

WORKFORCE DISABILITY EQUALITY STANDARD 2024

1 PURPOSE

The Executive Team is asked to:

- Approve the data in Section 4 as well as Appendix A.
- Approve the submission of this data to NHS England's Mandated Standards Team (Formerly WRES Team) via their Data Collection Framework (DCF) by Friday 31st May 2024.
- Await an action plan following stakeholder development, due to be approved by The Executive Team and published by the organisation on Thursday 31st October 2024.

The report highlights findings in the Workforce Disability Equality Standard (WDES) 2024 report, analysing the differences between the experiences of staff with a disability or long-term condition (LTC) in comparison to their non-disabled counterparts. It provides an overview of the national NHS position as well as a detailed breakdown and comparison of EPUT's most recent data to the previous year.

This data will be presented to EPUT stakeholders to inform a subsequent action plan to continue to enhance the experience for staff with disabilities or LTC's.

2 INTRODUCTION

The WDES enables organisations to review performance across ten metrics to understand and improve the experiences of staff members with disabilities and LTCs. This data is used to develop an action plan to drive improvements across the year, with the goal to help mitigate disparities experienced by those with disabilities or LTC's in comparison to their non-disabled counterparts.

These metrics utilise both **NHS Staff Survey data** and workforce data from our **Electronic Staff Record (ESR)**, to cover a range of areas including representation throughout the hierarchy of the organisation, recruitment, involvement in formal capability processes, bullying and harassment and career progression and representation at board level.

3 EXECUTIVE SUMMARY

The WDES supports the Trust to further an inclusive organisation that supports those with disabilities or LTCs. **EPUT has shown improvement in nine out of the ten WDES Metrics.**

The latest WDES data states that **7.56%** of staff are recorded as declaring a disability or long-term condition. This is an increase of **1.21% from the previous year's report.**

The data also shows that whilst improvements continue in relation to equality and inclusivity, there remains **a disparity in the negative experience of staff with disabilities or long-term conditions in all indicators** and highlights the areas of focus for that are required to improve the experience of our workforce with disabilities and long-term conditions.

4 EPUT WDES PERFORMANCE

This data is taken from our **ESR (1 April 2023 – 31 March 2024)** and our **2023 Staff Survey** results which will be shared with the Mandated Standards Team (formerly the WDES Team) via a Data Collection Framework (DCF) before May 31st 2024. The details of each Metric are presented below with further information available in **Appendix A.**

A summary of the EPUT's position for Q1 2024-2025, with trend indicators and benchmarked performance is presented below, with additional information in **Appendix A**.

Progress against these indicators has been measured against EPUT's previous WDES report and the 2023 national averages where this data has been published. The detail of each indicator is presented below:

Metric 1: Percentage of staff in AfC (Agenda for Change) 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

This metric analyses the declaration rates of staff with a disability or a long-term condition in EPUT. **518 staff** have their **self-reported status recorded in ESR as disabled** in an organisation of 6855, **an increase of 114 (1.21%) from the previous year (404)**. This equates to **7.56%** of the Trust.

Whilst we have seen significant increases in the amount of staff with disabilities / LTC's in lower bands (**Appendix A**), there is a decline or little movement when looking at disabled / LTC staff at bands 8a and above.

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

With a relative score of 0.91, this shows that **both groups were near-equal in the likelihood of being appointed from shortlisting** during this period. This is an **improvement over the previous year (1.03)**.

When reviewing the data in **Appendix A**, we can see near-equal likelihoods of being appointed from shortlisting for both staff with disabilities and long-term conditions as well as their non-disabled counterparts during this period, resulting in the subsequent reduction.

Metric 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process

This Metric shows that staff with disabilities are not disproportionately entering capability proceedings. The likelihood ratio of zero was because of only two members of staff with a disability entering the formal capability process during the two-year reporting period.

This WDES report and the previous year's WDES report both show a very low number of staff with disabilities and long-term conditions entering the formal capability process (on the grounds of ill health) as well as their non-disabled counterparts. It should be noted that there were 25 staff (**Appendix A**) entering this process who have not declared their status via ESR, listed as "*Unknown Status*".

With the potential that some of these staff may have disabilities / LTCs, effort should be made to encourage all EPUT staff to correctly share this information where possible to ensure these figures are an accurate representation of the Trust.

Symbol	Key
▲ ▼	Improvement / Increase
▼ ▲	Decline / Decrease
-	No Change
	Current data for Disabled / LTC staff experience at time of reporting.

