

The Workforce Disability Equality Standards

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (Metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff.

The WDES is important because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety.

The implementation of the WDES will enable us to better understand the experiences of our disabled staff. It will support positive change for existing employees and enable a more inclusive environment for disabled people working in the NHS.

Definition of disability

The definitions of disability used in the ESR, NHS Staff Survey, and the Equality Act 2010 are not the same. Further consideration will be given to whether these definitions can be better harmonised in 2019/20 by NHS England.

The Equality act definition is

A person (P) has a disability if—

- (a) P has a physical or mental impairment, and
- (b) the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.¹

The terminology disabled staff/non-disabled staff used in this report is taken from the WDES guidance and reporting.

¹ <https://www.legislation.gov.uk/ukpga/2010/15/section/6>

Our Results

WDES Indicator Number	WDES Indicator Question	2019 Score
<p>INDICATOR 1 <u>(REPRESENTATION)</u> <i>Source: ESR</i></p>	<p>Declaration Rate (self- reporting of ethnicity)</p>	<p>3% of staff population declare a disability 88% of staff have reported their disability status</p>
<p>INDICATOR 2 <u>(RECRUITMENT)</u> <i>Source: TRAC</i></p>	<p>Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.</p>	<p>Non-disabled staff 1.17 times more likely to be appointed from shortlisting compared to disabled staff</p>
<p>INDICATOR 3 <u>(CAPABILITY PROCESS)</u> <i>Source: ER Tracker</i></p>	<p>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.</p>	<p>Disabled staff 1.84 time more likely to enter the entering the formal capability process compared to Non-Disabled staff</p>
<p>INDICATOR 4 <u>(BULLYING AND HARRASSMENT)</u> <i>Source: Staff Survey</i></p>	<p>Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: a) Patients/service users, their relatives or other members of the public</p>	<p>Disabled staff (45.7%), non-disabled staff (38.8%)</p>
	<p>b) Managers</p>	<p>Disabled staff (26.9%), non-disabled staff (15.7%)</p>

	c) Other colleagues	Disabled staff (35.3%), non-disabled staff (25.7%)
	d) 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 staff (42.7%), non-disabled staff (46.0%)
INDICATOR 5 <u>CAREER PROGRESSIONS</u> <i>Source: Staff Survey</i>	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled staff (66.8%), non-disabled staff (74.1%)
INDICATOR 6 <u>(PRESSURE TO COME TO WORK)</u> <i>Source: Staff Survey</i>	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 staff (33.5%), non-disabled staff (25.3%)
INDICATOR 7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the	Disabled staff (31.5%), non-disabled staff (42.2%)

(VALUED) <i>Source: Staff Survey</i>	extent to which their organisation values their work	
INDICATOR 8 (ADEQUATE ADJUSTMENTS) <i>Source: Staff Survey</i>	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. -	63.1%
INDICATOR 9 (ENGAGEMENT) <i>Source: Staff Survey</i>	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Disabled staff (6.4), non-disabled staff (6.9)
	b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	Yes – King’s Able
INDICATOR 9 BOARD LEVEL REPRESENTATION <i>Source: ESR</i>	Difference (Voting membership - Overall Workforce)	5%

For more detailed information please visit the [WDES website](#). Results will be published towards the end of 2019.

Our Action Plan

Priority 1: Improve Disability declaration rates	Improve the level of self-reporting by disability through the network and writing to staff
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Priority 2: Career development	King's Jobs (career portal) to be launched
	Explore options of reverse mentoring with Nottingham university (completed)
Priority 3: Adequate adjustments	Work with Occupational health and Kings Able network to review and support this process.