



Title of the paper	Workforce Disability Equality Standard (WDES) 2020/21
Presenter	Funmi Onamusi - Director of Equality, Diversity and Inclusion
Author(s)	Arfan Bhatti – Head of Equality, Diversity & Inclusion (Workforce), Shivonne Simpson - Equality, Diversity and Inclusion Officer
Executive Summary	<p>The NHS Workforce Disability Equality Standard (WDES) came into force on 1 April 2019 and is a set of specific measures (metrics) that we can use to compare the experiences of staff who have a disability and those who do not.</p> <p>The information will help us to develop an action plan, and help to demonstrate progress against the indicators of disability equality.</p> <p>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.</p> <p>This report shares the 10 Workforce Disability Equality Standard (WDES) indicators for 2020/21 which are extracted from different data sources. This forms part of our obligations under the Trust's NHS Standard contract.</p> <p>The reporting data from April 2020 to March 2021 comes from:</p> <ul style="list-style-type: none"> • Indicators 1 and 10 are taken from the Electronic Staff Record (ESR) • Indicators 2 is taken from the TRAC recruitment system • Indicators 3 is taken from the online tracker used to record employee relations data • Indicator 9b is a Yes/No answer • Indicators 4, 5, 6, 7, 8 and 9a are taken from the latest Annual Staff Survey and a comparison has been included in the WDES Indicator Summary slide. <p>This report also shares action taken and action planned to improve disability equality at the Trust. These next steps will be embedded in the Trust's implementation plans and will each have an accountable owner.</p>

Trust strategic aims <i>(please indicate which of the 4 aims is relevant to the subject of the report)</i>	Aim 1 Brilliant People	Aim 2 Outstanding Care	Aim 3 Leaders in Innovation	Aim 4 Diversity, Equality and Inclusion				
	X			X				
Links to well-led key lines of enquiry	<input type="checkbox"/> Is there the leadership capacity and capability to deliver high quality, sustainable care? <input type="checkbox"/> Is there a clear vision and credible strategy to deliver high quality, sustainable care to people, and robust plans to deliver? <input checked="" type="checkbox"/> Is there a culture of high quality, sustainable care? <input type="checkbox"/> Are there clear responsibilities, roles, and systems of accountability to support good governance and management? <input checked="" type="checkbox"/> Are there clear and effective processes for managing risks, issues, and performance? <input checked="" type="checkbox"/> Is appropriate and accurate information being effectively processed, challenged, and acted on? <input type="checkbox"/> Are the people who use services, the public, staff and external partners engaged and involved to support high quality sustainable services? <input type="checkbox"/> Are there robust systems and processes for learning, continuous improvement, and innovation? <input type="checkbox"/> How well is the trust using its resources?							
Previously considered by	<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">Committee/Group</th> <th style="width: 50%;">Date</th> </tr> </thead> <tbody> <tr> <td>QPPC</td> <td>September 2021</td> </tr> </tbody> </table>		Committee/Group	Date	QPPC	September 2021		
Committee/Group	Date							
QPPC	September 2021							



Workforce Disability Equality Standard 2020/2021

Presented by: Funmi Onamusi – Director of Equality, Diversity and Inclusion

1. Purpose

Implementing the Workforce Disability Equality Standard (WDES) is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, through the NHS standard contract.

The main purpose of the WDES is:

- to enable the Trust to review our data against the thirteen statutory indicators,
- produce actions to close the gaps in workplace experience between Disabled and non-Disabled staff; and
- improve Disabled representation at the Board level of the organisation.

2. Background

The WDES was introduced in April 2019 and is mandated as part of the NHS Standard Contract. It is designed to improve workplace experience and career opportunities for Disabled people working, or seeking employment, in the NHS.

The WDES has been developed and continues to be underpinned by the ethos of 'Nothing about us without us'. This means that any decisions that impact on Disabled people, must involve Disabled people. To help achieve that, all members of the Trust's King's Able – Disability network were invited to a working group to develop this report. The network was set-up in November 2017 and currently consists of 47 members.

