



Bradford District Care
NHS Foundation Trust

NHS Workforce Disability Standard

Equality Analysis 2020

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 activities¹.

- '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 reporting period running up to the WDES snapshot taken in March 2020 shows that 156 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 325 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.

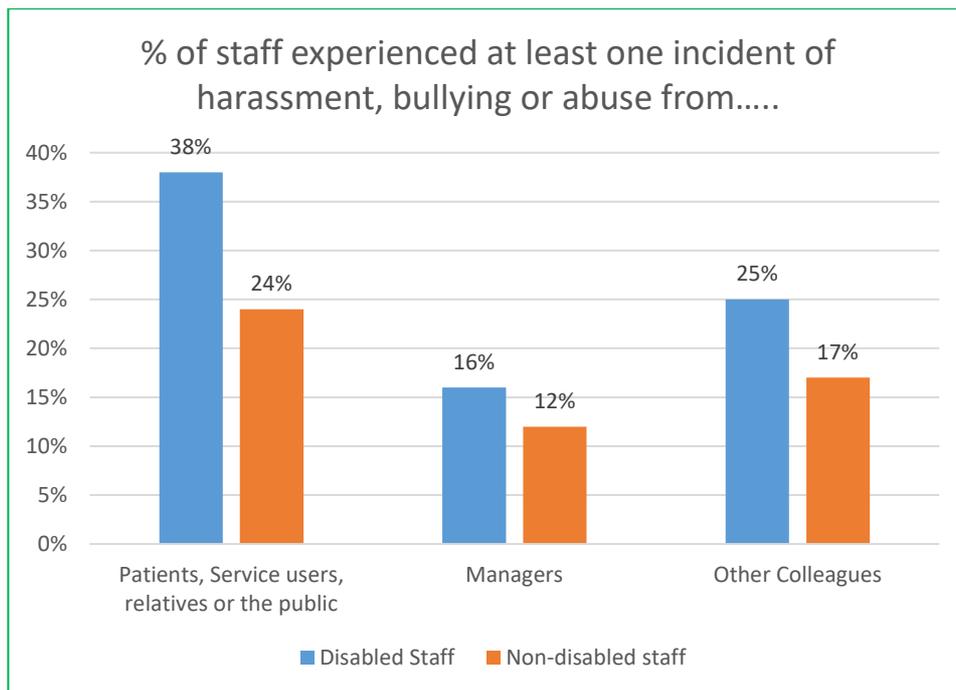
Bearing in mind that the staff survey was responded to by 1339 staff. It is likely that there are further number of staff that consider themselves to be disabled but do not complete the staff survey.

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.

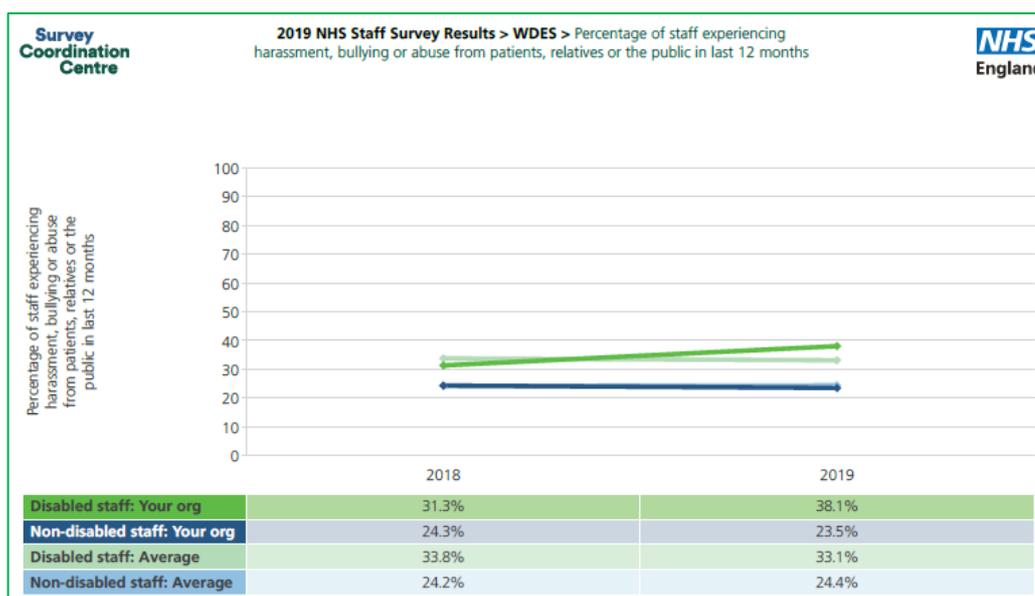
1.3 Experiences of Disabled Staff - Staff Survey Results (2019)

