

## People and Culture Committee

**09.05.25**

<b>Paper title:</b>	NHS Workforce Disability Equality Standard 2024	<b>Agenda Item</b>  <b>XX</b>
<b>Presented by:</b>	Lisa Wright Head of Equality, Diversity and Inclusion (EDI)	
<b>Prepared by:</b>	Lisa Wright Head of EDI / Brontë Dines Allen EDI Project Officer	
<b>Committees where content has been discussed previously</b>	Strategic EDI Staff Partnership	
<b>Purpose of the paper</b> Please check <b>ONE</b> box only:	<input checked="" type="checkbox"/> For approval <input type="checkbox"/> For information <input type="checkbox"/> For discussion	

<b>Relationship to the Strategic priorities and Board Assurance Framework (BAF)</b>		
The work contained with this report contributes to the delivery of the following themes within the BAF		
Being the Best Place to Work	Looking after our people	Y
	Belonging to our organisation	Y
	New ways of working and delivering care	Y
	Growing for the future	Y
Delivering Best Quality Services	Improving Access and Flow	Y
	Learning for Improvement	Y
	Improving the experience of people who use our services	Y
Making Best Use of Resources	Financial sustainability	Y
	Our environment and workplace	Y
	Giving back to our communities	Y
Being the Best Partner	Partnership	Y
Good governance	Governance, accountability & oversight	Y

<b>Purpose of the report</b>
This report provides the 2024 NHS Workforce Disability Equality Standard results and proposed action plan for approval.

<b>Executive Summary</b>	
<p>The Trusts performance has improved in eight of the metrics, it has been maintained in two metrics and it has worsened in two metrics.</p> <p>Key priorities for improvement are:</p> <ol style="list-style-type: none"> <li>To reduce the gaps between disabled and non-disabled staffs responses across all metrics with particular emphasis on: <ul style="list-style-type: none"> <li>Disabled staff experiencing abuse, bullying and harassment from the public, patients and carers and from other staff.</li> <li>Ensure that disabled staff have a consistently positive experience of reasonable adjustment processes.</li> <li>Increase the engagement score for disabled staff.</li> </ul> </li> <li>To identify and share good practice and case studies where the Trust is performing above the national average baseline and improvements have been made.</li> </ol> <p>The results and their analysis and a corresponding action plan are included in appendix 1 and 2 for approval.</p>	
<p>Do the recommendations in this paper have any impact upon the requirements of the protected groups identified by the Equality Act?</p>	<p><input checked="" type="checkbox"/> <b>Yes</b> (please set out in your paper what action has been taken to address this)</p> <p><input type="checkbox"/> <b>No</b></p>

<b>Recommendation(s)</b>
<p>The People and Culture Committee is asked to:</p> <ul style="list-style-type: none"> <li>Approve the data in appendix 1 and this report for submission to NHS England and publication on the BDCFT website.</li> <li>Approve the action plan detailed in Appendix 2.</li> </ul>

<p><b>Links to the Strategic Organisational Risk register (SORR)</b></p>	<p>The work contained with this report links to the following corporate risks as identified in the SORR:</p>
<p><b>Care Quality Commission domains</b> Please check <u>ALL</u> that apply</p>	<p><input checked="" type="checkbox"/> Safe <span style="float: right;"><input checked="" type="checkbox"/> Caring</span>  <input checked="" type="checkbox"/> Effective <span style="float: right;"><input checked="" type="checkbox"/> Well-Led</span>  <input checked="" type="checkbox"/> Responsive</p>
<p><b>Compliance &amp; regulatory implications</b></p>	<p>The following compliance and regulatory implications have been identified as a result of the work outlined in this report:</p> <ul style="list-style-type: none"> <li>Equality Act 2010</li> <li>NHS Workforce Race Equality Standard</li> <li>NHS EDI Improvement Plan</li> </ul>



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### NHS Workforce Disability Equality Standard 2024

#### 1 Purpose

The Workforce Disability Equality Standard (WDES) is part of the NHS Standard Contract and supports NHS organisations to be compliant with the Equality Act 2010 and the 2017 Regulations. The Workforce Disability Standard was launched in 2019 and the sixth submission of data against those metrics will be made in May 2024.

The implementation of the WDES is an Equality Objective for the Trust. The Equality Objectives run from 2020-2024 and are a legal requirement to have under the Public Sector Equality Duty.

The Belonging and Inclusion Plan was approved at Trust Board in October 2021 and will run until 2024. The plan includes the Trust's priorities and what commitments are made to improve the Trust's performance against the NHS Workforce Equality Standards. An EDI Strategic Staff Partnership is in place to scrutinise and support implementation.