3. Summary of Performance

The Trust's performance improved in five indicators, most notably in bullying/harassment and staff satisfaction.

The data also demonstrates some improvement and narrowing of the gap between local and London region averages.

However, we deteriorated in four of the six staff survey related indicators. This reflects national trends of Disabled staff experiencing more bullying, harassment and abuse from colleagues/managers and not feeling empowered to report it.

Further detailed data related to the indicators is in Appendix A.

Indicator ¹		National Average ²	KCH (2020/2021)	KCH direction since 2019/2020
1	Percentage of staff in each of the Agenda for Change Bands.	3.5%	2.5%	Worse
2	Relative likelihood of non-Disabled applicants being appointed from shortlisting compared to Disabled applicants.	1.2	1.37	Worse
3	Relative likelihood of Disabled staff entering the formal capability process, compared to non-Disabled staff.	1.54	0.0	New data
4a i	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public.	31%	4%	Better
4a ii	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers.	19%	24%	Better
4a iii	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues.	27%	32%	Better
4b	Disabled staff stating the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	47%	51%	Better
5	Disabled staff believe the organisation provides equal opportunities for career progression or promotion.	80%	63%	Worse
6	Disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	33.0%	35%	Worse
7	Disabled staff are satisfied with the extent to which the organisation values their work.	37%	33%	Better

8	Disabled staff say their employer has made adequate adjustment(s) to enable them to carry out their work.	77%	67%	Better
9a	Disabled staff engagement score.	6.7	6.4	Better
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)	Yes	Yes	N/A
10	Disabled Board representation.	2%	5%	Better

Note on data sources

¹ Four of the indicators (1, 2, 3 and 10) are produced via the Electronic Staff Record (ESR) system for the reporting period of April 2020-March 2021 and the rest are from the 2020 staff survey.

² Indicator's 1-3 and 10 are compared against the previous year's national data (2019/20) until the workforce national averages are published the NHS England WDES report is published in 2022. We are however able to compare indicators 5 - 8 alongside latest national averages from the 2020 staff survey.

4. Discussion: ESR/Workforce indicators

This section describes what may have affected the ESR/workforce indicators, and how actions taken over the last twelve months contributed to those changes. All data is from April 2020 - March 2021.

4.1 Representation (Indicators 1 and 10)

We note a 13% increase in not stated, which is a total of 1,812 staff.

0.1% fewer colleagues now share their disability on ESR; which equates to around 14 members of staff. In King's 2021 staff survey 16% of Disabled staff (792) share they have a disability whilst 81% of staff have said they are non-disabled which is a 13% decrease from 2020 results, which provides us with a more realistic benchmark to understand disabled representation at King's.

In terms of representation across pay banding, our % difference has not significantly changed although we have seen a slight improvement in disabled staff representation in Bands 8c – 9 and VSM.

The percentage of voting board members with disability has worsened overall which has led to a decrease in disability representation at Board level.

There is also a higher representation of Disabled staff in non-clinical roles compared to clinical roles.

4.2 Recruitment (Indicator 2)

Non-disabled applicants are 1.37 times more likely be appointed from shortlisting than disabled applicants; worse than 2019/2020 when it was x1.24 more likely.

Applicants who share no disability status at all are most likely to be appointed

In July 2020 the NHS People Plan set all employers a target to overhaul recruitment and promotion practices to make sure that staffing reflects the diversity of the community, and regional and national labour markets.

Work has therefore begun to review process' in alignment of the Trust's new values, increase training to reduce bias and improve diversity on interview panels.

4.3 Formal capability process (Indicator 3)

No Disabled staff have entered a formal capability process in the last two years on the grounds of performance as per the trust's Performance Management policy compared to four non-Disabled staff.

5. Discussion: Staff Survey indicators

4,979 staff completed the below WDES related staff survey questions, approximately 790 (16%) of responses were from colleagues with a disability or long term-health conditions.

5.1 Bullying, Harassment, Abuse (Indicators 4ai, 4aii, 4aii and 4b)

Experiences of bullying & harassment have improved for Disabled staff since 2018 at King's. However, our latest staff survey suggests 42% of Disabled staff have experienced harassment, bullying or abuse from patients, 24% from managers & 32% from other colleagues.

