

NHS Workforce Disability Standard 2021

Trust Wide Results

1.0 NHS Workforce Disability Equality Standard (WDES)

1.1 What do we mean by disability?

Disability is defined under the Equality Act 2010 as having 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, for 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 of the WDES reporting for 2021.

2.0 Metric Data

2.1 Metric 1: 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 2021

The ESR data for the same reporting period as the WDES shows that 6% of staff have shared that they consider themselves to be Disabled within their self-service staff record this is a 1% increase from the previous year's report.

In the staff survey the questions were answered by 284 disabled staff. It would be expected that around 16% of the working age population has a disability or long-term health condition. It is still a priority for the Trust to increase staff confidence in sharing information about Disabilities and long-term conditions so that their needs can be supported and met. Work can then be undertaken to ensure Disabled staff are represented proportionately across the Trust.

In previous years staff focus groups disabled staff have spoken about the concern they have about sharing their disability publicly 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 kinds of impacts within this Trust and in other previous employments. Covid-19 has encouraged further understanding of these issues and increased the rate of information sharing due to necessity and the ongoing dialogue about health and wellbeing within the NHS and the Trust.

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

| Band | % of Disabled Staff | % within the workforce |
|--|---------------------|------------------------|
| 1 – 4 | 3.8% | 5.9% |
| 5 – 7 | 7.7% | |
| 8a – 8b | 5.8% | |
| 8c – VSM | 2.7% | |
| Total Clinical | 6.4% | |
| Total Medical and Dental | 2% | |
| Total Clinical and Non-Clinical 3316 staff | 5.9% | |

2.2 Metric 2: Relative Likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

The relative likelihood is 0.92 meaning that Disabled staff are slightly more likely to be appointed following shortlisting.

| Date | 2019 | 2020 | 2021 |
|------|------|------|------|
| Data | 1.15 | 0.93 | 0.92 |

2.3 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

10 staff entered into formal capability processes in this reporting period and all of those staff were Non-disabled.

| Date | 2019 | 2020 | 2021 |
|------|------|------|------|
| Data | 1.54 | 0.00 | 0.00 |

2.4 Metric 4a % of staff who experienced at least one incident of bullying., harassment or abuse from managers, other colleagues and patients/service users, their relatives or other members of the public

This metric is taken from the 2020 NHS Staff Survey. The tables below provide the trust wide results of the 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.

| Indicator | Q13 a – c | Number | Result | Gap |
|---|--------------------|--------|--------|------|
| Patients / service users their relatives or other members of the public | Non-disabled staff | 910 | 20% | 9.2% |
| | Disabled staff | 284 | 29.2% | |
| Managers | Non-disabled staff | 907 | 7.6% | 6.2% |
| | Disabled staff | 282 | 13.8% | |

| | | | | |
|------------------|--------------------|-----|-------|----|
| Other Colleagues | Non-disabled staff | 905 | 14.1% | 7% |
| Other Colleagues | Disabled staff | 284 | 21.1% | |

Select an organisation:
Bradford District Care NHS Foundation Trust

Select a WDES indicator to view:
Indicator 4a: Harassment, bullying or abuse (q13a-c)



Figure 1.

Trend over time

| Indicator | Q13 a – c | 2019 | 2020 | 2021 | 2020 Benchmarking | |
|---|--------------------|-------|-------|-------|-------------------|------|
| | | | | | % | Gap |
| Patients / service users their relatives or other members of the public | Non-disabled staff | 24.3% | 23.5% | 20% | 24.7% | 7.1% |
| Patients / service users their relatives or other members of the public | Disabled staff | 31.3% | 38.1% | 29.2% | 31.8% | |

| | | | | | | |
|------------------|--------------------|-------|-------|-------|-------|------|
| Managers | Non-disabled staff | 8.4% | 11.6% | 7.6% | 8.5% | 6.7% |
| Managers | Disabled staff | 17.9% | 15.6% | 13.8% | 15.2% | |
| Other Colleagues | Non-disabled staff | 14.2% | 16.9% | 14.1% | 13.7% | 7.6% |
| Other Colleagues | Disabled staff | 23.2% | 24.6% | 21.1% | 21.3% | |

