



**Bradford District Care**  
NHS Foundation Trust

# **NHS Workforce Disability Standard**

Equality Analysis 2018

## Trust Wide Results

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

#### **1.1 What do we mean by disability?**

You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities<sup>1</sup>.

- 'substantial' is more than minor or trivial, eg it takes much longer than it usually would to complete a daily task like getting dressed
- 'long-term' means 12 months or more, eg a breathing condition that develops as a result of a lung infection
- This excellent short film provides an understanding of disability equality <https://www.youtube.com/watch?v=0e24rfTZ2CQ>

This report provides the BDCFT results for the WDES reporting for August 2019. It is the first time that this information has been reported so there is no benchmark available to share at this time.

#### **1.2 Disclosure Rates:**

The ESR data for the same reporting period as the WDES shows that 143 staff have shared that they consider themselves to be disabled within their self-service staff record.

In the staff survey the questions were answered by 284 disabled staff.

This shows that a significant number of staff are choosing not to share information about impairments and long term conditions with their employer but are happy to do so in this anonymous and confidential survey.

Bearing in mind that the staff survey was responded to by 1272 staff (45.07%). It is likely that there are further number of staff that consider themselves to be disabled but do not complete the staff survey.

In staff focus groups disabled staff have spoken consistently about the concern they have about sharing their disability within the organisation. This concern is due to fear of being treated differently, inviting further scrutiny on their capability and performance and attendance record. Some staff have had experience of a disclosure leading to these kind of impacts within this Trust and in other previous employments.

#### **1.3 Experiences of Disabled Staff - Staff Survey Results**

**1.3.1 Harassment, Bullying and Abuse** – the tables below provide the trust wide results of the 2018 Staff Survey. The responses given by Disabled staff and Non-Disabled staff are compared to show the different experiences and inequalities that exist within the workforce.

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<sup>1</sup> <https://www.gov.uk/definition-of-disability-under-equality-act-2010>

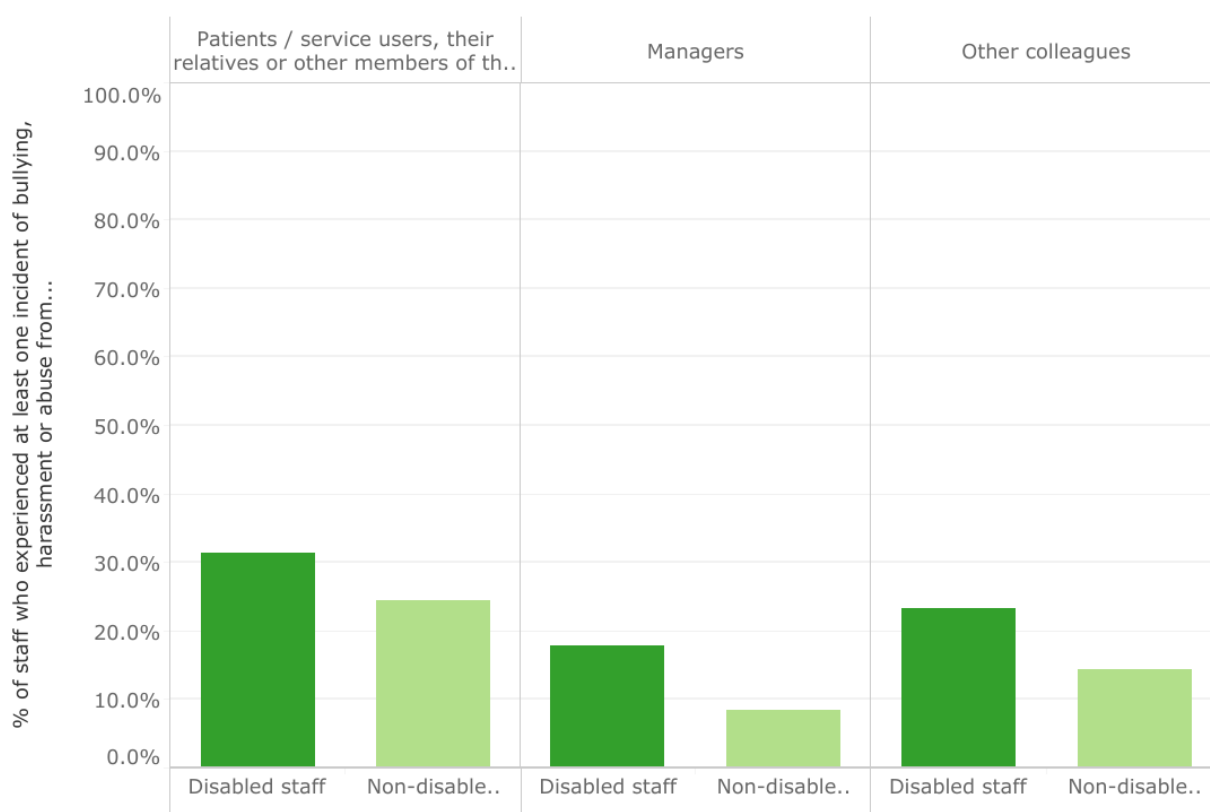


Figure 1.