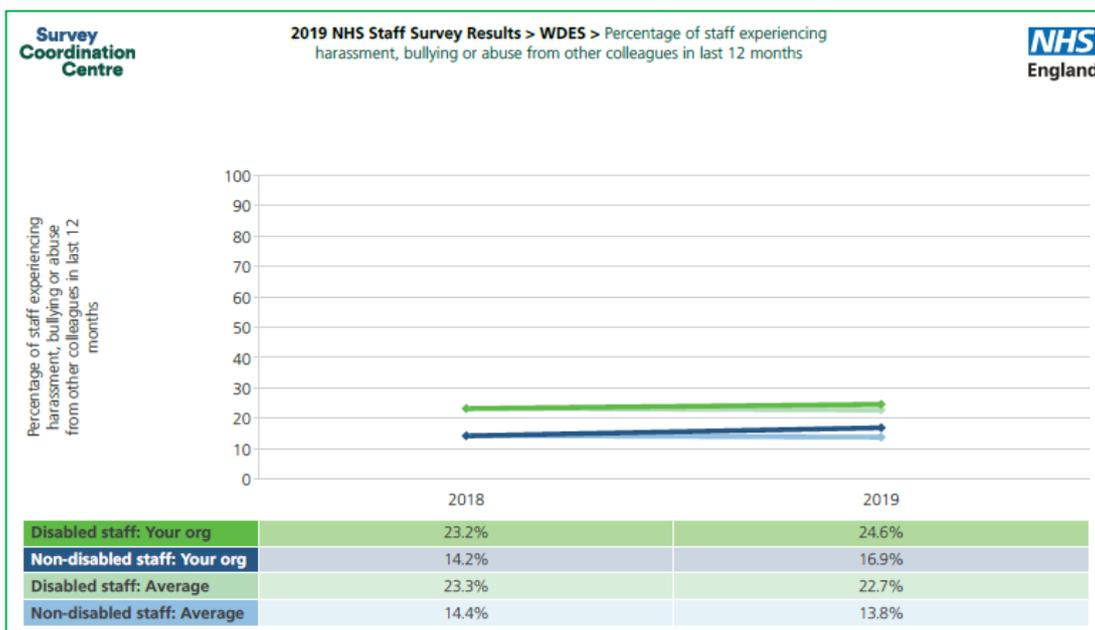
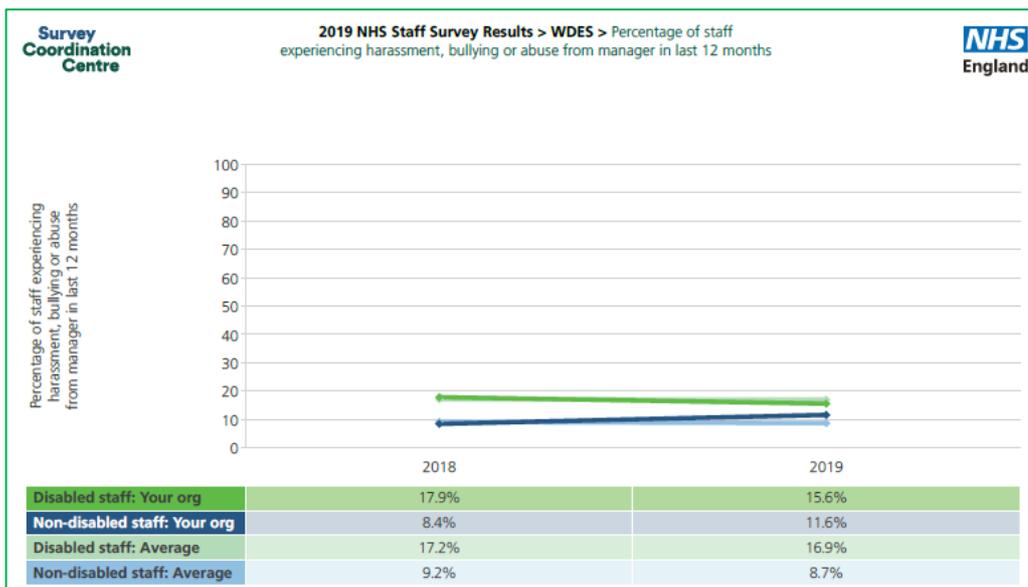
1.3.1 Harassment, Bullying and Abuse – the tables below provide the trust wide results of the 2019 Staff Survey. The responses given by Disabled staff and Non-Disabled staff are compared to show the different experiences and inequalities that exist within the workforce.

