

Brief to Inclusion Council on WDES 19.11.19

- WDES is a new process from 2019 on essentially the same lines as the WRES
 - ie 10 specific national NHS indicators about the experience of people with disabilities in the NHS
 - first year setting out our performance data and plans to address issues identified from this
 - Future years, reviewing action taken and reporting on updated stats
- Data from NHS national staff surveys suggests that employees with disabilities were:
 - more likely to say they felt bullied by their manager
 - more likely to say they felt pressured to work when unwell
 - and less likely to say their organisation acted fairly with regards to career progression.
- 10 metrics / indicators:-
 - 3 based on workforce data
 - 5 from NHS Staff Survey
 - One on Board representation
 - One on the 'voice' of people with disabilities - different from WRES
- **Metric 1 - % staff with disability in different posts & bands (p4-5 of full WDES report*):-**
 - Generally, we have slightly higher rates of disability in bands 1-4 than higher bands
 - Need to improve declaration rates (2.4% declared disability; 33% unknown, 4% prefer not to say) NB in Staff Survey 2019, 23% of respondents said had a disability
 - Monitor appointments at band 8a+ and consider positive action approaches (link with work on Inclusive Recruitment..?)
 - Develop as employer of choice for people with disability through progress of Disability Confident Standard (including devt of role models through recruitment literature and social media)
- **Metric 2 – Relative likelihood of being appointed (p6)**
 - Score of 1.9 – ie almost twice as difficult to be appointed for people with a disability
 - Invite staff with a disability to review R&S processes to identify and address barriers faced by people with a disability and parts of the process, including potential for bias (conscious and unconscious) to influence decision making. – Need to plan mechanism for this
 - Continue to roll-out Inclusion and Unconscious Bias training to all Trust managers, and make reference within this to recruiting people with disabilities.
 - Introduce a new training programme on unconscious bias in recruitment, including focus on disabilities.
- **Metric 3 – Relative likelihood of formal capability process (p6)**
 - No formal capability processes involving a person with a disability
 - No specific action required at present
- **Metric 4 - % experiencing harassment, bullying or abuse (p7-8)**
 - More people with disability (by about a third) declared more harassment, bullying and abuse from all sources (patients/public, managers, colleagues)
 - They were slightly more likely to report it
 - Continue to develop culture of inclusion and zero tolerance

- Continue to promote reporting of all incidents of harassment, bullying or abuse via Ulysses system & appropriate HR processes (where applicable)
- **Metric 5 - % believing Trust provides equal opportunities (p8-9)**
 - 80% for disabled staff compared to 88% for non-disabled (so slightly lower)
 - As above, continue to develop culture of inclusion
- **Metric 6 - % saying under pressure to come to work when not feeling well enough (p9)**
 - Slightly more (15% with disability, compared to 13% without disability) said under such pressure
 - Establish Disability Staff Network in addition to recently established Neurodiversity Staff Network
- **Metric 7 - % satisfied with extent to which organisation values their work (p10)**
 - Fewer people with a disability (38%, compared to 49% without disability) said they were satisfied with the extent to which their work is valued by the organisation
 - Empower proposed Disability Staff network and existing Neurodiversity Staff Network to develop experience and engagement for people with disabilities
- **Metric 8 - % saying the Trust has made adequate reasonable adjustments to enable them to carry out their work (p10)**
 - 83% of staff declaring a disability said that their manager had made adequate adjustments to enable them to carry out their work
 - HR Team to continue to follow up reasonable adjustments made with individuals to review adequacy and effectiveness post-implementation. Seek feedback about reasonable adjustment process, particularly from people who declared a disability in the Staff Survey but are not identified as having a disability in ESR.
- **Metric 9 – Staff Engagement Score (p11)**
 - Engagement score slightly lower for those with disabilities (6.8) than those without (7.1)
 - (In addition to Staff Networks as above)
 - Direct communication to reach staff with disabilities who have not disclosed /reported their disability
 - Focus group to be held at Staff Network meetings in relation to staff experience
- **Metric 10 – Board representation (p12)**
 - Typo in report – Should read ‘0’ exec members with disability not known (not 6)
 - Identify Board Exec Sponsor for Disability – can we identify this individual at Execs?
 - Disability Network chairs to link with this person
 - Expressly invite participation from people with disability in next round of Reverse Mentoring
- **Supplementary actions (p31)**
 - Identify and train at least one physical, one sensory and one mental health or neuro-diversity FTSU champions
 - Set up Task and Finish Group on WDES
 - Engage with a local group representing people with disabilities to provide critical friend support and challenge – me to action with Disability Solutions?
 - Engage with staff side and Patient Experience Lead / Volunteer Coordinator to provide further support and challenge on action plans
 - Ensure the voice of staff with disabilities is heard loud and clear through the development and delivery against WRES

The Full WDES Report is available at:-