

WDES Report

**Workforce Disability Equality Standard
Financial Year: 2022-23**

Date: July 2023

The RUH, where you matter



Introduction to WDES

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. It is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, through the [NHS standard contract](#). As an NHS provider, we are expected to show progress against a number of metrics of workforce equality. In the 2021 NHS WDES Report, Professor Em Wilkinson-Brice highlighted:

“The fundamental principles set out in the People Promise provide the grounds for an inclusive environment for all our staff, in which the voices of Disabled staff are heard and listened to, in which Disabled staff feel recognised and valued, and will be supported to achieve their full potential.”

This year’s WDES results highlight that we have sustained and improved equity in appointment from shortlisting for Disabled and non-disabled candidates, giving us confidence in our processes for recruitment. Our efforts to ensure our Board represents our staff has also seen a positive improvement with a greater representation on the voting board than within our wider organisation. We have also seen year on year our staff engagement between non-disabled and disabled colleagues has stayed the same. All of this shows that our efforts to ensure the voice of Disabled staff is working.

However, there is still so much we need to do. In particular to ensure staff feel valued, recognised and can come to work free from discrimination. Our focus over the next 12 months will include increasing the percentage of Disabled staff who feel that their work is valued, addressing the discrimination Disabled staff face from staff and managers compared to their non-disabled colleagues, and challenging leaders to think about reasonable adjustments with flexible work so that no Disabled member of staff feels pressured to come to work when they are not well enough.

We have also identified that there is a key risk with our WDES data. Whilst our staff survey declaration of a long term condition indicates that 21% of staff have a long-term health condition or illness, our ESR data informs us only 4% of staff have a disability. In addition over 16% of staff are logged as ‘unknown’, with no progress made in the last 2 years. Over the next 12 months we want to understand what stops our colleagues from sharing their disability and raising the profile of the benefits, so that we can make sure our actions and initiatives are truly meeting the needs of the people we work with.

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Cara Charles-Barks
Chief Executive



Alfredo Thompson
Director of People
and Culture

A note on language:

Throughout this report, we have followed the national WDES team and used capital ‘D’ when referring to Disabled staff. This is a conscious decision, made to emphasise that barriers continue to exist for people with long-term conditions.

RUH indicator trends 2019 – 2023



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WDES Metric			RUH Results: Financial Year					Trend
			18/19	19/20	20/21	21/22	22/23	
1	Percentage of disability declaration	Disabled	3%	4%	4%	4%	4%	
		Non-disabled	72%	75%	77%	80%	80%	
		Unknown	24%	21%	19%	16%	16%	
2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts		NA	1.52	1.60	1.27	0.97	
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.		0.00	0.00	0.00	0.00	0.00	
4a	i: Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients	Disabled	31%	34%	29%	33%	35%	
		Non-disabled	26%	24%	24%	27%	27%	
	ii: from managers	Disabled	21%	18%	16%	14%	16%	
		Non-disabled	12%	11%	10%	11%	9%	
	iii. From other colleagues	Disabled	26%	32%	24%	25%	27%	
		Non-disabled	18%	17%	17%	18%	18%	
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.	Disabled	38%	45%	37%	46%	44%	
		Non-disabled	41%	46%	40%	40%	42%	
5	Percentage of Disabled staff compared to non-disabled staff believing that their organisation provides equal opportunities for career progression or promotion.	Disabled	49%	48%	52%	52%	54%	
		Non-disabled	57%	58%	59%	56%	59%	
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.	Disabled	33%	31%	31%	25%	28%	
		Non-disabled	19%	20%	20%	22%	17%	
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.	Disabled	37%	28%	43%	38%	36%	
		Non-disabled	48%	50%	51%	45%	46%	
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work		NA	NA	NA	NA	75%	
9a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	Disabled	6.70	6.70	6.90	6.70	6.70	
		Non-disabled	7.10	7.10	7.20	7.10	7.00	
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce		17%	21%	16%	13%	-4%	

WDES overview

From the data we can see that overall we have good engagement with our Disabled staff, as well as good representation at board level. We have relative equity in both appointment from shortlisting and feeling there is equal opportunities for career progression. Three quarters of Disabled staff have adequate adjustments to enable them to do their work. However, this also shows us there are 25% that are not getting the tools and support they need, and it may be that this impacts on our Disabled staff feeling less valued (36% compared to 46%) and a greater pressure to come to work compared to their non-disabled colleagues (28% compared to 17%) .

