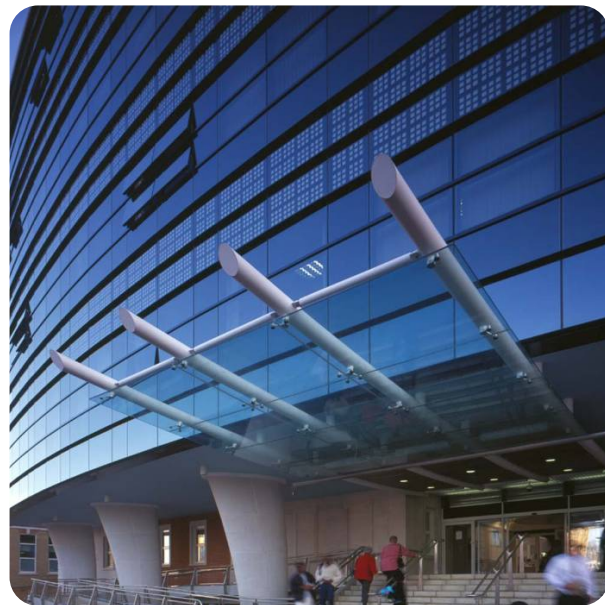


Quality, Performance and People Committee

Workforce Race Equality Standard (WRES) and Workforce Disability Standard (WDES)

01 October 2020



KING'S HEALTH PARTNERS

The NHS Workforce Disability Equality Standard (WDES) launched on 1 April 2019. There are ten metrics, taken from a variety of data sources and they are used to compare the experiences of staff who have a disability with those who do not.

It is recognised that there is a significant under reporting of staff who declare themselves to have a disability, with a 15% difference between ESR and Staff Survey declaration rates. At Kings, 2.6% of staff have declared a disability on ESR, but 12.5% of respondents declared a disability in the 2019 staff survey.

Under the Equality Act 2010 a disability is considered if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

The reporting for 2019/20 data has been delayed due to COVID-19. The national submission was completed by 31/08, with Trust's then required to publish their results on 31/10.

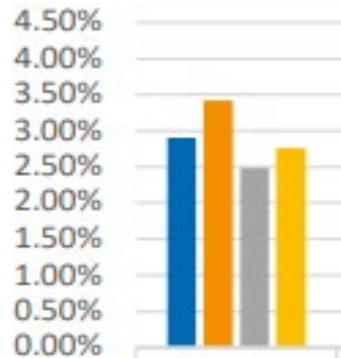
WDES Data Sources

- Metric 1 and 10 are taken from data on Electronic Staff Record (ESR)
- Metric 2 is taken from Trac
- Metric 3 is taken from the ER tracker
- Metric 4 to 8 taken from the Staff Survey

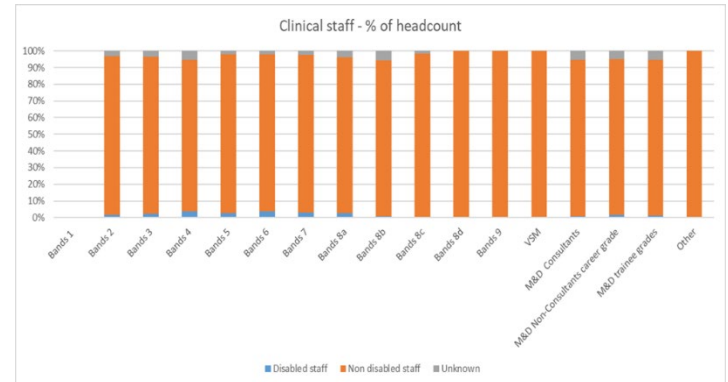
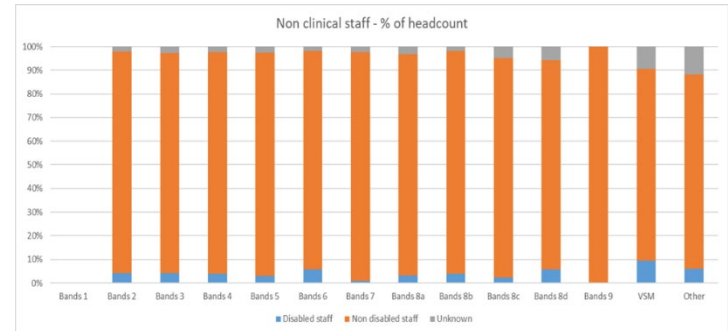
Metric	Theme	Results	Comparison to London (2019)
WDES 1	Workforce representation	Mixed	Worse
WDES 2	Recruitment	Worsened	
WDES 3	Capability	Improvement	
WDES 4	Bullying & harassment <i>(patients / service users)</i> <i>(managers)</i> <i>(other colleagues)</i> <i>(reporting incidents)</i>	Improvement Improvement Improvement Improvement	Worse Better Better
WDES 5	Career progression	Worsened	Same
WDES 6	Presenteeism	Worsened	Better
WDES 7	Staff satisfaction	Worsened	Worse
WDES 8	Reasonable adjustments	Improvement	Worse
WDES 9	Engagement	Worsened	
WDES 10	Board representation	Improvement	Better

WDES 1: Percentage of staff in Agenda for Changer bands, in medical and dental subgroups and very senior managers (including Executives) compared with the percentage of staff in the overall workforce

