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

Annual Report 2020

(Add name of organisation)

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**1 Introduction**

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**Appendix 1 WDES metrics report**

Detailed below is the organisation’s WDES data which was submitted in August 2020 covering the period XXXXXX

**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).**

**1a. Non-clinical workforce**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Disabled staff in 2019** | **Disabled staff in 2020** | **Disabled staff in 2019/2020** | **Non-disabled staff in 2019** | **Non-disabled staff in 2020** | **Non-disabled staff in 2019/2020** | **Unknown/null staff in 2019** | **Unknown/null staff in 2020** | **Unknown/null staff in 2019/2020** | **Total staff in 2019** | **Total staff in 2020** |
|  | **Percentage (%)** | **Percentage (%)** | **% points difference (+/-)** | **Percentage (%)** | **Percentage (%)** | **% points difference (+/-)** | **Percentage (%)** | **Percentage (%)** | **% points difference (+/-)** | **Headcount** | **Headcount** |
| **Cluster 1 (Bands  1 - 4)** |  |  |  |  |  |  |  |  |  |  |  |
| **Cluster 2 (Band 5 - 7)** |  |  |  |  |  |  |  |  |  |  |  |
| **Cluster 3 (Bands 8a - 8b)** |  |  |  |  |  |  |  |  |  |  |  |
| **Cluster 4 (Bands  8c – 9 & VSM)** |  |  |  |  |  |  |  |  |  |  |  |

**1b. Clinical workforce**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Disabled staff in 2019** | **Disabled staff in 2020** | **Disabled staff in 2019/2020** | **Non-disabled staff in 2019** | **Non-disabled staff in 2020** | **Non-disabled staff in 2019/2020** | **Unknown/null staff in 2019** | **Unknown/null staff in 2020** | **Unknown/null staff in 2019/2020** | **Total staff in 2019** | **Total staff in 2020** |
|  | **Percentage (%)** | **Percentage (%)** | **% points difference (+/-)** | **Percentage (%)** | **Percentage (%)** | **% points difference (+/-)** | **Percentage (%)** | **Percentage (%)** | **% points difference  (+/-)** | **Headcount** | **Headcount** |
| **Cluster 1 (Bands 1 - 4)** |  |  |  |  |  |  |  |  |  |  |  |
| **Cluster 2 (Band 5 - 7)** |  |  |  |  |  |  |  |  |  |  |  |
| **Cluster 3 (Bands 8a - 8b)** |  |  |  |  |  |  |  |  |  |  |  |
| **Cluster 4 (Bands 8c – 9 & VSM)** |  |  |  |  |  |  |  |  |  |  |  |
| **Cluster 5**  **(Medical and Dental staff, Consultants)** |  |  |  |  |  |  |  |  |  |  |  |
| **Cluster 6 (Medical and Dental staff, Non-consultant career grade)** |  |  |  |  |  |  |  |  |  |  |  |
| **Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)** |  |  |  |  |  |  |  |  |  |  |  |

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

**(Data source: Trust’s recruitment data)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Relative likelihood in 2019** | **Relative likelihood in 2020** | **Relative likelihood difference (+-)** |
| **Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff** |  |  |  |

**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 in 2018/19** | **Relative likelihood in 2019/20** | **Relative likelihood difference (+-)** |
| **Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff** |  |  |  |

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

**(Data source: Question 13, NHS Staff Survey)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Disabled staff responses to 2018 NHS Staff Survey** | **Non-disabled staff responses to 2018 NHS Staff Survey** | **% points difference (+/-) between Disabled staff and non-disabled staff responses 2018** | **Disabled staff responses to 2019 NHS Staff Survey** | **Non-disabled staff responses to 2019 NHS Staff Survey** | **% points difference (+/-) between Disabled staff and non-disabled staff responses 2019** |
|  | **Percentage (%)** | **Percentage (%)** |  | **Percentage (%)** | **Percentage (%)** |  |
| **4a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months** |  |  |  |  |  |  |
| **4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months** |  |  |  |  |  |  |
| **4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months** |  |  |  |  |  |  |
| **4d) Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months** |  |  |  |  |  |  |

**Metrics 5 – 8**

**(Data source: Questions 14, 11, 5, 28b, NHS Staff Survey)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Disabled staff responses to 2018 NHS Staff Survey** | **Non-disabled staff responses to 2018 NHS Staff Survey** | **% points difference (+/-) between Disabled staff and non-disabled staff responses 2018** | **Disabled staff responses to 2019 NHS Staff Survey** | **Non-disabled staff responses to 2019 NHS Staff Survey** | **% points difference (+/-) between Disabled staff and non-disabled staff responses 2019** |
|  | **Percentage (%)** | **Percentage (%)** |  | **Percentage (%)** | **Percentage (%)** |  |
| **Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.** |  |  |  |  |  |  |
| **Metric 6 - 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.** |  |  |  |  |  |  |
| **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.** |  |  |  |  |  |  |
| **Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.** |  | **N/A** | **N/A** |  | **N/A** | **N/A** |

**Metric 9 – Disabled staff engagement**

**(Data source: NHS Staff Survey)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Disabled staff engagement score for 2018 NHS Staff Survey** | **Non-disabled staff engagement score for 2018 NHS Staff Survey** | **Difference (+/-) between disabled staff and non-disabled staff engagement scores 2018** | **Disabled staff engagement score for 2019 NHS Staff Survey** | **Non-disabled staff engagement score for 2019 NHS Staff Survey** | **Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2019** |
| **a) The staff engagement score for Disabled staff, compared to non-disabled staff.** |  |  |  |  |  |  |

|  |
| --- |
| **b)**  **Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)**  **Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.**  **Example 1:**  **Example 2:**  **Example 3:** |

**Metric 10 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce**

**(Data source: NHS ESR and/or trust’s local data)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Disabled Board members in 2019** | **Non-disabled Board members in 2019** | **Board members with disability status unknown in 2019** | **% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce** | **Disabled Board members in 2020** | **Non-disabled Board members in 2020** | **Board members with disability status unknown in 2020** | **% points difference (+/-) Between Disabled and non-disabled Board members in 2020** |
|  | **Percentage (%)** | **Percentage (%)** | **Percentage (%)** |  | **Percentage (%)** | **Percentage (%)** |  |  |
| **Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.** | **Exec =**  **Non-exec =**  **Voting =**  **Non-voting =** | **Exec =**  **Non-exec =**  **Voting =**  **Non-voting =** | **Exec =**  **Non-exec =**  **Voting =**  **Non-voting =** | **Total Board =**  **Overall workforce =**  **Difference =** | **Exec =**  **Non-exec =**  **Voting =**  **Non-voting =** | **Exec =**  **Non-exec =**  **Voting =**  **Non-voting =** | **Exec =**  **Non-exec =**  **Voting =**  **Non-voting =** | **Total Board =**  **Overall  workforce =**  **Difference =** percentage points |

**APPENDIX 2 - WDES action plan 2020/21**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Metric** | **Objective** | **Action/s** | **Timescales** | **Lead/s** | **Why** |
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| **Note: Explain how Disabled staff have been involved in developing and delivering the actions.** | | | | | |