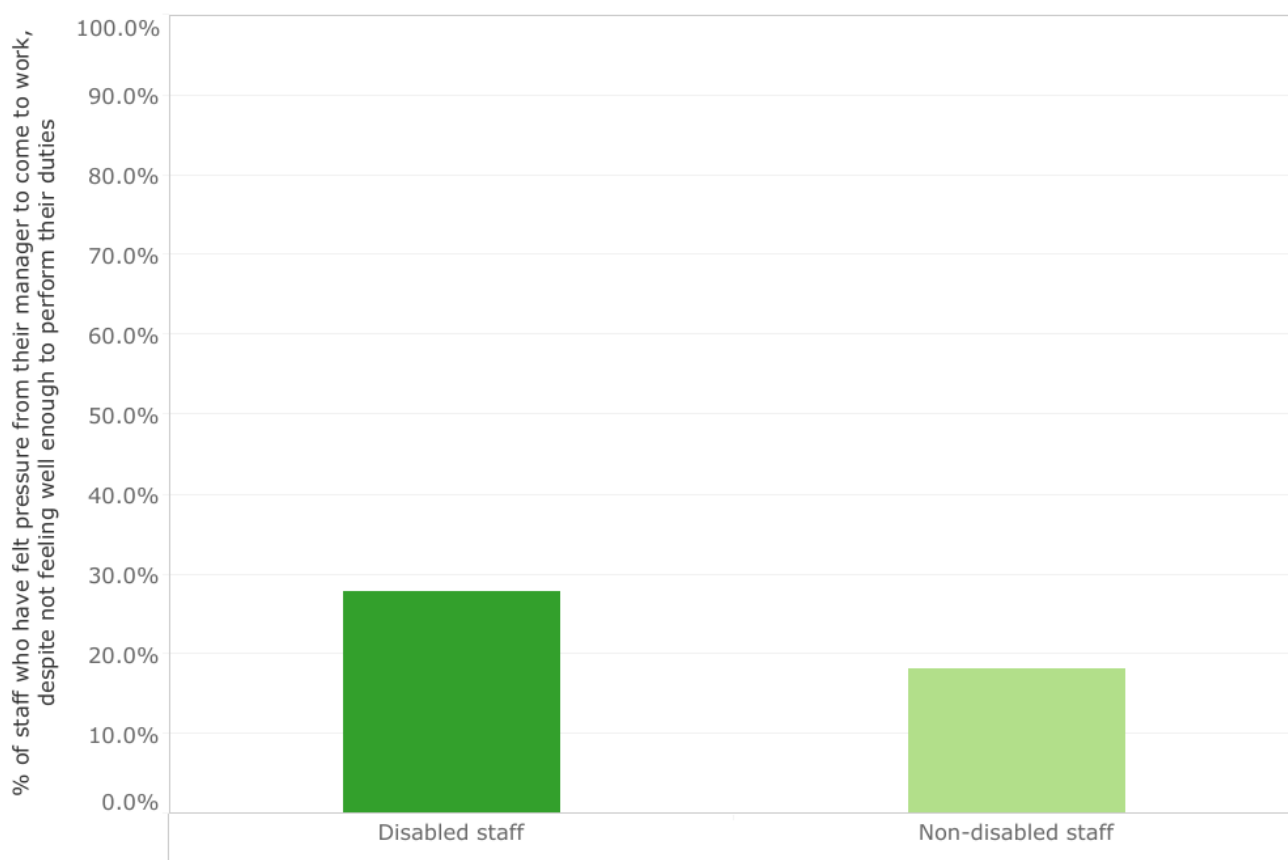
Indicator	Q28A	Number	Result
Patients / service users, their relatives or other members of the public	Non-disabled staff	953	24.3
Patients / service users, their relatives or other members of the public	Disabled staff	284	31.3
Managers	Non-disabled staff	947	8.4
Managers	Disabled staff	280	17.9
Other colleagues	Non-disabled staff	942	14.2
Other colleagues	Disabled staff	284	23.2

- 7% more Disabled staff than non-disabled staff experienced bullying, harassment or abuse from patients, service users or other members of the public. This is the same difference as was reported in the 2017 staff survey data.
- 9.5% more Disabled staff than non-disabled staff experienced bullying, harassment or abuse from Managers. This is 0.5% decrease in the gap that was reported in the 2017 staff survey data.
- 9% more Disabled staff than non-disabled staff experienced bullying, harassment or abuse from other colleagues. This is an increase in the gap by 3% from the 2017 staff survey data.
- There is very little difference (0.4%) between Disabled and Non-Disabled staffs reporting of incidents of bullying, harassment or abuse that they have experienced.