King's All staff	DISABLED	
	2019 % Disabled /	2020 % Disabled /
Band 1-4	2.14%	2.09%
Band 5-7	2.93%	2.98%
Band 8a-8b	1.73%	2.14%
Band 8c-9 & VSM	0.00%	0.00%
Consultants	1.05%	0.66%
Non-Consultants career grade	1.37%	1.52%
Trainee grades	0.63%	1.03%



■ Bands 1-4	2.91%
■ Bands 5-7	3.43%
■ Bands 8a-8b	2.48%
■ Bands 8c-9 & VSM	2.76%



Proposed actions for 2020/21

Target for 20/21:

WDES 2: Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff across all posts. (WORSENER)

	2018/19	2019/20
King's	Non-disabled staff are 1.17 times more likely to be appointed after shortlisting	Non-disabled staff are 1.24 times more likely to be appointed after shortlisting
London	Non-disabled staff are 1.07 times more likely to be appointed after shortlisting <i>(lowest of all regions in the England)</i>	<i>(not yet reported)</i>
England	Non-disabled staff are 1.23 times more likely to be appointed after shortlisting	

Target for 20/21: To equal London region at 1.07

WDES 3: relative likelihood of Disabled staff compared to non-disabled staff entering a formal capability process, as measured by entry into the formal capability procedure. **(IMPROVED)**

	2018/19	2019/20
King's	Disabled staff are 1.84 times more likely to enter the formal process	Disabled staff are 1.65 times more likely to enter the formal process
London	Disabled staff are 0.84 times more likely to enter the formal process <i>(lowest region in England)</i>	<i>(not yet reported)</i>
England	Disabled staff are 1.10 times more likely to enter the formal process	<i>(not yet reported)</i>

Target for 2021: To reduce so that disabled and non-disabled staff share an equal likelihood₁₇

WDES 4: Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse. (IMPROVED)

	2018/19	2019/20
King's		
• From patients	45.7% (38.8% non-disabled)	43.5% (34.9% non-disabled staff)
• From managers	26.9% (15.7% non-disabled)	26% (34.9% non-disabled staff)
• From other colleagues	35.3% (25.7% non disabled)	35.5% (25.2% non disabled staff)
London		<i>(not yet reported)</i>
• From patients	42.8% (32.78% non disabled)	
• From managers	31.10% (22.83% non disabled)	
• From other colleagues	36.83% (28.59% non disabled)	
England		<i>(not yet reported)</i>
• From patients	33.8% (26.8% non disabled)	
• From managers	19.8% (13% non disabled)	
• From other colleagues	26.8% (18.1% non disabled)	

WDES 7: Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression and promotion. (WORSENER)

	2018/19	2019/20
King's	66.8% (74.1% non disabled)	65.5% (74.4% non disabled)
London	65.61% (74.39% non disabled)	<i>(not yet reported)</i>
England	75.3% (82.7% non disabled)	<i>(not yet reported)</i>

Target for 20/21: To reverse the trend and aspire to the England rates

WDES 6: Percentage of Disabled staff compared to non-disabled staff saying they have felt pressure from their manager to come to work, despite no feeling well enough to perform their duties. (WORSENER)

	2018/19	2019/20
King's	33.5% (25.3% non disabled)	34.4% (24.1% non disabled)
London	38.9% (27.7% non disabled)	<i>(not yet reported)</i>
England	32% (23% non disabled)	<i>(not yet reported)</i>

Target for 20/21: To reverse the trend and reduce below 30%

WDES 7: Percentage of Disabled staff compared to non-disabled staff saying they are satisfied with the extent to which their organisation values their work. (WORSENER)

	2018/19	2019/20
King's	31.5% (42.2% non disabled)	29.7% (43.4% non disabled)
London	38.561% (47.78% non disabled)	<i>(not yet reported)</i>
England	37.2% (47.9% non disabled)	<i>(not yet reported)</i>

Target for 20/21: Reverse the trend and aspire to the London region rate

WDES 8: Percentage of Disabled staff saying their employer has made adequate adjustments to enable them to carry out their work.

(IMPROVED)

	2018/19	2019/20
King's	63.1%	65.2%
London	67.3%	<i>(not yet reported)</i>
England	72.4%	<i>(not yet reported)</i>

WDES 9: Staff engagement score for Disabled staff (WORSENER)

	2018/19	2019/20
King's	6.4 6.9 non disabled staff	6.3 6.9 non disabled staff
London	6.68 7.21 non disabled staff	<i>(not yet reported)</i>
England	6.64 7.08 non disabled staff	<i>(not yet reported)</i>

Target for 20/21: Improve overall engagement of staff to the London region rate

WDES 10: Percentage difference between the organisations board voting membership and its organisation's overall workforce

(IMPROVED)

	2018/19	2019/20
King's	6.7% disabled staff of all board members 86.7% non disabled staff of all board members	10.53% disabled staff of all board members 73.68% non disabled staff of all board members
	8% disabled staff of all voting members None non-voting disabled staff	8% disabled staff of all voting members 17% disabled staff of all non-voting members
	2.57% disabled staff of overall workforce	2.60% disabled staff of overall workforce
London	Below 2% disabled staff of all voting members Below 1% disabled staff of all non voting members	(not yet reported)
England	2.1% disabled staff of all board members	(not yet reported)
	69.1 non disabled staff of all board members	
	3.1% disabled staff of overall workforce	

Timeline to publish WRES/WRES – 31 October 2020

Groups to engage:

- King's Executive
- Trust Board (via QPCC and Trust Board)
- Network Steering Groups
- Site Executive Team and senior leadership
- Joint Consultative Committee
- Local Negotiating Groups
- All staff