



Southport and
Ormskirk Hospital
NHS Trust

Workforce Disability Equality Standard Report 2023



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to us

WORKFORCE DISABILITY EQUALITY STANDARD (WDES) REPORT 2023

1. EXECUTIVE SUMMARY

This paper provides an overview of the Workforce Disability Equality Standard (WDES) and the Trust's data and responses to the 10 metrics within the Workforce Disability Equality Standard (WDES).

2. INTRODUCTION

The Workforce Disability Equality Standard (WDES) is mandated by the NHS Standard Contract and will apply to all NHS Trusts and Foundation Trusts from April 2019. The WDES is a data-based standard that uses a series of measures (metrics) to improve the experience of disabled staff in the NHS.

The WDES comprises of a set of 10 metrics. All the metrics draw from existing data sources (recruitment dataset, ESR, NHS Staff Survey, HR data) except for one; Metric 9b asks for examples of actions taken.

The annual collection of the WDES metrics will allow the Trust to better understand and improve the employment experiences of disabled staff in the NHS.

3. OVERVIEW OF WORKFORCE DATA

The information below provides a comparison of the WDES data from 31st March 22 and 31st March 2023, where applicable. Any calculations noted in the report are taken from the national WRES template provided by NHS England.

a) Staff Profile

As of March 2023, Southport and Ormskirk Hospitals NHS Trust employed **3467** staff of whom **4.27%** of the workforce has disclosed that they consider themselves to have a disability. **76.72%** of staff have told us they don't consider themselves to have a disability, with the remainder **19.01%** either not declaring, preferring not to say and the others are unspecified.

Disability	Headcount	Percentage %
No	2660	76.72% of staff do not consider themselves to have a disability
Yes	148	4.27% of staff have highlighted they have a disability
Not Declared & Other	659	19.01% of staff have not declared preferred not to say or unspecified
Grand total	3467	

b) Recording a disability

- As of 31st March 2023, Trust figures on ESR show **4.27%** of staff from **3,467** staff have a disability
- NHS Staff Survey highlights **22.6%** of staff from the **1,107** who completed the NHS Staff Survey highlighted they have a disability.

c) Shortlisting

- Percentage of disabled staff being appointed from shortlisting is **5.21%** for disabled compared to 87.85% for non-disabled staff.

- Relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff is **0.47**. This is a 0.65 improvement from 1.12 in 2021/22. (A figure below 1:00 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting).

d) Formal capability process

- ESR data highlights the relative likelihood of staff entering the formal capability process for disabled is 0% which is the same as last year.

e) Staff Survey WDES Results 2022

- Disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public is **7.1% higher** than for non-disabled staff.
- Disabled staff experiencing harassment, bullying or abuse from managers is **5.1% higher** than non-disabled staff.
- Disabled staff experiencing harassment, bullying or abuse from other colleagues is **1.5% higher** than non-disabled staff.
- Percentage of Trust staff believing that the Trust provides equal opportunities for career progression or promotion is **41.6%** for disabled staff, **51.9%** for non-disabled staff, a difference of **10.3%**

4. WORKFORCE INDICATORS IN DETAIL

Workforce Disability Equality Standard Indicators

For each of the workforce indicators, the standard compares the metrics for disabled and non-disabled staff. Where the figures do not equate to 100% this is due to the information not stated / not given

- a) Metric 1.** Percentage of staff in AfC 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. **Please Note:** Definitions for these categories are based on Electronic Staff Record occupation codes except for medical and dental staff, which are based upon grade codes.