Workforce Metrics (Data taken from ESR, ER and recruitment teams, April 2023 – March 2024) All figures rounded to 2dp.		EPUT Progress			National 2023 WDES
		EPUT 2023	EPUT 2024	23 - 24 Diff.	
1	Percentage of staff in AfC (Agenda for Change) pay bands and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. <i>(full breakdown in Appendix A)</i> <i>Higher % = Improvement</i>	6.35%	7.56%	▲ 1.21%	4.9%
2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts. <i>“1” being equal likelihood. Figure below 1 means that Dis / LTC staff are more likely in comparison.</i>	1.31	0.92	▼ 0.39	0.99
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. <i>“1” being equal likelihood, Data taken as an average across two years.</i>	0	0	-	2.17

Metrics 4 – 9: Staff Experience metrics drawn from the 2023 Staff Survey

These Metrics are taken from the 2023 Staff Survey data. Whilst the data shows that there continues to be a disparity between the experiences of those with disabilities and LTCs and their non-disabled counterparts, it shows improvements across the board in the experiences of those with disabilities and LTCs.

- **Performance against all six of these Metrics has improved for those with disabilities and LTCs**
- We have seen significant reductions in staff with disabilities reporting experiences of harassment, bullying and abuse:
 - From those accessing our services - this is on par with the national average
 - From managers - above the national average
 - From other colleagues - above the national average.

- We have seen a significant improvement in Metric 5, which shows an increase in reporting of anti-social or discriminatory behaviour from both staff with disabilities and long-term conditions and their counterparts which can be contributed with the work over the last year to encourage staff to report and challenge these behaviours.

A breakdown of the Staff Survey Metrics is available below, further information is available in **Appendix A**, comparing the experience of staff with a disability or LTC to those of their non-disabled colleagues during this period.

Staff Survey Metrics (data taken from NHS Staff Survey 2022) All figures rounded to 2dp.		EPUT Progress			National Average 2023
		EPUT 2022	EPUT 2023	22 / 23 Diff.	
4ai	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Patients/service users, their relatives or other members of the public in last 12 months <i>Lower % = Improvement</i>	Non-Dis 27.0%	Non-Dis 23.1%	▼ 3.9%	Non-Dis 21.9%
		Dis / LTC 32.9%	Dis / LTC 28.8%	▼ 4.1%	Dis / LTC 28.9%
4aii	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers in last 12 months <i>Lower % = Improvement</i>	Non-Dis 7.9%	Non-Dis 6.8%	▼ 1.1%	Non-Dis 6.1%
		Dis / LTC 15.0%	Dis / LTC 13.8%	▼ 1.2%	Dis / LTC 11.9%
4aiii	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues in last 12 months <i>Lower % = Improvement</i>	Non-Dis 15.6%	Non-Dis 14.8%	▼ 0.8%	Non-Dis 11.4%
		Dis / LTC 24.4%	Dis / LTC 21.3%	▼ 3.1%	Dis / LTC 18.9%
4b	Percentage of disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. <i>Higher % = Improvement</i>	Non-Dis 58.3%	Non-Dis 66.3%	▲ 8%	Non-Dis 62.7%
		Dis / LTC 54.9%	Dis / LTC 62.4%	▲ 7.5%	Dis / LTC 59.9%
5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion. <i>Higher % = Improvement</i>	Non-Dis 62%	Non-Dis 62%	-	Non-Dis 61%
		Dis / LTC 54.7%	Dis / LTC 59.2%	▲ 4.5%	Dis / LTC 56.7%
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.	Non-Dis 15.4%	Non-Dis 14.8%	▼ 0.6%	Non-Dis 12.3%

Staff Survey Metrics (data taken from NHS Staff Survey 2022) All figures rounded to 2dp.		EPUT Progress			National Average 2023
		EPUT 2022	EPUT 2023	22 / 23 Diff.	
	<i>Lower % = Improvement</i>	Dis / LTC 20.7%	Dis / LTC 20%	▼ 0.7%	Dis / LTC 19.4%
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. <i>Higher % = Improvement</i>	Non-Dis 54.0%	Non-Dis 54.5%	▲ 0.5%	Non-Dis 54.4%
		Dis / LTC 40.5%	Dis / LTC 45.4%	▲ 4.9%	Dis / LTC 45.4%
8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. <i>Higher % = Improvement</i>	78.8%	81.3%	▲ 2.5%	79.3%
9a	The staff engagement score for disabled staff, compared to non-disabled staff. <i>Higher % = Improvement</i>	Non-Dis 7.2	Non-Dis 7.3	▲ 0.1	Non-Dis 7.2
		Dis / LTC 6.7	Dis / LTC 6.9	▲ 0.2	Dis / LTC 6.8

Metric 9b: What actions have you taken action to facilitate the voices of Disabled staff in your organisation to be heard?