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



Indicator	Q13	Result
Patient/Service User, relative or member of public	Disabled Staff	38%
Patient/Service User, relative or member of public	Non-disabled Staff	24%
Managers	Disabled Staff	16%
Managers	Non-disabled Staff	12%
Other Colleagues	Disabled Staff	25%
Other Colleagues	Non-disabled Staff	17%

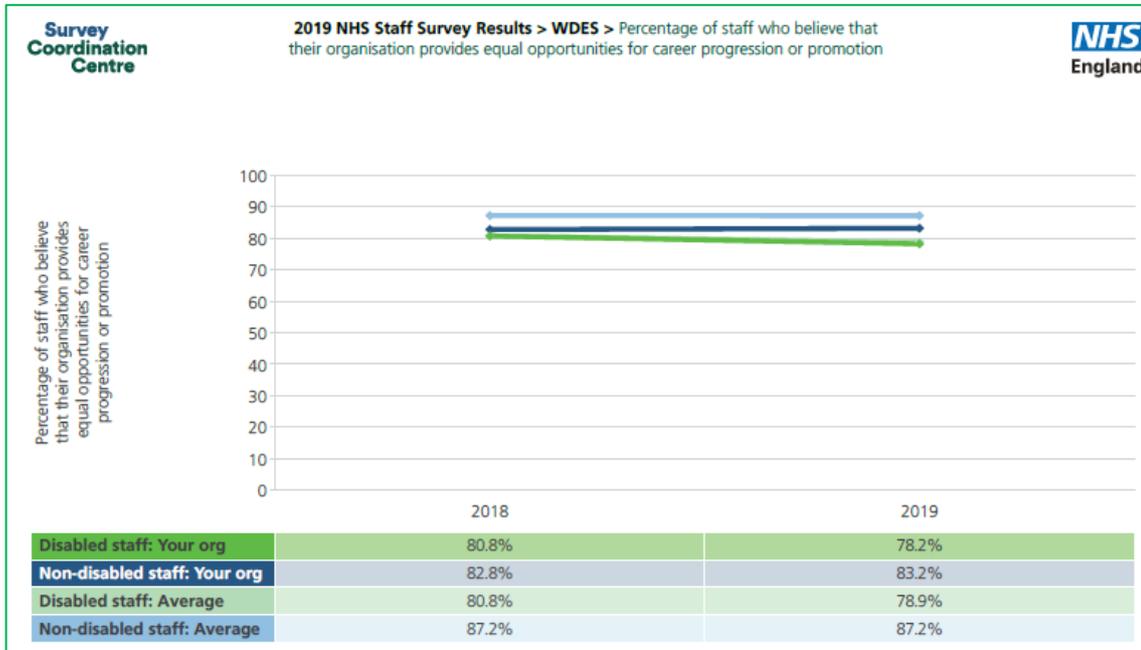




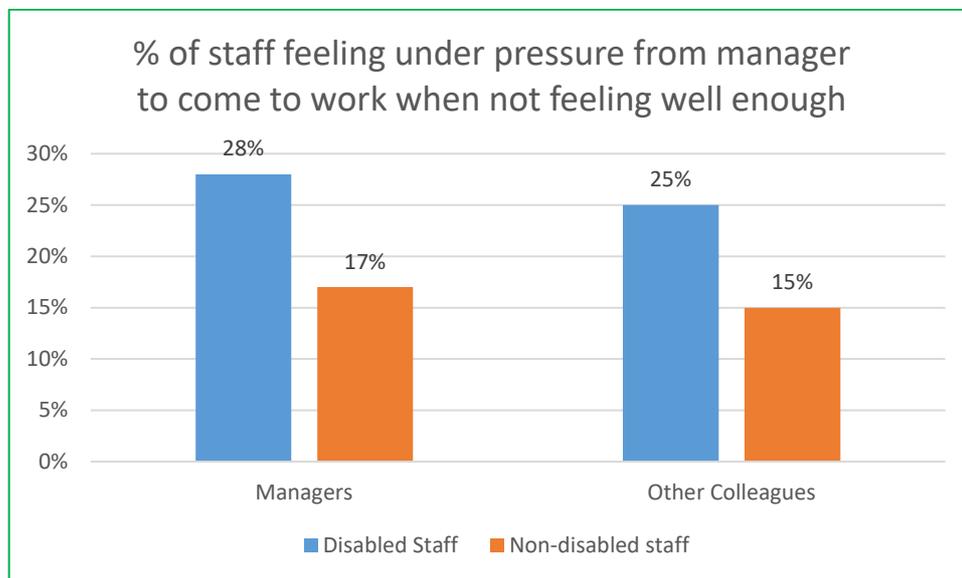
- 15% more Disabled staff than non-disabled staff experienced bullying, harassment or abuse from patients, service users or other members of the public. This is the more than double the difference reported in the 2018 staff survey data, which was only 7%.