The data collected for the WDES was submitted via the Strategic Data Collection Service (SCDS) NHS Digital database and the DCF online platform in May 2023. This report outlines the headlines from that submission, the comparison, and trends over the previous years and the actions that will be and already have been embedded into the Belonging and Inclusion Plan. The intention is that this report is published as evidence on the BDCFT website. Publication is a key element of compliance with the Public Sector Duty of the Equality Act 2010

#### 2 Proposed Outcome

The Trust has improved performance in eight of the metrics:

- The number of staff sharing their disability status on ESR has increased significantly from 2023 from 8% to 14%. This is 593 people. The number of disabled staff who are in bands 8a and above is representative of the number of disabled staff who are in the whole organisation at 14%.
- The relative likelihood of a non-disabled applicants being shortlisted when compared with disabled candidates is 0.47 a move of 0.19.
- The likelihood of disabled staff entering into capability processes has reduced from 1.07 to 0.39 in 2024.
- There has been a 3% reduction in the number of staff with a long term condition (LTC) saying that they have experienced harassment, abuse or bullying in the last 12 months from patients, relatives and the public (27%). The Trust is performing better than the national benchmark for this metric with 2% less staff at BDCFT responding to say they have experienced harassment, bullying or abuse from patients, carers and the public in

the last 12 months. Despite these positive moves in performance there is still a 8% gap between the experiences of staffs with LTC and those without responses to this question in the 2023 staff survey.

- There has been a 4% reduction since 2022 in the number of staff with LTC saying that they have experienced harassment, abuse or bullying in the last 12 months from staff (11%). The Trust is 1% above the average national benchmark (12%). The gap between staff with and without LTC's experienced of abuse, bullying and harassment from their manager has closed from 9% to 5% in the 2023 results.
- There has been a 5% increase since 2022 in the number of staff with LTC saying that the last time they experienced harassment, bullying or abuse atwork, they or a colleague reported it (68%). The Trust is performing above the 60% national baseline (8% higher). The gap between how staff with LTC and without answer this question is 2%. This has increased from 2022 by 1%. The gap in the national benchmark is 2% meaning the Trust is performing slightly better than the national picture.

The Trust has worked hard over the last six years to increase staffs confidence to share information about their health, wellbeing and disability status with their line manager and in the electronic staff record. The Trust has been in the top 10% of performing Trusts for disclosure rates and with this increase it is hoped it will continue to do so.

Despite these improvements there are still gaps in staffs experience in all metrics which need closing.

The Trust has maintained performance in two of the metrics:

- *WDES Metric Number 4c - Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months:*
  - Performance has not improved since 2022 with 20% of staff with LTC agreeing with the statement in both years. The Trust is performing slightly below the 19% national baseline (1% higher). The gap between how staff with LTC and without answer this question is still significant at 9%. This has increased from 2022 by 1%. The gap in the national benchmark is 8% meaning the Trust is 1% below the national picture.
- *WDES Metric Number 5 - Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion:*
  - Performance has not improved since 2022 with 56% of staff with LTC agreeing with the statement in both years. The Trust is performing slightly below the 57% national baseline (1% higher). The gap between how staff with LTC and without answer this question is still at 5%. This has increased from 2022 by 2%. The gap in the national benchmark is 1%.

The Trusts performance has dropped in two metrics:

- Performance has slightly decreased since 2022 with 79% of staff with LTC saying their employer has made reasonable adjustment(s) to enable them to carry out their work compared to 80% in 2022. (1%). The Trust is performing at the same level as the 79% national baseline. Ensuring staff have consistent positive experiences of reasonable adjustment processes is a top priority.
- There has been a 0.10 decrease since 2022 in the engagement score for staff with LTC (6.72). The Trust is performing slightly below the 6.82 national baseline (0.10). The gap between how staff with LTC and without answer this question is slightly higher in 2023 by 0.48. This is a slight increase from 2022 by 0.13. The gap in the national benchmark is 0.41 meaning the Trust is slightly lower than the national picture.

A full analysis and breakdown of these results over time is presented in appendix 1.

### 3 Options

The key priorities for improvement are:

3. To reduce the gaps between disabled and non-disabled staffs responses across all metrics with particular emphasis on:
  - Disabled staff experiencing abuse, bullying and harassment from the public, patients and carers and from other staff.
  - Ensure that disabled staff have a consistently positive experience of reasonable adjustment processes.
  - Increase the engagement score for disabled staff.
4. To identify and share good practice and case studies where the Trust is performing above the national average baseline and improvements have been made.

An action plan is included in appendix 2 for approval.

### 4 Risk and Implications

The Trust aims to be the Best Place to Work for all staff. This report outlines the inequalities of perception, experience and representation of disabled people within the workforce.

The Equality Act 2010 places responsibility on us to address discrimination, harassment and victimisation, further equality of opportunity and foster good community relations of groups protected by the equality act. The Trust must act proactively to continue to address these issues where they are identified to be compliant with this legislation.

The implications of not doing so effectively can be reputational, financial and legal.

### 5 Results

- This information has been shared and discussed at the Strategic EDI Staff Partnership and will be shared with the Beacon Network.

- Further updates on the action plan in appendix 2 will be brought to the People and Culture Committee in November 2024 and to all of the groups listed above.

**Lisa Wright**  
**Head of EDI**  
**26.04.24**