As part of the data supplied to NHS England’s Mandated Standards Team, a survey requested details of the ways that staff with disabilities have been supported in EPUT, the following is included.

- **Disability Confident Leader:** We as an organisation are disability confident accredited at the highest level. Showing EPUT’s commitment to supporting disabled staff in our organisation.
- **De-Bias toolkit:** Developed in collaboration with Mid and South Essex ICS, this is used by our Recruitment Team to support hiring managers and ensure on-boarding is more inclusive and reasonable adjustments are available on arrival.
- **Reasonable adjustment passport:** Additional training and resources developed for Staff Managers as part of our new EDI Training Hub.
- **Executive sponsors:** We have introduced Executive Sponsors to our Staff Networks, which allows the Network to drive WDES actions in future with executive support. We are also working closely with our Transformation Team to ensure the Network has clear goals for the year and are able to measure their own progress via SMART KPI’s.
- **Inclusive Employment:** We have recruited a number of staff working closely with Inclusive Employment who support candidates with neurodiversity and disabilities in to employment.

Metric 10: Percentage difference between the organisation and total Board:

When comparing representation at senior levels in EPUT, the WDES encourages Trusts to compare the percentage of staff with a disability or long-term condition at Board level against the overall workforce. Three comparisons have been made below at Total, Voting and Executive Board membership.

All three of these indicators show that despite the loss of one disabled member on the Executive Board (**Appendix A**) since the previous year, these gaps have narrowed. Showing improved representation within the organisation at a senior level.

Workforce Metric (Data taken from April 2023 – March 2024) All figures rounded to 1dp.		EPUT Progress		
		EPUT 2023	EPUT 2024	Difference Gap
10	Percentage difference between the organisation’s Total Board membership and its organisation’s overall workforce, <i>A score of 0 = equality of representation. Minus numbers caused by larger percentage in overall workforce</i>	Non-Dis 82.4% / 76.9% 5.5%	Non-Dis 88.9% / 78.3% 10.6%	Larger
		Dis / LTC 17.7% / 6.4% 11.3%	Dis / LTC 11.1% / 7.6% 3.5%	Smaller
	Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, <i>A score of 0 = equality of representation. Minus numbers caused by larger percentage in overall workforce</i>	Non-Dis 86.7% / 76.9% 9.8%	Non-Dis 93.3% / 78.3% 15%	Larger
		Dis / LTC 13.3% / 6.4% 6.9%	Dis / LTC 6.7% / 7.6% -0.9%	Smaller
	Percentage difference between the organisation’s Executive Board membership and its organisation’s overall workforce, <i>A score of 0 = equality of representation. Minus numbers caused by larger percentage in overall workforce</i>	Non-Dis 88.9% / 76.9% 12%	Non-Dis 90% / 78.3% 11.7%	Smaller
		Dis / LTC 11.1% / 6.4% 4.7%	Dis / LTC 10% / 7.6% 2.4%	Smaller

5 PEOPLE AND EDUCATION STRATEGY INDICATORS

Our People and Education Strategy (2024 - 2028) uses the data from Metrics 4 – 8 (based on 2023 Staff Survey data) to gauge performance as an organisation in achieving race equality and preventing discrimination or disparities. The information below shows our current progress in comparison to the targets set by these indicators.

- A **4.2% reduction** in Dis/LTC staff reporting harassment, bullying or abuse from patients / service users, their relatives or other members of the public.
 - This is currently at 28.8%, **above EPUT’s PES target of 28%**
- A **2% reduction** in the percentage of Dis/LTC staff members reporting harassment, bullying or abuse from Managers
 - This is currently at 13%, **above EPUT’s PES target of 10%**
- A **2.4% reduction** in the percentage of Dis/LTC staff members reporting harassment, bullying or abuse from other colleagues
 - This is currently at 22%, **above EPUT’s PES target of 20%**

- A **7.9% increase** of Dis/LTC staff reporting that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.
 - There was also **an 8% increase for non-disabled staff**.
- A **4.5% increase** in Dis/LTC staff reporting that the Trust provides equal opportunities for career progression or promotion.
 - This is currently at 59.2%, **below EPUT's PES target of 62%**

All of these indicators are progressing in line with our PES targets, and show improvements in the experiences of staff. These will be updated following the completion of the Staff Survey in Q4 2024-25. Comparison to the People and Education Strategy targets show that we as an organisation are moving towards the goals set for 2028, and whilst they are attainable, improvements are still required in these areas.

