

## WDES

### 1.1 Workforce Disability Equality Standard

WDES Metric	2019 data	Comments	Action	Timescale
Percentage of staff in AfC paybands or medical and dental subgroups and Very Senior Managers (including Executive Board Members) compared with the percentage of staff in the overall workforce. Snapshot 31 <sup>st</sup> March 2019.	4% Disabled staff across the workforce  6.21% Disabled staff in bands 8a and 8b  2.7% Disabled staff in bands 8c, 9 and VSM.	It is a priority to increase the rate of disclosure within the self service ESR portal and to reduce the number of staff that choose not to answer this question in order to have more comprehensive data to draw from.	Design and send out communication to staff about: <ul style="list-style-type: none"> <li>• What the information is used for.</li> <li>• How the data is used and shared.</li> <li>• How to enter the ESR portal and update their demographic information on the self service portal.</li> </ul>	February 2020  Lisa Wright Claire White
Relative likelihood of Disabled staff being appointed from shortlisting compared to that of Non-Disabled staff being appointed from shortlisting across all posts.	1.15	The difference in likelihood of Disabled and Non-Disabled applicants being appointed to a post after the applicant has been shortlisted is 1.15. A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.	The focus on understanding and managing bias in the R&S training will be reviewed for effectiveness.	January 2020  Richard Wormwell
Percentage of staff that feel the organisation values the work that they do.	33.2% of Disabled staff  47.9% Non-	There is a significant gap of 14.7% between Disabled and Non-Disabled Staffs perception of this.	<ul style="list-style-type: none"> <li>• This will be investigated through engagement with disabled staff in the established focus groups to understand what is happening to</li> </ul>	March 2020

WDES Metric	2019 data	Comments	Action	Timescale
	Disabled		impact on staff perception and experience. The outcome will be reported on in the January update.	
Percentage of disabled staff that felt that their employer had made reasonable adjustments that enabled them to carry out their work.	79.2%	Four in five respondents answered this positively.	<ul style="list-style-type: none"> <li>• Case studies of reasonable adjustments will be carried out to highlight good and poor practice included in the absence management tool kit.</li> <li>• The Reasonable Adjustment form will be promoted as a management tool not just as something to carry out if a member of staff with a disability or long-term condition hits sickness triggers but to prevent that from happening where possible.</li> </ul>	July 2020
Percentage of staff who experienced at least one incident of bullying, harassment or abuse from patients, service users, their relatives or other members of the public.	31.3% Disabled 24.3% Non-Disabled	7% more Disabled staff answered yes to this question. This is higher than the percentage difference between BAME and White staff which is 4.9%. That figure has risen over the past year.	<ul style="list-style-type: none"> <li>• The bullying and harassment training for managers will continue to be delivered with a focus on how to address abuse from service users, carers and the public.</li> <li>• Implementation of the policy by managers will be audited against incidents and complaints and targeted interventions made.</li> </ul>	July 2020 LW

WDES Metric	2019 data	Comments	Action	Timescale
Percentage of staff who experienced at least one incident of bullying, harassment or abuse from staff.	23.2% Disabled  14.2% Non-Disabled	9% more Disabled staff than non-Disabled staff reported experiencing at least one incident of bullying, harassment or abuse from staff.	<ul style="list-style-type: none"> <li>Staff focus groups will be held and engagement will take place as part of the bullying and harassment training.</li> <li>The work to address bullying and harassment cultures will continue - This includes implementation of the Dignity and Respect Policy, referrals to and promotion of the bullying and harassment support officers and the training that has been developed to empower managers to tackle and prevent bullying and harassment in teams.</li> </ul>	April 2020 LW
Percentage believing that Trust provides equal opportunities for career progression and promotion.	80.8% Disabled  82.2% Non-Disabled	The gap here is small at 1.4% and significantly less than the difference identified through the WRES question where the gap between White and BAME staff is 28.3%.	<ul style="list-style-type: none"> <li>Staff focus groups will be held to gain case studies of good practice.</li> <li>The introduction of a systematic approach to Talent Management is expected to reduce unconscious bias by introducing a standard process to be followed by all team leaders. This will be reviewed for impact on reducing perceptions of inequality across protected characteristics</li> </ul>	December 2020 LW  Fay Davies

