80%</b>	<b>32.10%</b>	<b>30.10%</b>	<b>26.50%</b>
<b>Cluster 2 (Band 5 - 7)</b>	<b>3.10%</b>	<b>3.90%</b>	<b>5.00%</b>	<b>70.20%</b>	<b>71.70%</b>	<b>74.30%</b>	<b>26.70%</b>	<b>24.30%</b>	<b>20.70%</b>
<b>Cluster 3 (Bands 8a - 8b)</b>	<b>2.70%</b>	<b>2.30%</b>	<b>3.70%</b>	<b>59.70%</b>	<b>61.90%</b>	<b>69.90%</b>	<b>37.60%</b>	<b>35.80%</b>	<b>26.40%</b>
<b>Cluster 4 (Bands 8c – 9 &amp; VSM)</b>	<b>4.2%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>75.00%</b>	<b>83.30%</b>	<b>84.00%</b>	<b>20.80%</b>	<b>16.70%</b>	<b>16.00%</b>
<b>Cluster 5 (Medical and Dental staff, Consultants)</b>	<b>0.78%</b>	<b>0.76%</b>	<b>1.08%</b>	<b>63.14%</b>	<b>66.92%</b>	<b>71.68%</b>	<b>36.08%</b>	<b>32.32%</b>	<b>27.24%</b>
<b>Cluster 6 (Medical and Dental staff, non-consultant career grade)</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>64.00%</b>	<b>56.57%</b>	<b>70.00%</b>	<b>36.00%</b>	<b>43.33%</b>	<b>30.00%</b>
<b>Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)</b>	<b>0.00%</b>	<b>0.00%</b>	<b>1.69%</b>	<b>73.08%</b>	<b>61.90%</b>	<b>69.49%</b>	<b>26.92%</b>	<b>38.10%</b>	<b>28.81%</b>

**Table 2: Clinical Workforce (data source ESR)**



## WDES Metric 2 – Relative likelihood of appointment from shortlisting

This metric compares the data for non-disabled and disabled staff regarding the relative likelihood of being appointed. The metric includes both internal and external recruitment.

(Data source: Trust’s Recruitment data)

WDES METRIC	DESCRIPTOR	2021/22	2022/23
2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts	1.89	1.16

**Table 3: Relative likelihood of appointment from shortlisting**

The data in Table 3 shows that the figure has decreased, suggesting a positive step in the right direction, although it must be noted that not all shortlisted candidates will disclose that they have a disability at this stage.

- A relative likelihood of 1 indicates that there is no difference: i.e., non-disabled applicants are equally as likely to be appointed from shortlisting as Disabled applicants.
- A relative likelihood above 1 indicates that non-disabled applicants are more likely to be appointed from shortlisting compared to Disabled applicants: e.g., a likelihood ratio of 2 indicates non-disabled applicants are twice as likely to be appointed from shortlisting compared to Disabled applicants.
- A relative likelihood below 1 indicates that non-disabled applicants are less likely to be appointed from shortlisting compared to Disabled applicants: e.g., a likelihood ratio of 0.5 indicates non-disabled applicants are half (0.5 times) as likely to be appointed from shortlisting as Disabled applicants.

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## WDES Metric 3 – Relative likelihood of entering formal capability process

WDES METRIC	DESCRIPTOR	2021/22	2022/23
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	0.0	2.03

**Table 4: Relative likelihood of entering formal capability process**

The data in Table 4 shows as of March 2023 the likelihood ratio was 2.03; specifically 0.5 (0.26%) out of 189 Disabled staff entered formal capability process compared to 4 (0.13%) out of 3,064 non-disabled staff.

We will continue to monitor this data, working closely with the ACE staff network and implementing adequate support and guidance for staff and managers.

## WDES Metric 4 – Harassment, bullying or abuse in the last 12 months

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse in the last 12 months.

(Data source: Question 13, NHS Staff Survey)

<b>WDES METRIC</b>	<b>DESCRIPTOR: Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse in the last 12 months from:</b>	<b>Disabled staff 2021/22</b>	<b>Non-disable staff 2021/22</b>	<b>Disabled staff 2022/23</b>	<b>Non-disabled staff 2022/23</b>
<b>4</b>  <b>NHS Staff Survey results</b>	I. Patients/Service users, their relatives or other members of the public	<b>23.8%</b>	<b>19.2%</b>	<b>28.7%</b>	<b>18.8%</b>
	II. Managers	<b>14.6%</b>	<b>6.9%</b>	<b>15.2%</b>	<b>7.2%</b>
	III. Other colleagues	<b>21.4%</b>	<b>10.7%</b>	<b>21.0%</b>	<b>11.8%</b>
	IV. 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	<b>53.5%</b>	<b>47.3%</b>	<b>61.4%</b>	<b>52.0%</b>

Table 5: Harassment, bullying or abuse in the last 12 months

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Table 5 demonstrates that the percentage of disabled staff saying they have experienced harassment, bullying or abuse at work in the last 12 months:

- I. From patients/service/users, their relatives or other members of the public has increased by 4.9% points and is 9.9% points higher than non-disabled staff
- II. From managers the percentage has slightly increased by 0.6% points
- III. From other colleagues it has reduced by 0.4% points
- IV. The data regarding reporting has positively increased by 7.9% points

## WDES Metric 5 – opportunities for career progression or promotion

WDES METRIC	DESCRIPTOR	Disabled 2021/22	Non-disabled 2021/22	Disabled 2022/23	Non-disabled 2022/23
<b>5 NHS Staff Survey results</b>	Percentage of disabled staff compared to non-disabled staff believing that Alder Hey Children’s Hospital provides equal opportunities for career progression or promotion	<b>54.9%</b>	<b>65.2%</b>	<b>51.3%</b>	<b>62.7%</b>

**Table 6: Opportunities for career progression or promotion**

The data presented in Table 6 indicates that the percentage of disabled staff at Alder Hey Children’s Hospital believe that the Trust provides equal opportunities for career progression or promotion has decreased since last year by 3.6%. This figure is around the national average which is 51.4%

## WDES Metric 6 – Presenteeism

WDES METRIC	DESCRIPTOR	Disabled 2021/22	Non-disabled 2021/22	Disabled 2022/23	Non-disabled 2022/23
<b>6 NHS Staff Survey results</b>	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	<b>23.4%</b>	<b>19.5%</b>	<b>28.5%</b>	<b>17.4%</b>

**Table 7: Presenteeism**

The data in Table 7 highlights that disabled staff feel more pressure from their managers to come to work, despite not feeling well enough to perform their duties. This figure has increased by 5.1% points over the last 12 months, we must work to ensure that staff can be open with managers about how they are feeling without sensing any pressure to come to work when they do not feel well enough. In addition to supporting our staff, we want to make sure managers are equipped and confident in providing their staff with the correct information, resources, and support.

## WDES Metric 7 – Satisfaction rate on how the organisation values staff

WDES METRIC	DESCRIPTOR	Disabled 2021/22	Non-disabled 2021/22	Disabled 2022/23	Non-disabled 2022/23
<b>7 NHS Staff Survey results</b>	Percentage of disabled staff compared to non-disabled staff saying that are satisfied with the extent to which Alder Hey Children’s Hospital values their work	<b>42.6%</b>	<b>50.0%</b>	<b>37.4%</b>	<b>49.9%</b>

**Table 8: Satisfaction rate on how the organisation values staff work**

The data in Table 8 show that 37.4% of disabled staff are satisfied with the extent to which Alder Hey values their work, however, this is 12.5% less than non-disabled staff. This clearly indicates the need to provide our workforce with the assurance that their contribution is valued, and they are respected.

## WDES Metric 8 – Reasonable Adjustments

WDES METRIC	DESCRIPTOR	2021/22	2022/23
<p style="text-align: center;"><b>8</b> <b>NHS Staff Survey</b> <b>results</b></p>	<p>Percentage of disabled staff saying Alder Hey Children’s Hospital has made an adequate reasonable adjustment(s) to enable them to carry out their work</p>	<p><b>74.3%</b></p>	<p><b>70.3%</b></p>

**Table 9: Reasonable Adjustments**

Table 9 indicates that 70.3% of disabled staff say that Alder Hey has made adequate adjustments to enable them to carry out their work. This figure is just below the national average. There is a 4% point decrease from 2021/22. We will continue to work closely with the ACE staff network to promote our reasonable adjustments policy, building on our current work to ensure that staff and managers have the correct guidance.



## WDES Metric 9 – The Engagement of disabled staff

WDES METRIC	DESCRIPTOR	Disabled 2021/22	Non-disabled 2021/22	Disabled 2022/23	Non-disabled 2022/23
<b>9 NHS Staff Survey Results Engagement Score</b>	I. The staff engagement scores for disabled and non-disabled staff	<b>6.9</b>	<b>7.4</b>	<b>6.8</b>	<b>7.3</b>
	II. Has Alder Hey Children’s Hospital taken action to facilitate the voices of disabled staff in your organisation to be heard	<b>Yes</b>		<b>Yes</b>	

**Table 10: The Engagement of disabled staff**

Table 10 shows that the staff engagement score for disabled staff has decreased slightly since last year. The Trust has answered ‘Yes’ to the question regarding taking action to facilitate the voices of disabled staff to be heard owing to staff listening events which have taken place and the development of the ACE staff network. The voices of our disabled staff have been heard at People Committee and the network works closely with the Head of EDI to ensure that any initiatives are co-produced and that their lived experiences are informing the development of the Trust's strategic objectives.

## WDES Metric 10 – Board representation

WDES METRIC	DESCRIPTOR	Disabled 2021/22	Non- disabled 2021/22	Disabled 2022/23	Non-disabled 2022/23
<b>10 Board Representation</b>	Percentage difference between the organisation's Board voting membership and its overall workforce disaggregated: <ul style="list-style-type: none"> <li>By voting membership of the Board</li> </ul>	<b>0.00%</b>	<b>64.29%</b>	<b>0.00%</b>	<b>71.43%%</b>
	<ul style="list-style-type: none"> <li>By Executive membership of the Board</li> </ul>	<b>0.00%</b>	<b>81.82%</b>	<b>0.00%</b>	<b>81.82%</b>

**Table 11: Board Representation**

The data in Table 11 remains the same as last year with 0.00% of voting members or executive members of the Board declaring to have a disability. There is also a high percentage of Board members who have not completed their status on ESR. We will aim to address this through the Trust wide work on encouraging staff with a disability to declare it, thus ensuring all appropriate support is in place if needed.