- 4% more Disabled staff than non-disabled staff experienced bullying, harassment or abuse from Managers. This is a significant 5.5% decrease in the gap that was reported in the 2018 staff survey data.
- 8% more Disabled staff than non-disabled staff experienced bullying, harassment or abuse from other colleagues. This is a very slight decrease in the gap by 1% from the 2018 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

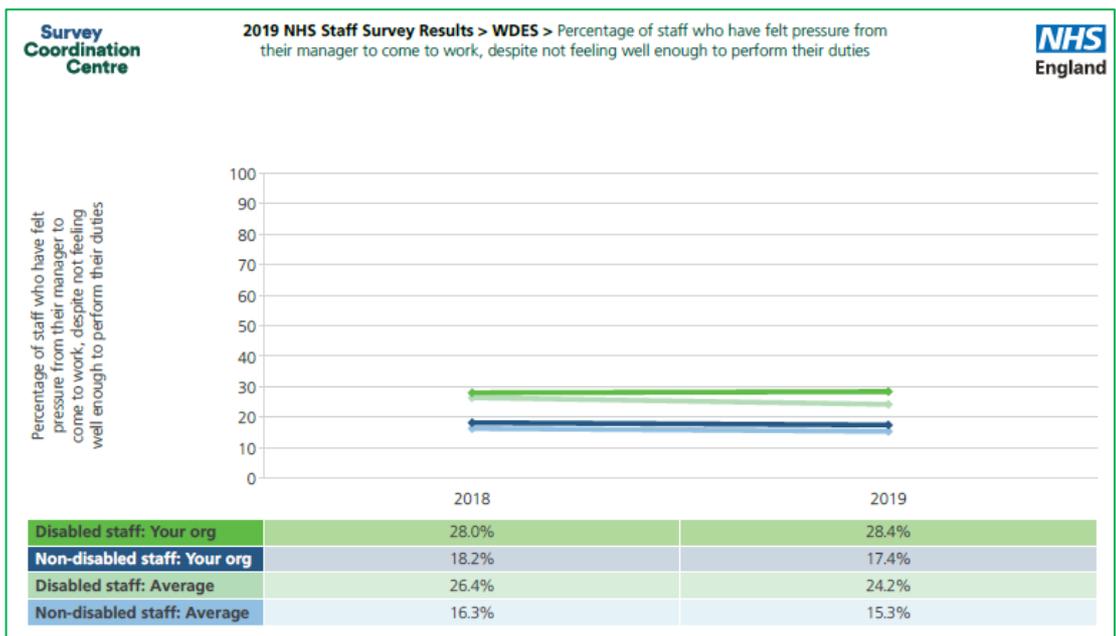
5% more non-disabled staff than Disabled staff responding to the survey believe that the organisation offers them equality of opportunity for career progression (78% Disabled staff and 83% Non-Disabled staff). This is an increase in the gap that was reported in 2018 when there was 1% difference.