Additionally, 51% of Disabled staff say the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.

The following actions have been implemented over the last 12 months:

- Increase in the Freedom To Speak up Guardian referrals
- Onsite access to Wellbeing Hubs for staff to decompress and seek support
- Significant investment and expansion of the Equality Diversity and Inclusion team
- Establishment of the Equality Diversity and Inclusion governance structure including Delivery Group with a membership of Senior Leadership, Unions and Staff Networks reporting into the Board
- Roll out of an Active Bystander training programme

5.2 Equal opportunities (Indicator 5)

63% of disabled staff believe that the Trust provides equal opportunities for career progression and promotion.

2020/21 data demonstrates a decrease in all staff believing the trust provides equal opportunities for career progression and promotion. It is a decrease from 66% in 2019/2020 and 67% in 2018/2019.

This contrasts with the improving trend in London for disabled as well as non-disabled staff.

5.3 Presenteeism and reasonable adjustments (Indicators 6 and 8)

35% of disabled staff have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

King's has seen a consistent increase in percentage of both disabled & non-disabled staff feeling pressure to come to work despite not being well enough to perform their duties. Despite progress in relation to agile working via the pandemic, the indicator worsened by 1%.

5.4 Value and engagement (Indicators 7 and 9)

33% of Disabled staff are satisfied with the extent to which their organisation values their work, in comparison with 45% non-disabled staff. King's data therefore demonstrates an improvement and narrowing of the gap between local and London region averages.

Our staff engagement score is 6.4 for disabled staff and has improved by 0.1 from the previous year. King's data has therefore improved alongside the London median rate of 0.1.

Over the last 12 months our King's Able network has organised a number of events and meetings as well as communications.

6. Moving forward

In order to achieve effective and lasting changes to the experiences of Disabled staff, this below action plan identifies the initial high level projects priority actions and measurements for the next year.

These projects will be developed in more detail with a range of departments and stakeholders and a more detailed plan will therefore be published by March 2022 as part of the overall Trust EDI Roadmap. A key part of the detail is to establish whether the project will be led or supported by the EDI team. King's EDI Delivery Group will help ensure delivery remains on track internally.

Key priority areas relevant to WDES that sit within the above include:

- Increasing staff belonging via internal communications, activities, training and safe spaces.
- Being our best by embedding inclusive recruitment and equality impact assessments in our policies.
- Looking after our people by reducing health inequalities, ensuring inclusive support and promoting EDI conversations.
- Inspiring leadership by increasing representation, visibility and development.
- Ensuring our people thrive by mapping EDI training, strategic workforce planning and making work more accessible.

Recruitment, development and engagement	Relevant indicator									
	1	2	3	4	5	6	7	8	9	10
Review the disability friendly messages we have in our recruitment literature		X								
Disability awareness campaign with storytelling / case studies from disabled staff as an attraction tool for new starters		X								

Restructure King's Able (disability network): refresh Terms of Reference, redefine officers' roles including election of Officers											X
Attract new members to the Network: visible Network activity including celebrating achievements.											X
Include introduction to King's Able in staff induction.											X
Hold Disability Awareness event for international day of persons with disabilities 03/12/21											X
Improve accessibility standards for e-learning for all modules											X
Carry out diagnostic survey with disabled staff in the organisation					X						
To expand the proposed inclusive leadership programme to middle managers					X						
Disability awareness training for all managers					X						

Presenteeism and reasonable adjustments	Relevant indicator										
	1	2	3	4	5	6	7	8	9	10	
Disability awareness training for all managers as part of overarching disability confidence campaign	X										
King's Able to engage with Freedom To Speak Up network on speaking up campaign	X										
Review the reasonable adjustments policy & guidance with King's Able and Occupational Health and raise awareness trust wide as part of disability awareness campaign								X			