### 1.3.2 Equal Opportunities

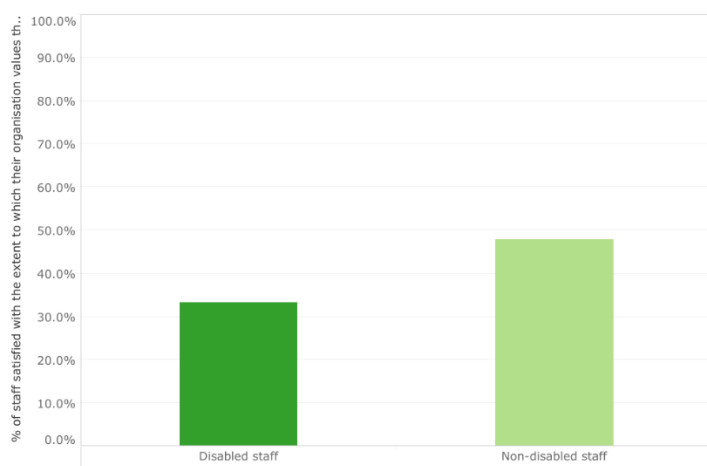
2% more non-disabled staff than Disabled staff responding to the survey believe that the organisation offers them equality of opportunity for career progression (80.8% Disabled staff and 82.2% Non-Disabled staff). This is a significant reduction in the gap that was reported in 2017 when there was 10% difference.

### 1.3.3 Pressure to Attend Work When Feeling Unwell



28% of Disabled respondents reported experiencing pressure to attend work when feeling unwell and 18.2% of non-disabled respondents did. This is a difference of 9.8%. This is a reduction in the figures reported last year when the gap was 11%.

### 1.3.4 Feeling Valued



33.2% of Disabled staff and 47.9% of non-Disabled staff reported that they were satisfied with the extent to which the organisation valued their work. This is a difference of 14.7%. In 2017 this was not reported on within the equality analysis.

### 1.3.5 Reasonable Adjustments

79.2% of the Disabled staff responding to the survey felt that their employer had made reasonable adjustments that enabled them to carry out their work. This was not reported on in 2017.

### 1.3.6 Staff Engagement

The staff engagement score taken from the survey results differs for Disabled staff at 6.6 and non-disabled staff 7.1 and the organisational average which is 7.0.

In addition to this staff survey sourced question the WDES asks organisations to say yes or now within the submission to whether they have 'taken action to facilitate the voices of disabled staff in the organisation to be heard. BDCFT have marked this as 'yes'. The Trust has a Disabled Staff Network whose Chair is a member of the Equality, Diversity and Inclusion Workforce Strategic Reference Group. This group does not meet and has very few members so in addition the Trust has held regular focus groups with staff; some generic and some focused in specific service areas to gain feedback from staff. This feedback was used to develop the Equality, Diversity and Inclusion Workforce Strategy.

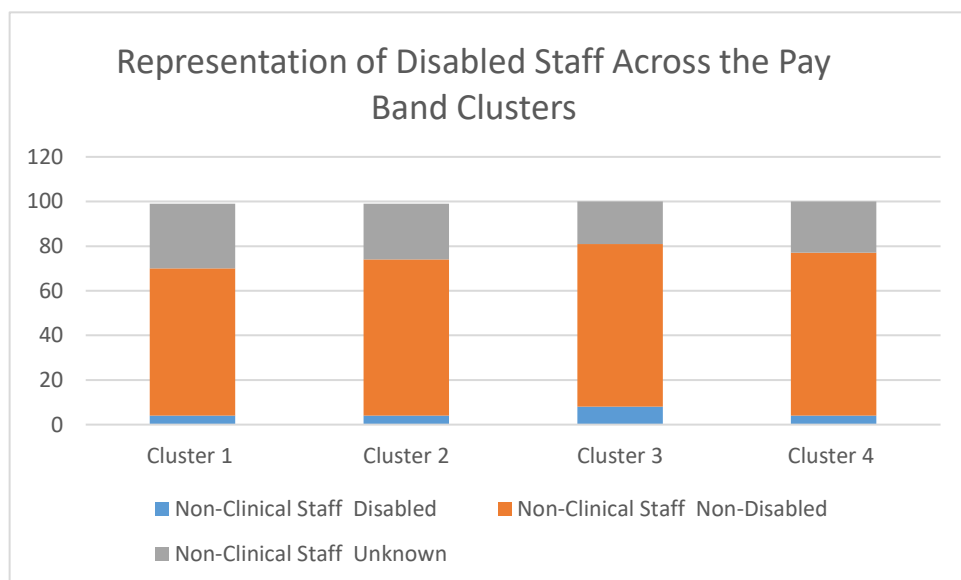
### Other WDES Indicators

#### Percentage of Staff in AfC Paybands, Medical or Dental Subgroups or Very Senior Management (including Executive Board Members) compared with the percentage of staff in the overall workforce – snapshot 31<sup>st</sup> March 2019

The tables below show the representation of staff that have shared their Disability status across pay bands.