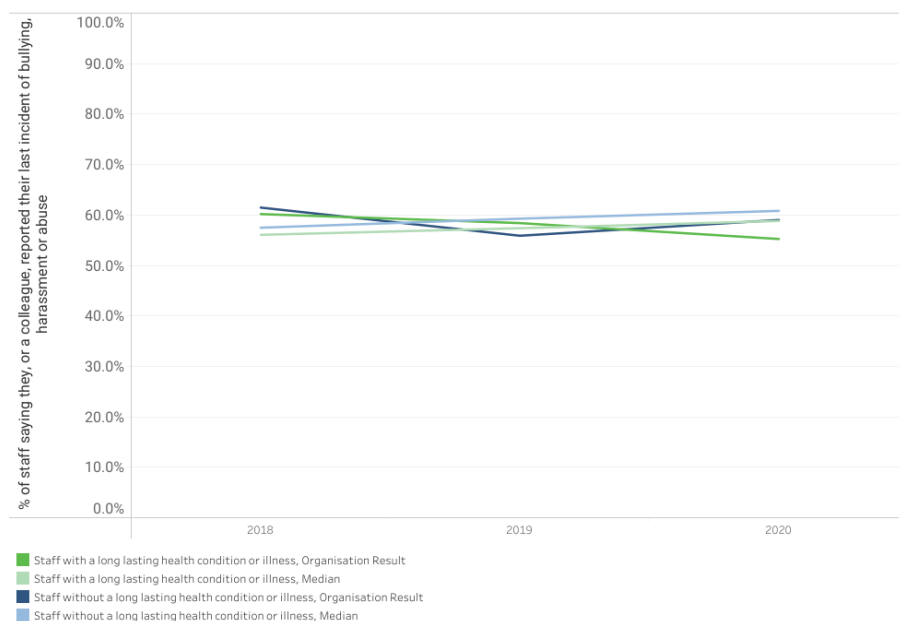
Where the Trust is performing above the national benchmark average the figure is green in the benchmarking column. Where the Trust is performing below the figure is red. Where the Trust has seen an improvement from the 2019 data the figure is green.

- 9.2% more Disabled staff than non-disabled staff experienced bullying, harassment or abuse from patients, service users or other members of the public.
- 6.2% 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.
- 7% more Disabled staff than non-disabled staff experienced bullying, harassment or abuse from other colleagues.

2.5 Metric 4b % of staff saying they or a colleague reported their last incident of bullying, harassment or abuse

Select an organisation:
Bradford District Care NHS Foundation Trust

Select a WDES indicator to view:
Indicator 4b: Reporting harassment, bullying or abuse (q13d)



| Indictor | Q13d | 2019 | 2020 | 2021 | | 2020 Benchmark | |
|---|--------------|-------|-------|-------|------|----------------|-----|
| | | | | % | Gap | % | Gap |
| % of staff saying they or a colleague reported their last incident of bullying harassment or abuse. | Disabled | 60.2% | 58.4% | 55.2% | 3.8% | 58.8% | 2% |
| | Non-Disabled | 61.5% | 55.9% | 59% | | 60.8% | |

The percentage of Disabled staff saying that they or a colleague reported their last incident of bullying, harassment or abuse has reduced from 58.4% to 55.2% which is below the benchmarked average by 3.6%.

2.6 Metric 5 % of staff who believe that they have equal opportunities to career progression/promotion

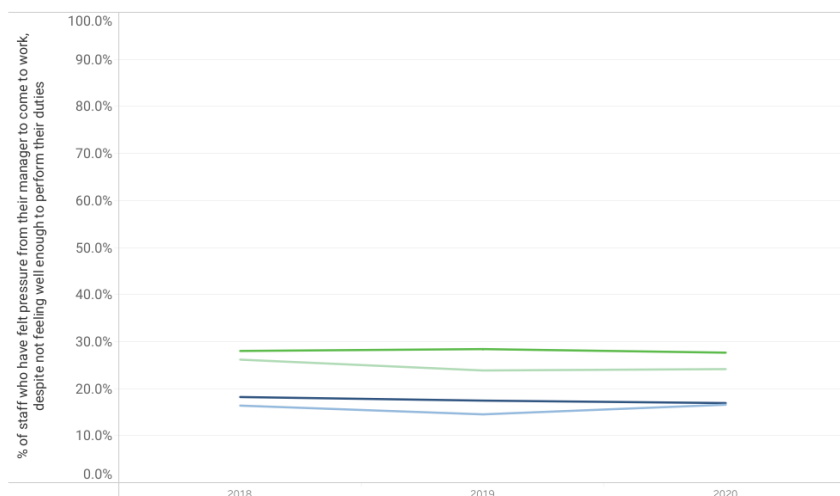
| Indictor | Q14 | 2018 | 2019 | 2020 | | 2020 Benchmark | |
|---|--------------|-------|-------|-------|-------|----------------|------|
| | | | | % | Gap | % | Gap |
| % of staff who believe that their organization provides equal opportunities for career progression or promotion | Disabled | 80.8% | 78.2% | 75.2% | 10.4% | 81.6% | 6.9% |
| | Non-Disabled | 82.8% | 83.2% | 85.6% | | 88.5% | |

The gap for this question has increased significantly from 5% to 10.4% which is below the national benchmark by 3.5%.