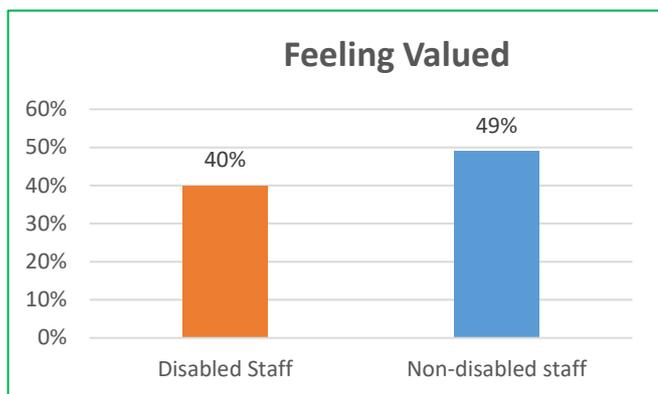
1.3.3 Pressure to Attend Work When Feeling Unwell



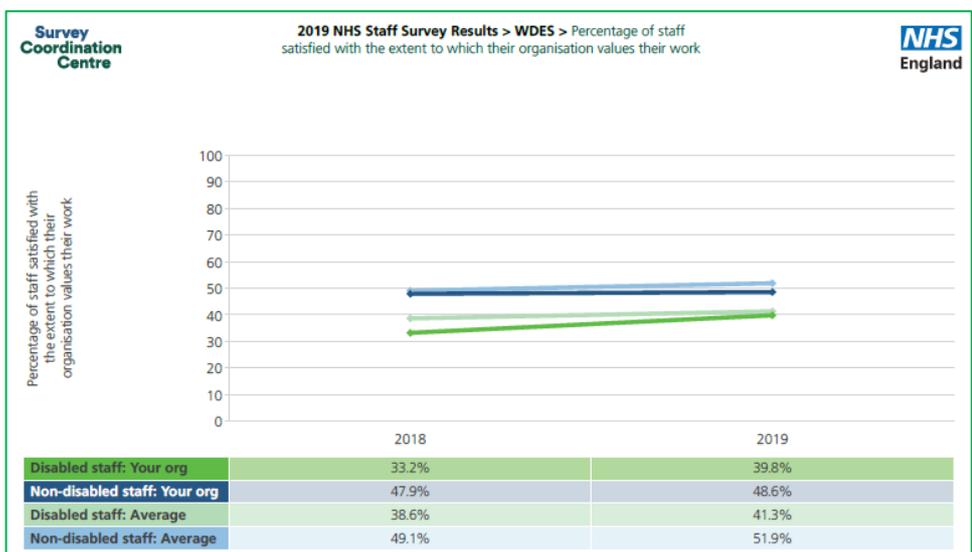
28% of Disabled respondents reported experiencing pressure to attend work when feeling unwell and 17% of non-disabled respondents did. This is a slight increase in the figures reported last year when the gap was 9.8%.