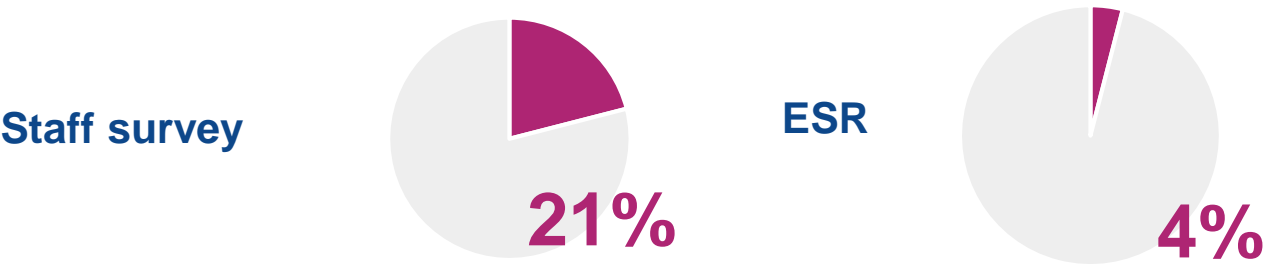
Disabled staff are also more likely to experience bullying, harassment and abuse in the workplace from all sources. Whilst positive progress has been made in the reducing the experience of bullying and harassment from line managers and team members last year (down from 21% to 14%) , there has been an increase this year, and it is still nearly double the percentage of disabled staff are experiencing bullying and harassment compared to non disabled staff. To address this we have made the percentage of staff experiencing discrimination at work a break through objective for the organisation. This makes it a key focus for all areas of the organisation to reduce and improve staff experience, reporting progress regularly to the executive teams via our performance review meetings.

The main caveat for the results in this years report is the stark difference in the percentage of staff declaring a disability on ESR compared to the percentage of staff declaring a long term illness or condition via the staff survey. It is very likely that the 4% representation is not accurate, as we have over 21% declaring a long term condition via the staff survey. This may be an indicator that as an organisation we have not yet created a disability inclusive environment. The Advisory, Conciliation and Arbitration Service ([ACAS](#)) have identified the common reasons someone may not tell an employer that they are disabled or might have a disability are that they do not realise their condition is a disability, they may not think of themselves as disabled, they may be worried about how their employer might react or they may not want anyone to know. This lack of declaration has a big impact on how we review and interpret the data about the experience our Disabled staff are having. As a result, the next 12 months we will collaborate with our Disabled staff to better understand how encourage staff to share their disability with us, so that we can improve the overall experience for all Disabled staff and ensure we are consistently providing a fair, equitable and supportive environment, where everyone’s work is valued.

Staff engagement score of Disabled staff compared to non-disabled staff.



% of staff declaring long term condition or illness on staff survey compared to ESR declaration rate



Our improvements and 2023/24 focus

2022/23 improvement

Metric 2: Relative likelihood of appointment from shortlisting

Improvement: Progressive movement toward equity (1.0) between Disabled and non-disabled colleagues. Dropping from 1.6 in 20/21 to 0.97 in 22/23.

Actions: Share learning of what has worked well and apply some the processes and benefits to other areas where there is still inequity in shortlisting and appointment.

Priority focus and objectives

Metric 1: Percentage of disability declaration

Objective 1: Increase disability declaration by at least 5% by March 2024

Objective 2: Decrease percentage of unknown staff by at least 5% by March 2024

Metric 4a ii&iii: experience of bullying, harassment or abuse from managers or other colleagues