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## Conclusions and next steps

The report provides an assessment of our current position regarding the experiences of staff with disabilities working at Alder Hey. Based on the 2022/23 data presented in this report, the following have been identified as areas that the trust must focus on for improvement:

- Staff declaring their disability status
- Disabled staff experiencing harassment, bullying or abuse from patients, service users, relatives, or members of the public and managers
- Disabled staff satisfied that the Trust provides opportunities for career progression and promotion
- Disabled staff feel pressure from their managers to come to work despite not feeling well enough
- Disabled staff feeling that the Trust values their work
- Disabled staff feeling that the Trust has made adequate reasonable adjustments
- Staff engagement score
- Disabled staff represented at Board

With the support and involvement of the ACE staff network, the WDES action plan (Appendix 1) has been developed in response to the WDES data and we will work together to make improvements against the themes identified as concerns.

## Appendix 1: WDES Improvement Plan

Action	Objective	Progress	Next Steps	Timescales
Continue to increase disability declaration rates on ESR	Staff engagement  Declaration rates and accurate personal information held	<ul style="list-style-type: none"> <li>Work with staff network to support initiatives to raise awareness of the importance of self-declaration</li> </ul>	<ul style="list-style-type: none"> <li>Share granular data with each division (<b>link to HI action 1</b>)</li> <li>Continue to promote Reasonable Adjustments Policy</li> <li>Develop a communications strategy to raise awareness about ESR data</li> </ul>	<p>November 2023</p> <p>December 2023</p> <p>November 2023</p>
Continue to monitor and take action to prevent staff from experiencing harassment, bullying or abuse from patients, service users, relatives or public and managers	Inequalities and differentials in staff experiences	<ul style="list-style-type: none"> <li>Raise awareness for reporting and support mechanisms to ensure colleagues have the confidence to speak up safely about issues.</li> <li>Work closely with Freedom to Speak Up Guardian</li> <li>Zero Tolerance of Racist, Homophobic Prejudice or Discriminatory Behaviour Policy revised and relaunched across the Trust</li> </ul>	<ul style="list-style-type: none"> <li>Work with the staff network to develop a communications campaign which sends a positive message to patients, service users, relatives, or the public. Stressing our Zero Tolerance approach in order to reduce harassment, bullying or abuse of staff (<b>link to HI action 6</b>)</li> <li>Relaunch Zero Tolerance of Racist, Homophobic Prejudice or Discriminatory Behaviour Policy making sure managers are supported/trained and have access to resources to better support their staff (<b>link to HI action 6</b>)</li> <li>Managers will be provided with training to undertake</li> </ul>	<p>December 2023</p> <p>November 2023</p>

			compassionate conversations and will have the resources and correct documentation and policies to ensure that their staff are supported ( <b>link to HI action 4</b> )	March 2024
Provide inclusive career progression opportunities for development	Inequalities and differentials in experience	<ul style="list-style-type: none"> <li>Use of reliable and robust data – to understand the experiences of our staff and proactively use data to address areas of concern. Work with the ACE staff network to improve our use of soft intelligence about people’s experiences, in combination with data from Human Resources, Organisational Development, EDI Team and Freedom to Speak Up processes</li> </ul>	<ul style="list-style-type: none"> <li>Career conversations embedded into the annual appraisal process</li> <li>Work with ACE staff network to identify and develop specific gaps in process/opportunities requiring targeted or bespoke training (<b>link to HI action 2</b>)</li> <li>Continue to promote inclusive access to the national training offers</li> <li>Work collaboratively with regional Trusts to develop shared training opportunities</li> </ul>	<p>January 2024</p> <p>March 2024</p> <p>December 2023</p> <p>March 2024</p>
Support staff and managers to ensure staff feel they can be open about how they feel without pressure, they feel valued,	Inequalities and differentials in experience  Staff Survey Results	<ul style="list-style-type: none"> <li>Work closely with Freedom to Speak up Guardian</li> <li>Provide Lunch &amp; Learn sessions to raise awareness of topics related to ACE staff network</li> <li>Pilot the Empowerment Passports to support managers and staff in ensuring the correct</li> </ul>	<ul style="list-style-type: none"> <li>Promote ACE staff network, growing membership and awareness</li> <li>Develop a bespoke training package for managers, designed to provide information on how best to support their staff with disabilities</li> </ul>	<p>January 2024</p> <p>March 2024</p>

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supported and respected		reasonable adjustments are in place and staff feel comfortable with sharing information	<ul style="list-style-type: none"><li>• Work with ACE staff network to implement and improve experiences for staff</li></ul>	December 2023  March 2024
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