1.3.4 Feeling Valued

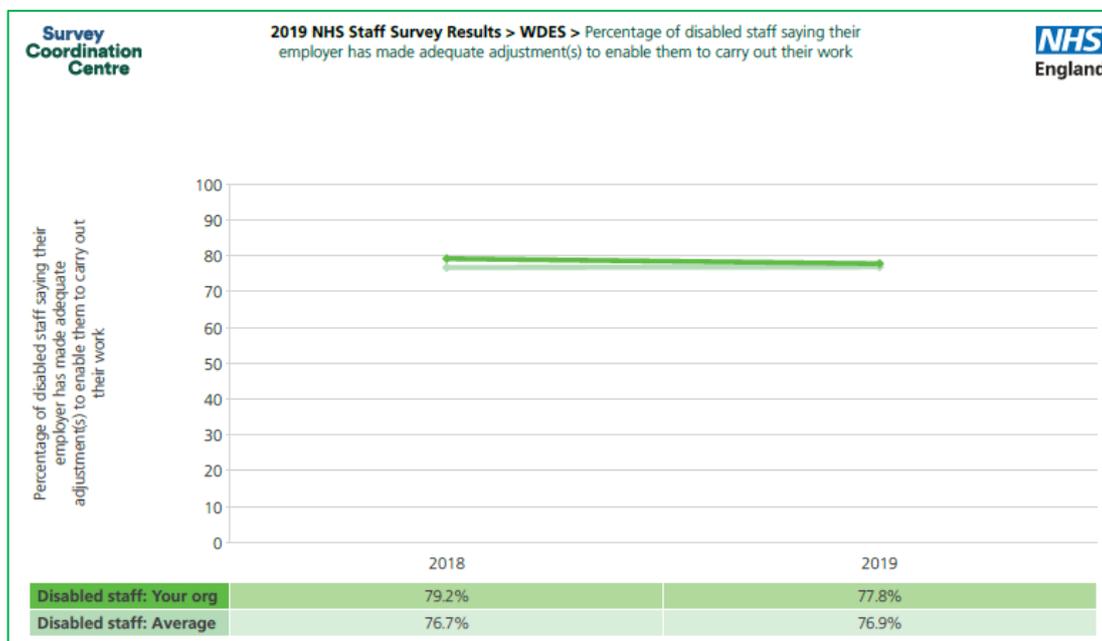


40% of Disabled staff and 49% of non-Disabled staff reported that they were satisfied with the extent to which the organisation valued their work. This is a positive increase in staff feeling valued on last year and a significantly reduced gap of 9% (14.7% last year).



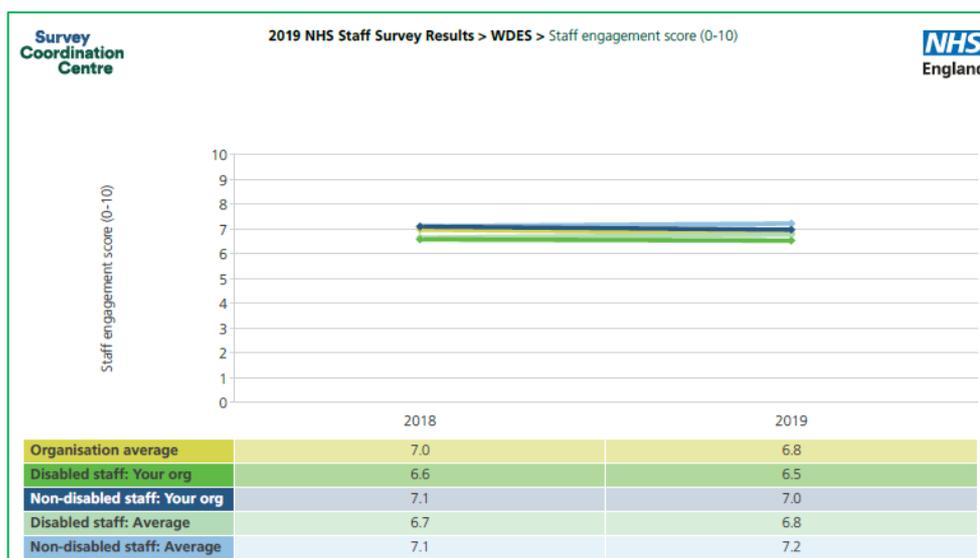
1.3.5 Reasonable Adjustments

77.8% 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 is a slight decrease on last year by 1.4% but is slightly above the benchmark of 76.9%.



1.3.6 Staff Engagement

The staff engagement score taken from the survey results differs for Disabled staff at 6.5 and non-disabled staff 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 Health and Wellbeing Staff Network whose Chair is a member of the Strategic EDI Staff Partnership Group. The Trust has held 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 31st March 2020

- 5.02% of the workforce have shared that they have a disability this is an increase of 1.02% from 2019.
- The number of staff who had the Disability field unknown or null has decreased from 19.1% in 2019 to 16.7% in 2020.
- 6.4% of staff in bands 8a and 8b have shared that they have a disability.
- 2.3% of staff in bands 8c, 9 and VSM have shared that they have a disability.

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

The relative likelihood is 0.93 a reduction from 1:15 in 2019. 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 has reduced from 1.54 to 0.00. 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 are no 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 has increased from -4% to -5% as the overall percentage of Disabled staff within the workforce has increased from 4 to 5%.