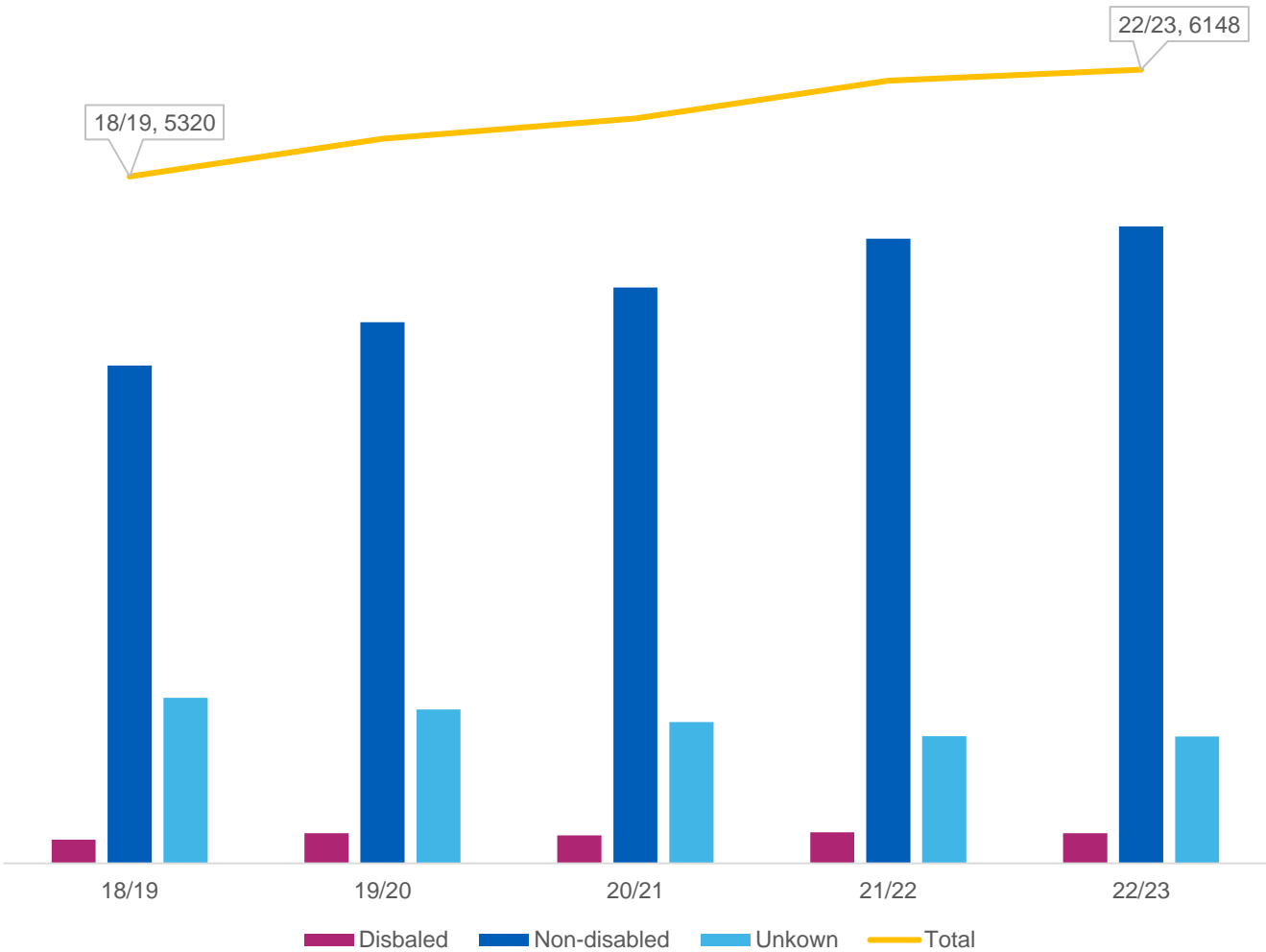
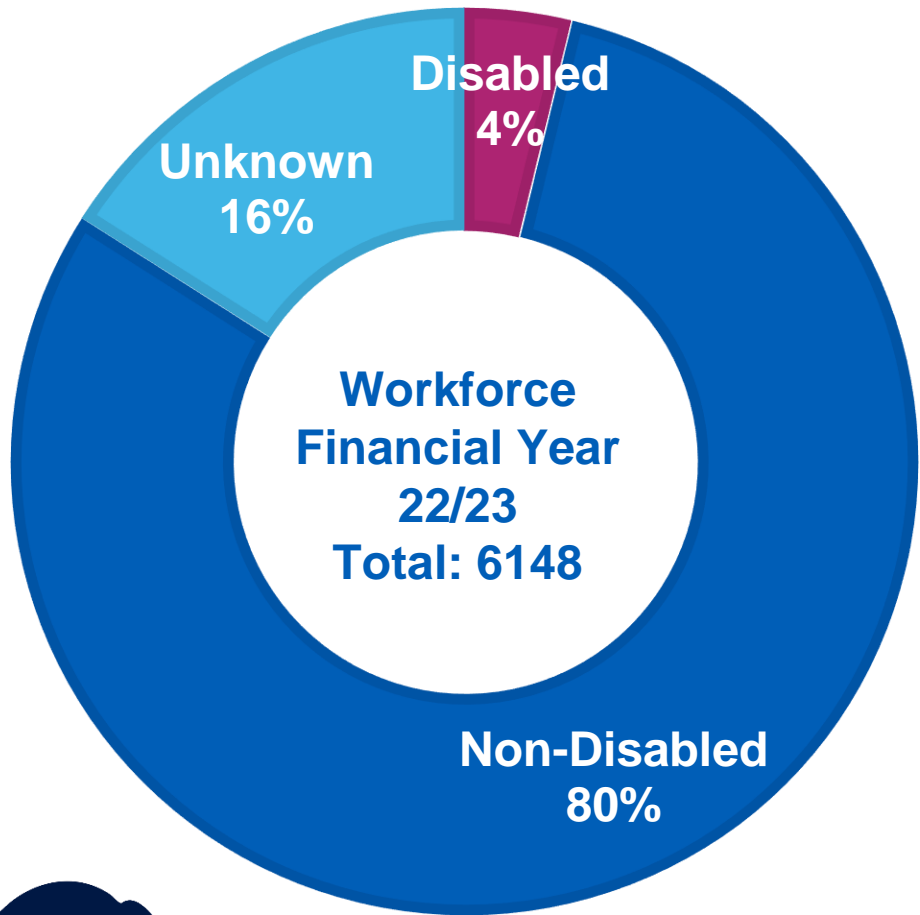
Objective: Half the percentage difference of Disabled staff experiencing bullying, harassment or abuse compare to non-disabled staff by October 2025

Metric 6: Percentage of Disabled staff that have felt pressure from their manager to come to work, despite not feeling well enough