WDES Metric	2019 data	Comments	Action	Timescale
<p>Percentage of staff who experienced at least one incident of bullying, harassment or abuse from managers</p>	<p>17.9% Disabled</p> <p>8.4% Non-Disabled</p>	<p>9.5% more Disabled staff feel that they have experienced at least one incident of bullying harassment or abuse from managers in the last 12 months.</p>	<ul style="list-style-type: none"> <li>In staff focus groups this will be explored to understand the nature of these incidents. These will be used as case studies for managers in the bullying and harassment training to help understand how behaviours and actions can be perceived by disabled staff.</li> <li>Any trends that come out of that work will be fed into policy review to reduce the risk of incidents occurring; for example; if the incidents are linked to attendance management or performance management processes.</li> </ul>	<p>April 2020 LW</p>
	<p>10.5% difference</p>			
<p>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.</p>	<p>1.54</p>	<p>Reporting on this metric is voluntary in year one as some Trusts will not have the capacity and systems in place to collect the information. Within BDCFT the likelihood score is 1.54. A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process. Although this is high the figures show that</p>	<ul style="list-style-type: none"> <li>Similarly, to the work that has been done to understand disciplinary and grievances a review of capability cases will be conducted to identify any trends or concerns that need reviewing and addressing from a quality perspective.</li> </ul>	<p>April 2020</p>

WDES Metric	2019 data	Comments	Action	Timescale
		there were 12 capability cases of which one involved a disabled member of staff, none of the cases involved a staff member whose disability status was left unknown.		
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.	28% Disabled 18.2% Non-Disabled	8.9% more Disabled staff felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	<ul style="list-style-type: none"> <li>• This should be addressed by the promotion of the Reasonable Adjustments form and Supporting Attendance Policy which has been reviewed to include information about reasonable adjustments preventing this pressure occurring.</li> <li>• The concern will be picked up with Disabled staff and managers in the focus groups and bullying and harassment workshops with a report being produced to show the outcome.</li> </ul>	April 2020  LW and HRBP's
The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	6.6 Disabled 7.1 Non-Disabled	Disabled staff came out as being less engaged than Non-Disabled Staff.	<ul style="list-style-type: none"> <li>• This data will be shared with teams aiming to engage staff; for example, the Communications Team, Crowdsourcing lead and staff engagement lead.</li> <li>• The Strategic Reference Group will be asked to think of ways to</li> </ul>	October 2019

WDES Metric	2019 data	Comments	Action	Timescale
			increase Disabled staffs' engagement and commit to carrying out those actions within their teams.	
Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)	Yes	The Trust has held staff focus groups to share staff survey information and has a strategic reference group for equality where discussion is held about disability. There is a small Disabled Staff Network whose Chairs is engaged in the strategic reference group.	Explore the option to work across the district and develop a district wide network to improve the reach and impact of the Disabled Staff Network will be undertaken, Ideally the group will grow in numbers and hold regular meetings to contribute their views to this agenda. Presently this is done through staff focus groups.	May 2020
Board are expected to be broadly representative of the population they serve. Percentage of the Board that are from a disabled background.  Note in 2017 the metric changed to:  Percentage difference between the organisations' Board voting membership and its overall workforce.	-4%	No members of the Board have identified themselves as having a disability within ESR. 33% of the Board have not completed this information within the ESR record and have their status as unknown.	<ul style="list-style-type: none"> <li>Information will be shared with the Board about the importance of completing this demographic information and how to access the ESR self-service portal.</li> </ul>	October 2019