

NHS WORKFORCE DISABILITY EQUALITY STANDARD DATA ANALYSIS  
2021 (EPUT YEAR 3)

**1 Purpose of Report**

The purpose of this report is to share the data from Workforce Disability Equality Standard (WDES) with Trust Board showing the experiences of our disabled workforce compared to our non-disabled workforce.

Following on from The WDES introduction in 2019, this report sets out our performance across each of the 10 metrics set by NHS England. The attached action plan sets out our agreed priorities for the first year (Appendix B).

The report has been developed in partnership with the Disability and Mental Health Staff Equality Network Chair and Vice Chair. Input from the Network membership was also requested before submission to the Equality and Inclusion Sub-Committee, Quality Committee and Trust Board of Directors for approval.

**2 Executive Summary**

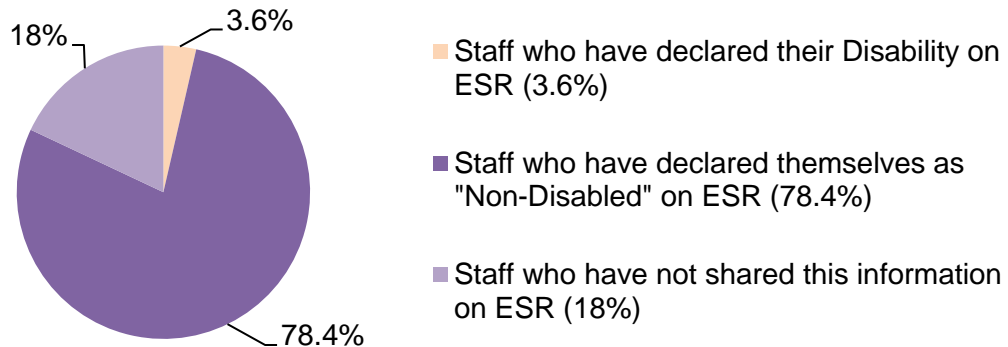
This is our third official WDES report for the Trust and a full summary of our findings can be found in Appendix A. Bank Staff are included in our figures because we believe they are an integral part of our workforce. Initial findings show:

- 3.6% of our workforce have identified that they have a disability on our Electronic Staff Record. This is a positive increase from the previous year.
- Whilst there was increased representation in many bands for both Clinical and Non-Clinical Staff, six out of thirteen bands are lower compared to 3.6% overall representation in the Trust. (*Appendix A Fig 1 and 2*)
- There has been an increase in the relative likelihood that disabled staff compared to non-disabled staff would enter formal capability procedures (Metric 3).
- There were improvements in Metric 4, with a reduction in disabled staff members experiencing harassment, bullying or abuse from managers and colleagues.
- Disabled staff feel more pressure to come to work despite not feeling well enough. (*This metric has shown decline since 2020*)
- Disabled staff are less likely to be appointed from shortlisting (*This metric has shown decline since 2020*)
- The % of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work has increased from 72% to 78%
- The staff engagement score for Disabled staff, compared to non-disabled staff has increased in 2021

We as a Trust should be mindful of the effects of both the COVID-19 Pandemic, as well as the awareness raised of disparities in society because of this. It was suggested by members of our D&MH Network that the events of 2020 – 21 would have had an impact on the wellbeing, morale and appraisals of the Trust by those providing feedback.

### 3 EPUT Declaration Rates as of July 2021

Currently 3.6% of our workforce are recorded as having a disability on EPUT's Electronic Staff Records (ESR).



It should be noted that based on the ESR Data as of July 2021, there is a visible reduction of staff members who have not shared their disability status. In 2020 this was 30% compared to 2021's 18%. This could suggest a more positive view from staff in declaring their Disability Status on ESR and may also explain the increase in staff declaring they have a Disability, which was 3% in 2020 and 3.6% in 2021.

This suggests a partial success in the effort to encourage staff to update their ESR status in 2020-21, and in providing a culture where these staff feel safe to do so.

### 4 Action Planning

An action plan is attached as Appendix B. This is not a full breakdown of the work taking place to support these groups. The work will be captured in the NHS People Plan EPUT response to belonging and equality; instead it focusses on priorities for this year that we believe will result in progress for people with disabilities, mental health conditions and physical health conditions.

Quarterly updates on the action plan will be supplied to all relevant committees. monthly meetings will be arranged to track progress, allow responsible leads to feed back on their work and review actions as appropriate. All discussions include the Disability and Mental Health Staff Network.

### 5 Use of Model Hospital Data for Benchmarking

In comparison to the NHS Model Hospital figures from 2020, EPUT performed better on five out of the ten metrics. It should be noted that National Average Data for 2020 was not yet available at the time of compiling this report, which have been previously used in assessing our progress in comparison to the NHS as a whole. National Medians have been used on the guidance of the WDES team, which were gathered from their Model Hospital online resource where available.

**6 Conclusion**

There was an improvement in seven of the ten Metrics; whilst this is encouraging, it still shows more that work is needed to improve the experience of our Disabled workforce. There will have to be close scrutiny and further support from Action Plan leads in order to ensure that these Metrics improve across 2021 – 22 as well as discussion on how to further support the Disability and Mental Health Network and Equality and Inclusion functions of the Trust.

We must now focus on not only improving the individual metrics, but look overall at how we are addressing the issues faced by our disabled workforce. The Trust needs to take action now to ensure that staff with disabilities do not feel pressured to come into work when they are feeling unwell and are not at more risk of entering formal capability processes and less likely to be approved from shortlisting as their non-disabled counterparts. The action plan will go some way to doing this but it should be noted that it is not a full set of actions being taken to address these inequalities, but rather those that are agreed to address these metrics.

**7 Action Required**

**Trust Board is asked to:**

- Discuss the contents of the report
- Agree the proposed Action Plan to address gaps.
- Make general recommendations for improving the equality and inclusion of staff with disabilities and mental health conditions at EPUT
- Approve the report for publication and wide promotion internally and externally

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