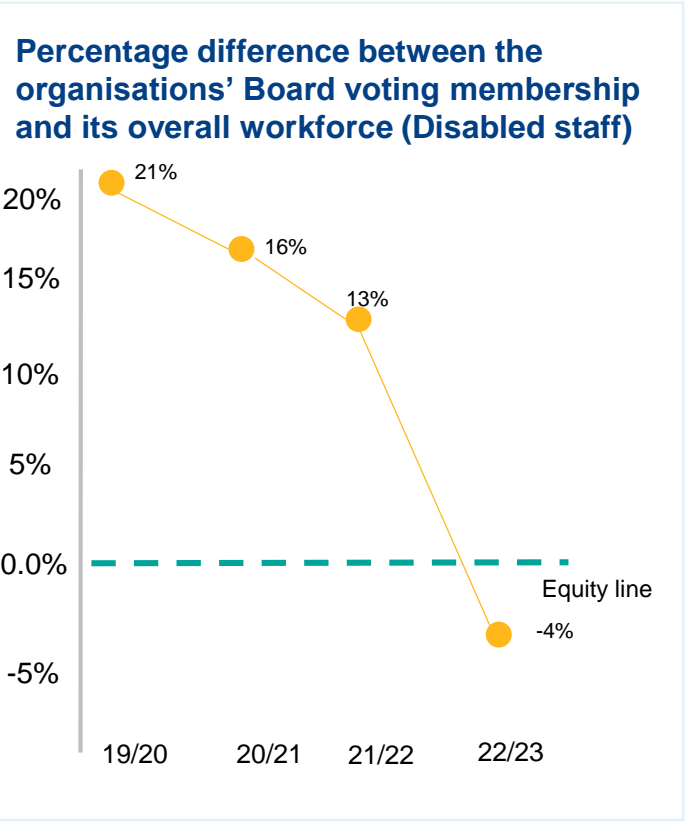
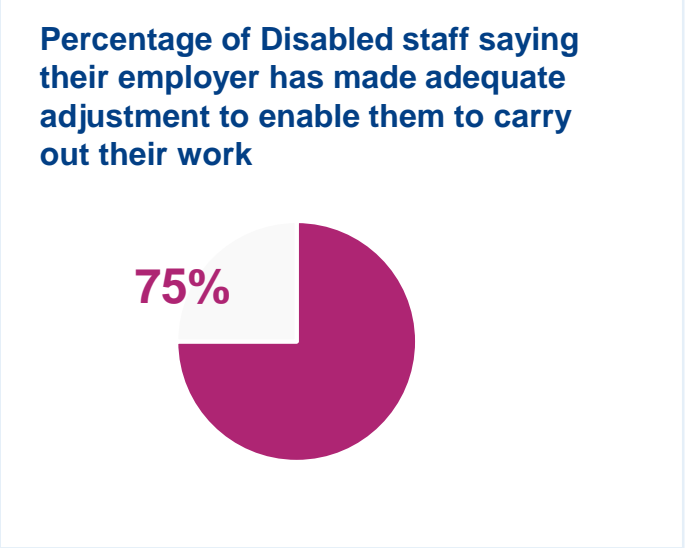
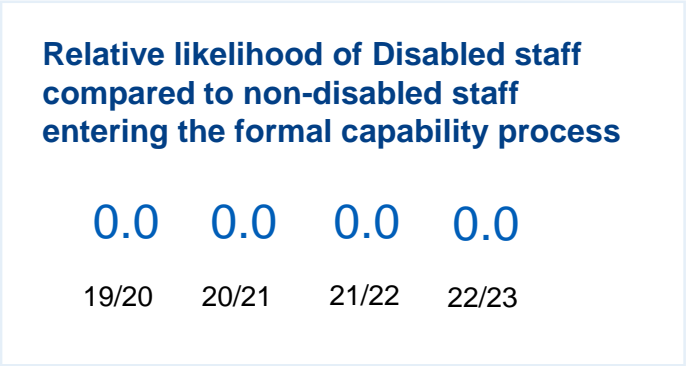
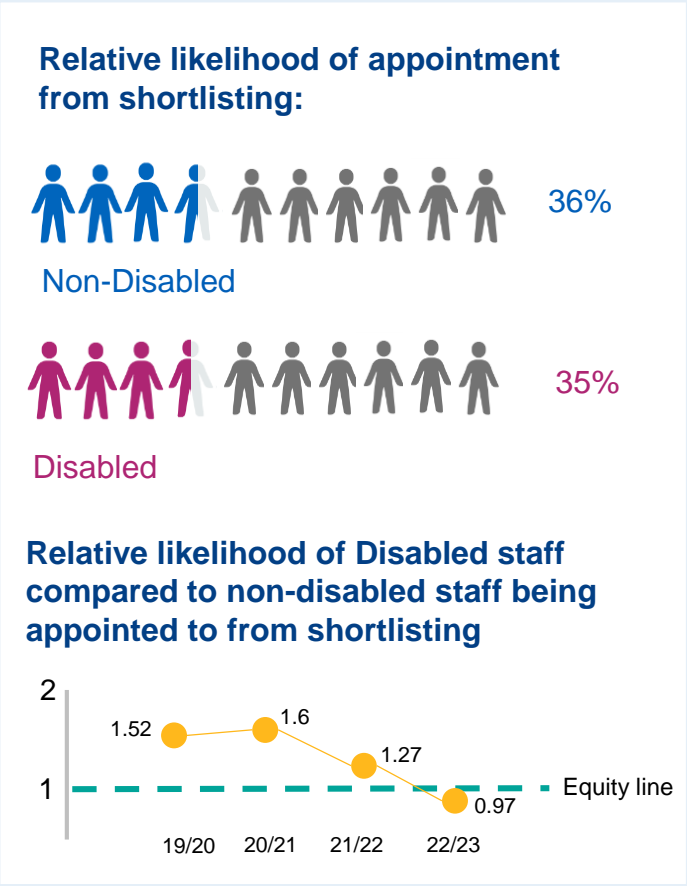