2.7 Metric 6 % of staff experiencing pressure from their manager to attend work when feeling unwell

Select an organisation:
Bradford District Care NHS Foundation Trust

Select a WDES indicator to view:
Indicator 6: Experiencing pressure from your manager to attend work when unwell (q11e)



■ Staff with a long lasting health condition or illness, Organisation Result
■ Staff with a long lasting health condition or illness, Median
■ Staff without a long lasting health condition or illness, Organisation Result
■ Staff without a long lasting health condition or illness, Median

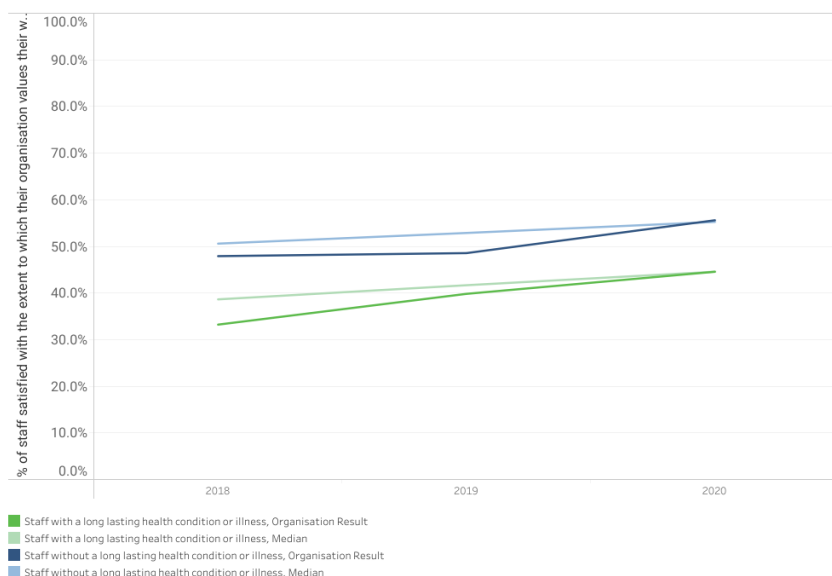
| Indictor | Q11e | 2018 | 2019 | 2020 | | 2020 Benchmark | |
|---|--------------|-------|-------|-------|-------|----------------|------|
| | | | | % | Gap | % | Gap |
| % of staff who have felt pressure from their manager to come to work despite not feeling well enough to perform their duties. | Disabled | 28% | 28.4% | 27.6% | 10.7% | 24.1% | 7.5% |
| | Non-Disabled | 18.2% | 17.4% | 16.9% | | 16.6% | |

27.6% of Disabled respondents reported experiencing pressure to attend work when feeling unwell and 16.9% of non-disabled respondents did. This is a difference of 10.7%. This is a small reduction in the figures reported last year when the gap was 11%.

2.8 Metric 7 4 % of staff satisfaction with extent work is valued by the organisation

Select an organisation:
Bradford District Care NHS Foundation Trust

Select a WDES indicator to view:
Indicator 7: Staff satisfaction with extent work is valued by organisation (q5f)



Generally, staff felt their work was more valued in 2020 than in 2019. 44.6% of Disabled staff and 55.6% of non-Disabled staff reported that they were satisfied with the extent to which the organisation valued their work. This is a difference of 11%. The gap has increased since the 2019 results when it was 8.8%.

| Indictor | Q11e | 2018 | 2019 | 2020 | | 2020 Benchmark | |
|---|--------------|-------|-------|-------|-----|----------------|-------|
| | | | | % | Gap | % | Gap |
| % of staff satisfied with the extent to which their organisation values their work. | Disabled | 33.2% | 39.8% | 44.6% | 11% | 44.6% | 10.6% |
| | Non-Disabled | 47.9% | 48.6% | 55.6% | | 55.2% | |

2.9 Metric 8: % of Disabled Staff saying adequate adjustments made for staff with a long term condition or illness

84% of the Disabled staff responding to the survey felt that their employer had made reasonable adjustments that enabled them to carry out their work. The benchmark is 81.4%.

| Indicator | 2018 | 2019 | 2020 | 2020 Benchmark |
|--|-------|-------|------|----------------|
| % of Disabled Staff saying adequate adjustments made for staff with a long term condition or illness | 79.2% | 77.8% | 84% | 81.4% |

2.10 Metric 9a Staff Engagement Score

The staff engagement score taken from the survey results differs for Disabled staff at 6.7 and non-disabled staff 7.2. The engagement score has fluctuated over time from 6.7 in 2019 to 7.0 in 2020.

In addition to this staff survey sourced question the WDES asks organisations to say yes or no 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 now has a thriving Beacon Staff Network who meet regularly and speak collectively on issues relating to Disability and Long-Term Health Conditions. The group has a representative at the Equality, Diversity and Inclusion Strategic Staff Partnership.