6 CONCLUSION

Whilst we have worked hard to improve the experiences of disabled and LTC staff, the WDES 2024 report highlights areas for development. We will continue to support staff across the Trust with disabilities and LTCs as well as working in collaboration with our Executive Sponsor, Disability and Mental Health Network and Employee Experience Team to drive improvement and facilitate the voices of our staff from these groups.

Based on the findings of the WDES, key areas of focus for 2024/25 will be:

- Improving declaration rates for staff to ensure our ESR data is as accurate as possible.
- Harassment, bullying or abuse from patients, relatives or the public in last 12 months (**WDES Metric 4a**)
- Harassment, bullying or abuse from other colleagues in last 12 months. (**WDES Metric 4c**)

7 WDES NEXT STEPS

The Trust's WDES Action Plan 2023-2025, will be refreshed following consultation with our Disability and Mental Health Staff Network and other key stakeholders in our workforce. This will continue to address the key themes identified in this report and align them with the NHS England Equality Diversity and Inclusion Improvement Plan.

8 ACTION REQUIRED

The Executive Team are asked to:

- Approve the data in Section 4 as well as **Appendix A**.
- Approve the submission of this data to NHS England's Mandated Standards Team (Formerly WDES Team) via their Data Collection Framework (DCF) by **Friday 31st May 2024**.
- Await an action plan following stakeholder development, due to be approved by The Executive Team and published by the organisation on Thursday 31st October 2024.

Report prepared by: Lorraine Hammond - Director of Employee Experience

On behalf of: Andrew McMenemy – Chief People Officer

APPENDIX A: Breakdown of WDES Data

1a) Summary of Key Figures Taken from WDES DCF	WDES 2023	WDES 2024
Number of Non – dis staff in overall workforce	4894	5366
Number of dis / LTC staff in overall workforce	404	518
Number of staff in overall workforce whose status is recorded as unknown	1066	971
Total workforce	6364	6855
Number of shortlisted applicants (Non – dis)	4173	4769
Number appointed (Non – dis)	1446	958
Percentage of successful appointments	(35%)	(20%)
Number of shortlisted applicants (Dis / LTC)	403	480
Number appointed (Dis / LTC)	107	105
Percentage of successful appointments	(27%)	(22%)
Number of shortlisted applicants (unknown status)	212	200
Number appointed (unknown status)	37	49
Percentage of successful appointments	(17%)	(25%)
Number of Non – dis staff entering formal capability process (on the grounds of ill health)	8	0
Number of dis / LTC staff entering formal capability process (on the grounds of ill health)	0	2
Number of (unknown status) staff entering formal capability process (on the grounds of ill health)	0	25
Non – dis Board Members	14	16
Non- dis Executive Board Members	8	9
Dis / LTC Board Members (Exec Board)	3	2
Dis / LTC Executive Board Members	1	1
(Unknown status) Board Members (Exec Board)	0	0
(Unknown status) Executive Board Members	0	0

Cluster (Bandings)	1b) Disabled / LTC Staff (Non-Clinical Workforce)	
	2023	2024
C1 (1-4)	71 (5.7%)	96 (7.2%)
C2 (5-7)	23 (6.0%)	33 (8.2%)
C3 (8a / 8b)	7 (9.2%)	4 (5.1%)
C4 (8c +)	2 (4.8%)	3 (4.3%)
Cluster (Bandings)	1c) Disabled / LTC Staff (Clinical Workforce)	
	2023	2024
C1 (1-4)	92 (6.1%)	103 (6.8%)
C2 (5-7)	162 (6.8%)	225 (8.4%)
C3 (8a / 8b)	32 (9.2%)	36 (9.3%)
C4 (8c +)	4 (7.1%)	5 (8.5%)
1d) Clinical Workforce (of which Medical and Dental)		
C5 (Consultants)	1 (1%)	2 (1.8%)
C6 (Career Grade)	1 (1.61%)	4 (5.8%)
C7 (Trainees)	8 (6.35%)	7 (4.9%)

For the WDES, AfC bandings are grouped into “clusters” on the request of NHS England’s Mandated Standards Team. Percentages represent the proportion of disabled staff in each cluster.