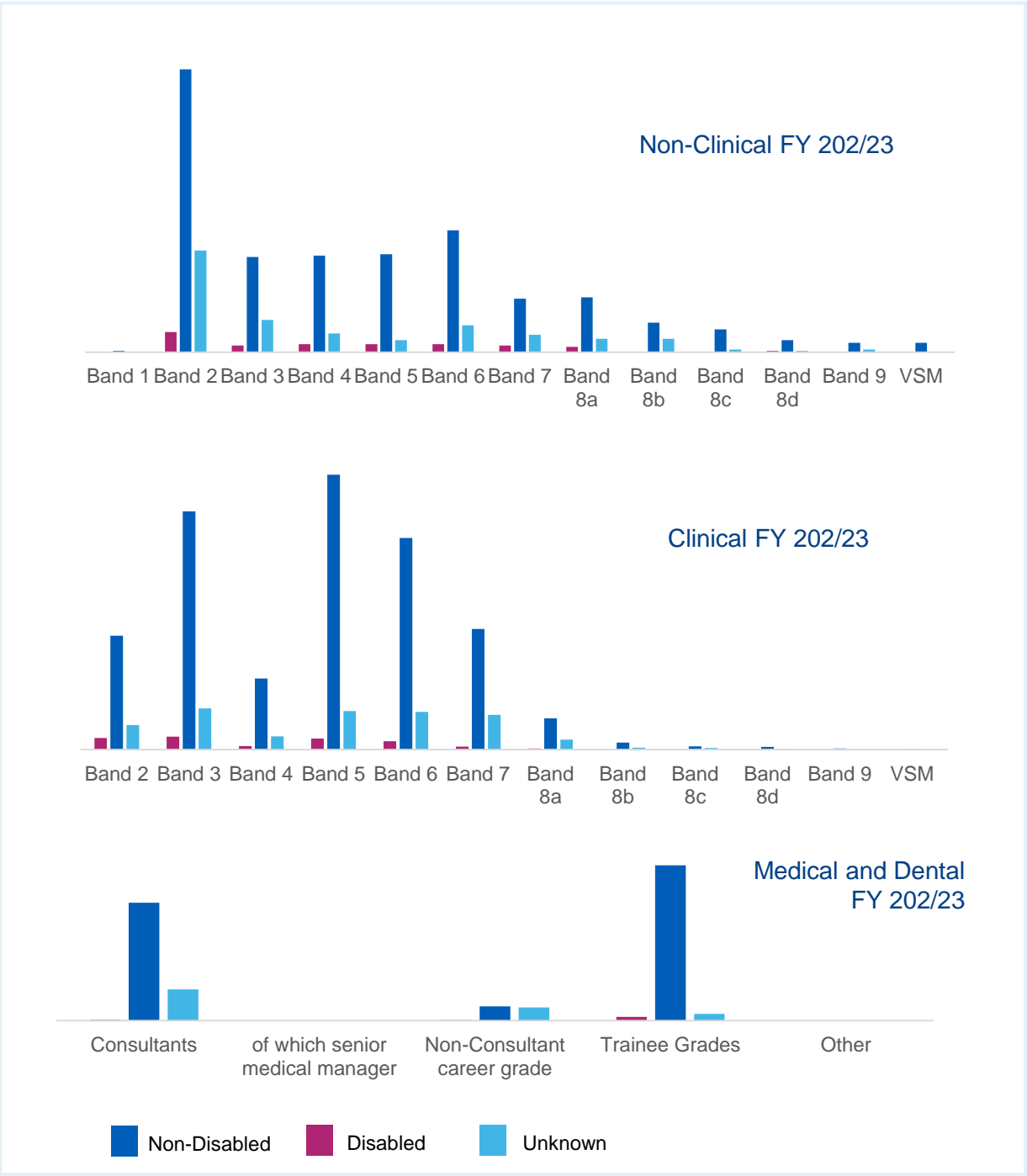
Objective: 10% reduction in the percentage of staff who feel pressured to come to work by October 2024