Non-clinical	staff	
Clusters	Disabled	Non-Disabled
Cluster 1 (Bands 1 - 4)	4.9%	72.8%
Cluster 2 (Band 5 - 7)	5.9%	78.6%
Cluster 3 (Bands 8a - 8b)	0%	78.6%
Cluster 4 (Bands 8c - 9 & VSM)	0%	100.0%
Clinical staff		
Clusters	Disabled	Non-Disabled
Cluster 1 (Bands 1 - 4)	4.6%	77.3%
Cluster 2 (Band 5 - 7)	4.5%	79.1%
Cluster 3 (Bands 8a - 8b)	2.8%	73.6%
Cluster 4 (Bands 8c - 9 & VSM)	0%	57.1%
Medical & Dental Consultant		
Cluster 5	Disabled	Non-Disabled
	1.77%	75.22%
Med & Dental Consultant Non –Consultant Career Grade		
Cluster 6	Disabled	Non-Disabled
	2.00%	77.00%
Medical & Dental Trainee Grades		
Cluster 7	Disabled	Non-Disabled
	0%	80.0%

b) **Metric 2.** Relative likelihood of non-disabled staff to disabled being appointed from shortlisting across all posts

	Shortlisted headcount	Appointed headcount	Relative likelihood of staff shortlisted /appointed	%
Disabled	141	39	0.28	27.66%
Non-Disabled	5019	658	0.13	13.11%
Not declared	93	52	0.56	55.91%
Relative likelihood of relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff.			0.47 times more likely	

c) **Metric 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. *Please Note: This metric will be based on data from a two-year rolling average of the current year and the previous year.*

Average over 2 years	Entering formal capability Process	Trust	Average over 2 years
Disabled	0	148 (4.27%)	0
Non-Disabled	1	2660 (76.72%)	0.000375
Not declared	0	659 (19.01%)	0
Prefer not to answer	0		
Unspecified	0		
Total	1	3467	
Relative likelihood of Disabled staff compared to non-disabled staff			0

5. NHS STAFF SURVEY RESPONSES 2022

The NHS Staff Survey was completed by **1,107** staff, this equates to a **34%** response rate. The average combined percentage for combined acute and community trusts in England is 44%. The number of disabled respondents ranged between 112-245 per question.

The information below is taken from the 2022 Staff Survey Coordination Centre WDES Report for Southport & Ormskirk NHS Hospital Trust and provides the Trust figures compared to the average for combined acute and community hospitals.

d) **Metric 4a.** Percentage (%) of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse in the last 12 months from patients/service users, relatives, or other members of the public

Category	2021	2022	Average
Non-disabled	24.2%	26.8% (2.6% increase)	26.2% 0.6% above average
Disabled	35.2%	33.9% (1.3% decrease)	33.0% 0.9% above average

e) **Metric 4b. Percentage of staff experiencing harassment, bullying or other abuse from managers in the last 12 months**

Category	2021	2022	Average
Non-disabled	11.3%	12.3% (1% increase)	9.9% 2.4% above average
Disabled	18.4%	17.4% (1% decrease)	17.1% 0.3% above average

f) **Metric 4c. Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months**

Category	2021	2022	Average
Non-disabled	42.6%	44.9% (2.3% increase)	47.3% 2.4% below average
Disabled	51.1%	46.4% (4.7% decrease)	48.4% 2% below average

g) **Metric 4d. 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**

Category	2021	2022	Average
Non-disabled	42.6%	44.9% 2.3% Increase	47.3% 2.4% below average
Disabled	51.1%	46.4% 4.7% reduction	48.4% 2.0% below average

h) **Metric 5. Percentage believing that the Trust provides equal opportunities for career progression or promotion**

Category	2021	2022	Average
Non-disabled	52.6%	51.9% 0.7% reduction	57.3% 5.4% below average
Disabled	43.0%	41.6% 1.4% reduction	51.4% 9.8% below average

i) **Metric 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**

Category	2021	2022	Average
Non-disabled	21.0%	20.4% 0.6% reduction	20.8% 0.4% below average
Disabled	34.1%	26.9% 7.2% reduction	30.0% 3.1% below average

j) **Metric 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**

Category	2021	2022	Average
Non-disabled	40.5%	40.7% 0.2% increase	43.6% 2.9% below average
Disabled	30.0%	27.7% 2.3% reduction	32.5% 4.8% below average

k) **Metric 8.** Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work

Category	2021	2022
Disabled	74.5%	72.3% 2.2% reduction

l) **Metric 9.** The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

Category	2021	2022	Average
Non-disabled	6.9%	6.7% 0.2% reduction	6.9% 0.2% below average
Disabled	6.2%	6.1% 0.1% reduction	6.4% 0.3% below average
Trust % average	6.7%	6.6% 0.1% reduction	

m) **Metric 9b.** Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (Yes)