#### 1. Non-Clinical Staff –

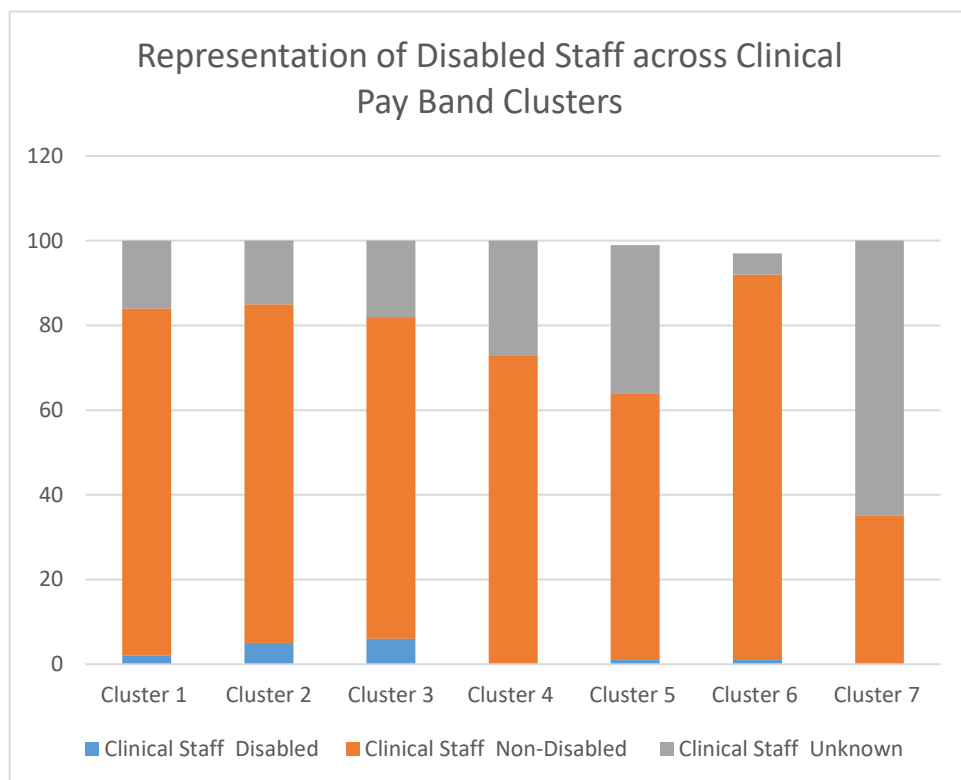
**788 staff in total; 535 Non-Disabled, 35 Disabled and 218 Unknown.**



Cluster 1	Bands 1 – 4
Cluster 2	Bands 5 – 7
Cluster 3	Bands 8a – 8b
Cluster 4	Bands 8c, 9 and VSM

## 2. Clinical Staff

There are 2327 clinical staff. Of those staff, 104 have shared their Disability on ESR, that is 4.5%. 378 staff have their status unknown within ESR, that is 16% of clinical staff.



Cluster 1	Bands 1 – 4
Cluster 2	Bands 5 – 7
Cluster 3	Bands 8a – 8b
Cluster 4	Bands 8c, 9 and VSM
Cluster 5	Medical and Dental Staff, Consultants
Cluster 6	Medical and Dental Staff, Non-Consultant Staff Career Grade
Cluster 7	Medical and Dental Staff, Medical and Dental Trainee Grades

### 1.3.7 Relative Likelihood of Disabled Staff Compared with Non-Disabled Staff Being Appointed from Shortlisting Across All Posts

The relative likelihood is 1:15. A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting. This shows a relatively low favourability to Non-Disabled applicants. Benchmarking data is not yet available to see how BDCFT is doing on this when compared with like for like organisations.

### 1.3.8 Relative Likelihood of Disabled Staff Compared with Non-Disabled Staff Entering the Formal Capability Process – as measured by entry into the formal capability procedure

The relative likelihood 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. This means that within BDCFT Disabled staff 1.5 times more likely to enter into formal capability processes than Non-Disabled staff.

### 1.3.9 Percentage Difference Between the Board Voting Membership and Its Overall Workforce Disaggregated

There are no members of the Board Voting Membership who have shared a disability status in ESR therefore the percentage difference is -4% as the overall percentage of Disabled staff within the workforce is 4%.