Our Workforce Disability Equality Data



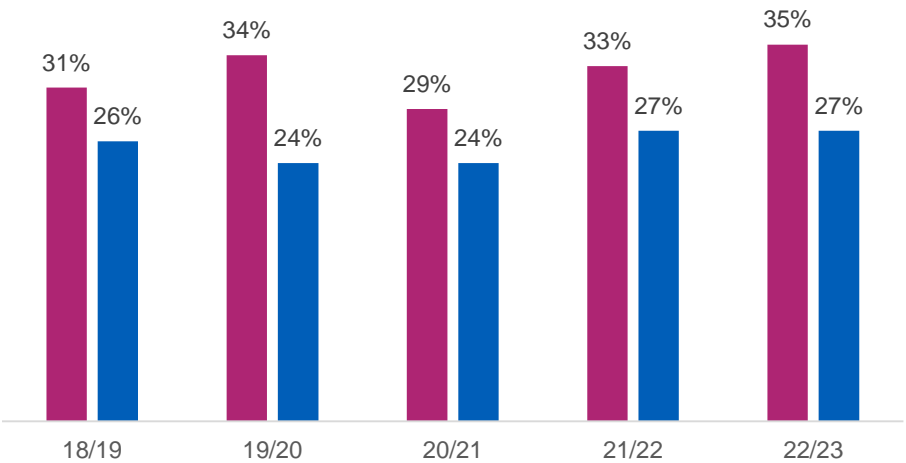
Understanding the impact of our processes



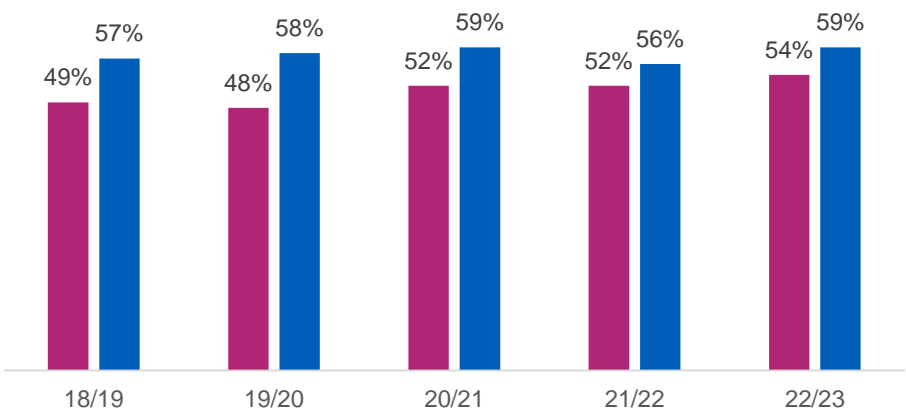
Understanding the experience of our staff

Disabled Non-disabled

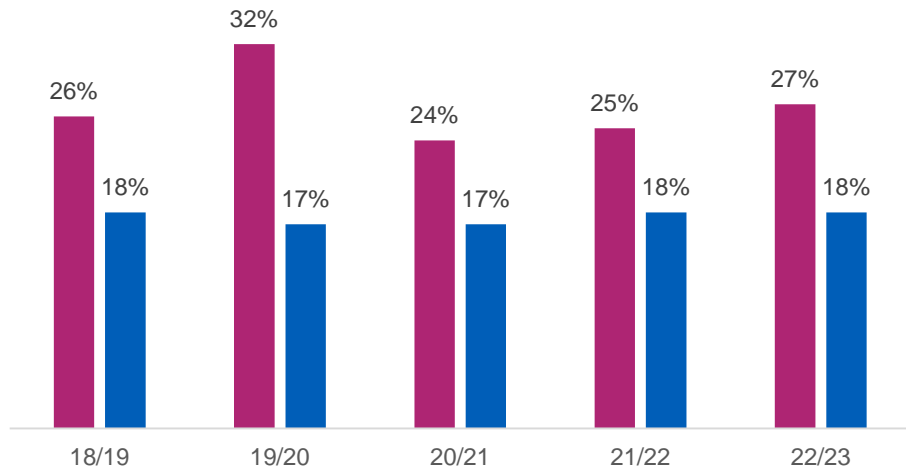
% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months:



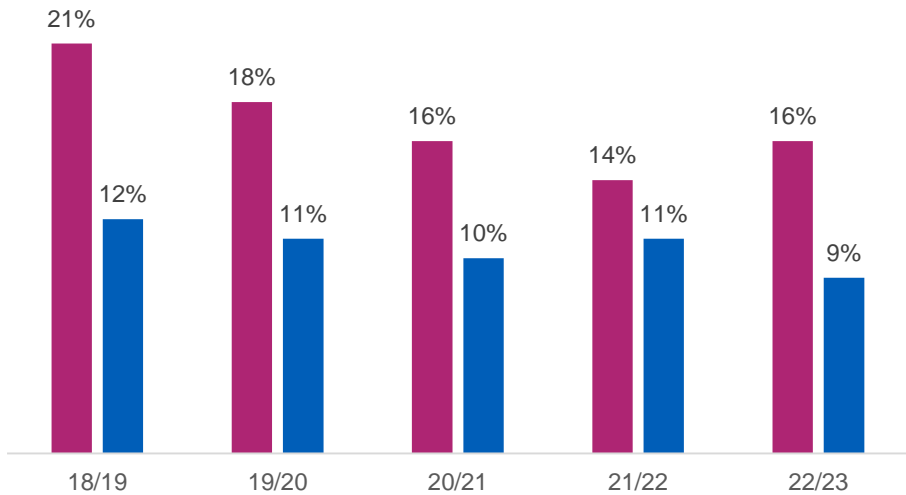
% of staff who believed that the trust provided equal opportunities for career progression or promotion:



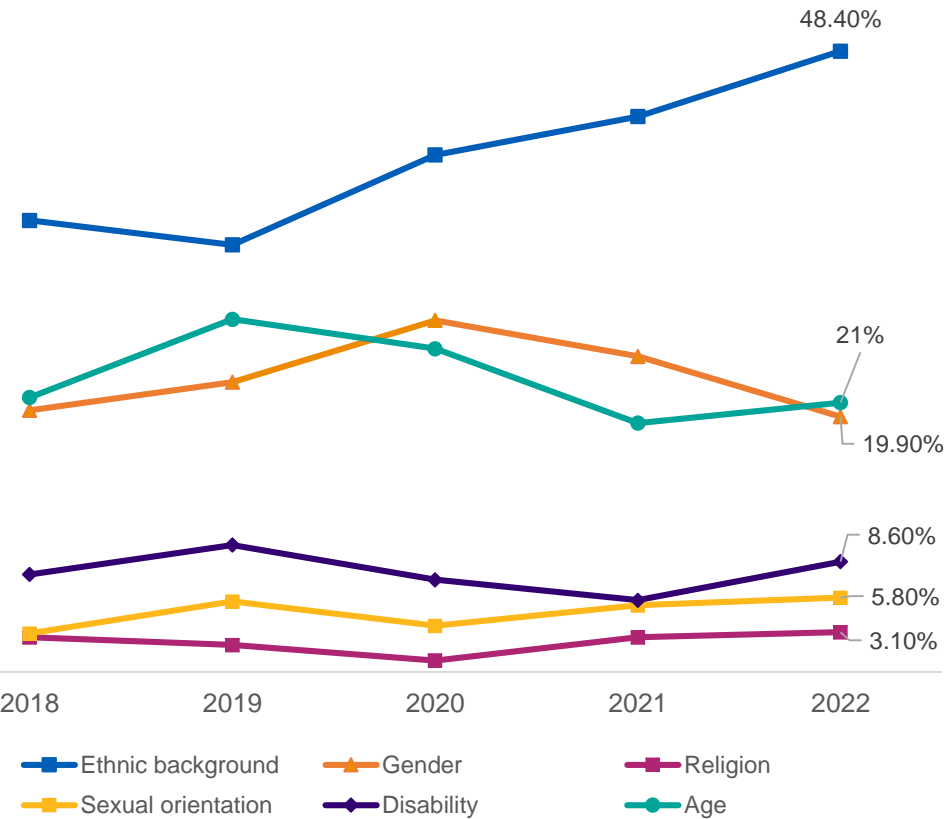
% of staff who experienced harassment, bullying or abuse from other staff in the last 12 months:



% of staff who personally experienced discrimination at work from a manager or team leader :



The grounds on which staff identified their experience of discrimination was based on at the RUH:

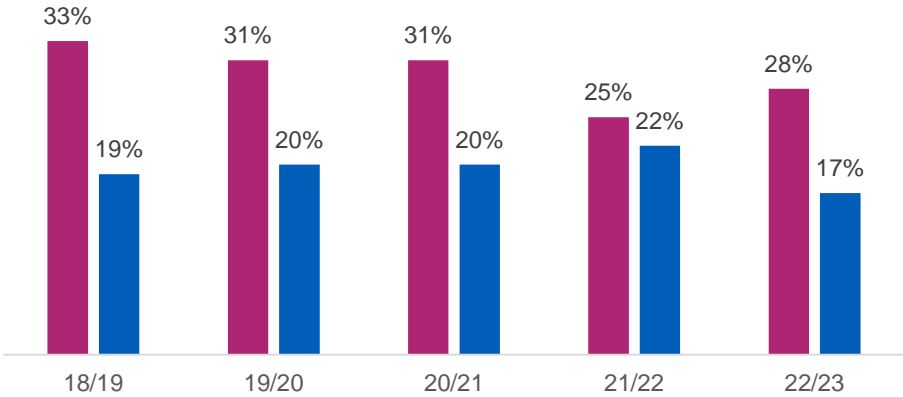


Understanding the experience of our staff

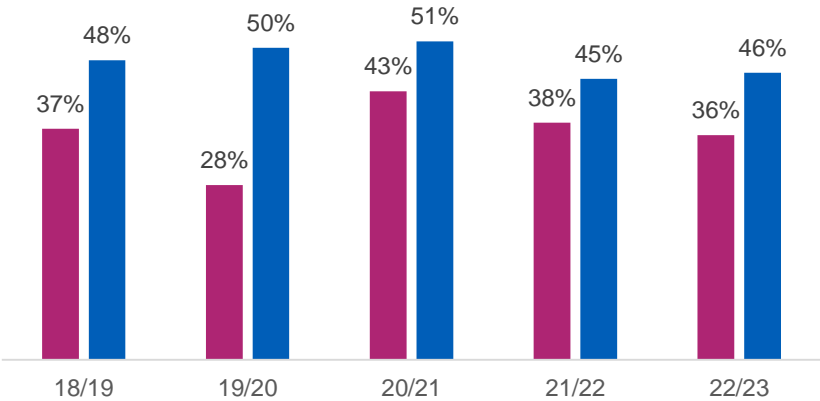


Disabled Non-disabled

% 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:



% of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.



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Action Plan



= 2023/24 priority areas of work

Metric requirements		Action to address	Led by / Sponsored by	Delivered by
	Metric 1: Increase disability declaration by at least 5% by March 2024 Decrease percentage of unknown staff by at least 5% by March 2024	<ul style="list-style-type: none"> Re-launch Equal Abilities Network to promote engagement and uptake of campaigns developed by and for Disabled people we work with Disability sharing campaign designed to increase awareness of support, reasonable adjustment and help aid declaration of disability. Review how ESR data is captured and what routes may already exist for updating declaration of disability or long term health condition. 	Lead: Head of EDI Sponsor: Associate Director for Culture	March 2024
	Metric 2: Sustained approach to ensure equity of appointment is maintained	<ul style="list-style-type: none"> Review parts of process that are working and apply to other recruitment processes. Review what needs to be continued to ensure ongoing equity achieved 	Lead: Recruitment Lead Sponsor: Associate Director for Talent Acquisition	July 2024
	Metric 3: Understand why the metric has remained at 0.0 year on year	<ul style="list-style-type: none"> Review data capture approach and how metric is measured, adjust and change to ensure accuracy of data if necessary 	Lead: HR Business Partners Sponsor: Associate Director for Programmes and Partnering	May 2024
	Metric 4a (i,ii,iii): Half the percentage difference of Disabled staff experiencing bullying, harassment or abuse compare to non-disabled staff by October 2025	<ul style="list-style-type: none"> Build resources and training to all staff on identifying, challenging and reporting abuse into induction, preceptorship and all development programmes within the RUH Introduce a new reporting system to make reporting of experiences of harassment and bullying from staff easier Re-develop bullying and harassment policy to change approach to discrimination raised within the organisation and embed early prevention across all areas with active allyship. Diversity indicators developed in ward accreditation process and within speciality and division score cards to hold leaders to account on the experience of their teams Focussed training developed and delivered for key areas where experiences are highest 	Lead: Head of EDI Sponsor: Associate Director for Culture / Deputy Director for People and Culture	October 2024
	Metric 5: Increase awareness of career opportunities within the organisation	<ul style="list-style-type: none"> Develop collaboration between learning and development / organisational development team and Equal Abilities Network to develop a project that highlights career development opportunities for Disabled staff. 	Lead: Head of L&D / Head of EDI Sponsor: Associate Director for Capability	October 2024
	Metric 6: 10% reduction in the percentage of staff who feel pressured to come to work by October 2025	<ul style="list-style-type: none"> Review of reasonable adjustment guidance for managers Review flexible working and supporting attendance policy to ensure equitable and inclusive approach to supporting Disabled staff 	Lead: HR Business Partners (support from Head of EDI) Sponsor: Deputy Director for People and Culture Associate Director for Programmes and Partnering	May 2024

Action Plan

 = 2023/24 priority areas of work

Metric requirements		Action to address	Led by / Sponsored by	Delivered by
	Metric 7: Increase percentage of staff who feel the organisation values their work	<ul style="list-style-type: none">Collaborate with communications and HR transformation to ensure Disabled staff's experiences are included within retention work stream, as well as reward and recognition work streams	Lead: HR change manager Sponsor: Associate Director for Capability	October 2024
	Metric 8: Continue to increase adequate adjustment(s) enabling staff to carry out their jobs	<ul style="list-style-type: none">Review reasonable adjustment processes to improve user experienceDevelop guidance and signposting for managers to raise awareness and build in provision from on boarding and through appraisal processes.	Lead: HR change manager / Head of EDI Sponsor: Associate Director for Capability / AD for Culture	May 2024
	Metric 9b: Improve activities and provision of engagement opportunities for Disable staff	<ul style="list-style-type: none">Re-launch Equal Abilities NetworkDevelop communication plan for key Disability events throughout the yearIncrease engagement in the NHS Staff Survey, actively encouraging Disabled staff	Lead: Head of EDI Sponsor: Associate Director for Culture	October 2023
	Metric 10: continue to promote representation across the board.	<ul style="list-style-type: none">Continue board development sessions focussed on EDI and key issues across all key governance locations	Lead: Head of EDI Sponsor: Director for People and Culture	January 2024



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