Disability Confident Employer Scheme 'Ability' Staff Network Occupational Health Service 24-hour Employee Assistance Programme Freedom to Speak Up Culture	Implementing reasonable adjustments passports Wellbeing conversations (Appraisal) Addressing inequalities Task & Finish Group – spotlight on recruitment processes Flexible / agile working
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n) **Metric 10.** Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

Category	2022	2023
Non-disabled	28%	25.08%
Disabled	-3%	-3.28%
Not Stated	-25%	-21.8%

Disability	Headcount	Headcount %	Board Headcount	Board Headcount %
No	2660	76.7%	11	78.57%
Yes	148	4.26%	1	7.14%
Not Declared & Other	659	19%	2	14.28%

6. OUR PEOPLE PLAN

The fundamental purpose of Our People Plan is to identify the Trust's people priorities and to ensure that everyone connected to the Trust understands the contribution they make. There are several people priorities, with specific emphasis on the culture and behaviours we are working towards.

The diversity of our workforce is a key indicator of an inclusive culture by setting the right cultural and behavioural tone by celebrating difference, empowering others to make their own unique contribution, and actively listening and then taking supported action.

The following key actions taken from our overarching action plan have been identified for the next 12 months to increase the diversity in our workforce, promote an inclusive and supportive culture and improve the experience of colleagues with protected characteristics. The impact of these actions will be measured by improvements to the WRES indicators.

- We will promote inclusion.
- We will embed a Just and Learning culture.
- We will proactively support career development and training for staff from protected groups.
- We will engage in key initiatives to support inclusion.

7. TRUST ACTIONS REQUIRED TO BE COMPLIANT WITH WRES

- WRES reporting template completed and sent to NHS England (31st May 2023)
- WRES report completed & hosted on the Trust website (31st May 2023)
- WRES action plan in place and reviewed via the Valuing Our People & Inclusion Group, JNC and Workforce Committee
- WRES report and action plan to be shared with the NHS Cheshire and Merseyside ICB

8. RECOMMENDATIONS

The Committee is asked to note the WRES indicators, and the actions identified to address the gaps highlighted.

APPENDIX 1 - WDES (WRES) EQUALITY OBJECTIVES & ACTION PLAN

STRATEGIC OBJECTIVES	EDI OBJECTIVE	ACTIONS
<p>SO4 Develop a flexible, responsive workforce of the right size and with the right skills who feel valued and motivated</p>	<p>Increase representation of BME & disabled staff at Board & senior management levels</p>	<ul style="list-style-type: none"> • Increase % BME & disabled staff at AfC 8a and above and at Board level
	<p>Improve representative workforce across all protected characteristics at all levels</p>	<ul style="list-style-type: none"> • Increase the % of workforce with equality information recorded in ESR • Review the recruitment process with staff network colleagues
<p>SO5 Enable all staff to be patient-centred leaders building on an open and honest culture and the delivery of the Trust values</p>	<p>Improve the belief in equal opportunities</p>	<ul style="list-style-type: none"> • Increase the % of staff believing the Trust provides equal opportunities for career progression or promotion • Increase the number of staff receiving non-mandatory ED&ID training • Increase participation in staff networks
	<p>Create equity of experience</p>	<ul style="list-style-type: none"> • Decrease the % of staff experiencing harassment, bullying and abuse • Decrease the likelihood of BME and disabled staff entering formal disciplinary process and provide support initiatives if they do e.g., RCN Cultural Ambassadors • Decrease the % of staff experiencing discrimination from patients/carers • Increase staff engagement score for staff with protected characteristics through agreed actions with staff networks • Support equity of access to Clinical Excellence Awards in order to reduce the gender pay gap • Deliver the outcomes of the EDS 2022 Domain 2 – Staff Health & Wellbeing and Domain 3 – Inclusive Leadership