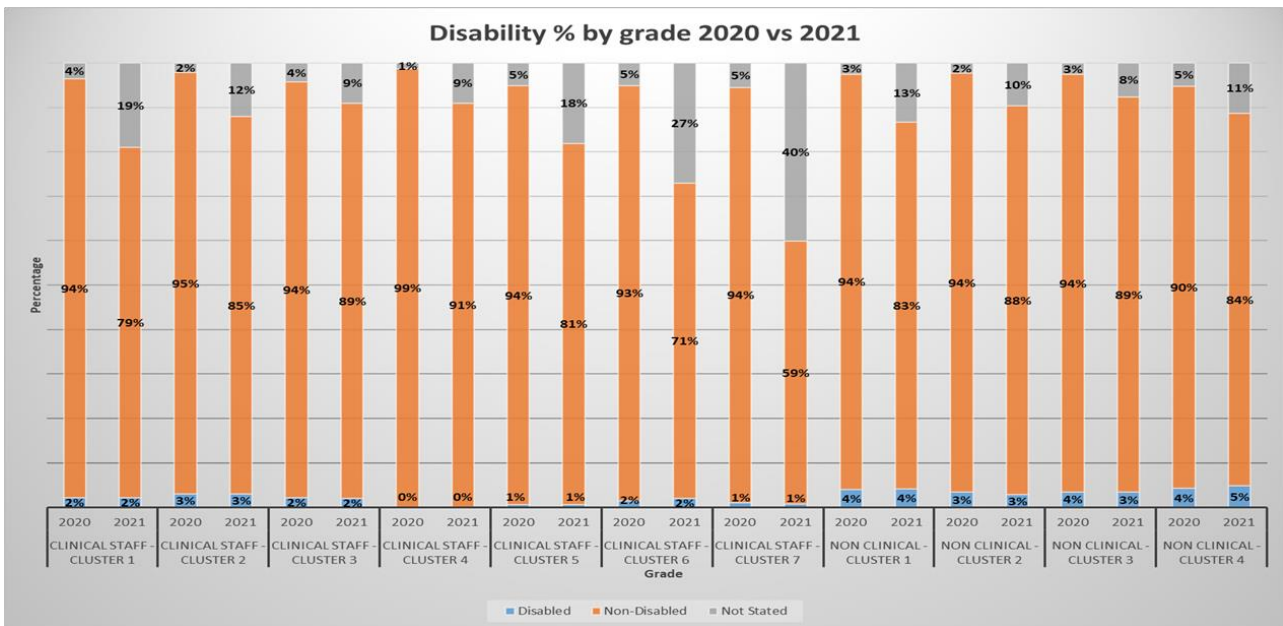
BHA & Discrimination	Relevant indicator										
	1	2	3	4	5	6	7	8	9	10	
Rollout Inclusive Leadership Training for Managers Trust-wide				X							
Raise awareness of FTSU pathways				X							
Rollout Active bystander programme				X							
King's Able network to engage with Freedom To Speak Up network on speaking up campaign				X							
Continue rollout of informal resolution training				X							
Trust wide cascade of values driven behavioural framework				X							

Governance	Relevant indicator										
	1	2	3	4	5	6	7	8	9	10	
Work with King's Able and Communications team to rollout Trust wide & external disability awareness campaign, highlighting disability confidence in King's.											X
King's Able to build a portfolio of events for the coming year; undertake virtual and face to face awareness & celebratory events trust wide, and host events for network members to foster a positive work culture.							X				
Introduce annual EDI pulse survey							X				

Appendix A: WDES Data detail

All of the averages in this section of the report are national and not regional.

Indicator 1: Percentage of staff in each of the Agenda for Change Bands.



2.5% of staff have declared a disability; a decrease of 0.1% compared to 2020 data.

Indicator 2: Relative likelihood of non-Disabled applicants being appointed from shortlisting compared Disabled applicants

	Disabled staff	Non-Disabled staff	Not Stated	Grand Total
Shortlisted	618	13276	1794	15688
Appointed	74	2180	641	2895
Relative likelihood of appointment from shortlisting	11.97%	16.42%	35.73%	18.45%

Non-Disabled applicants are more likely to be appointed from shortlists.

Indicator 4a): Percentage of staff experiencing harassment, bullying or abuse (BHA) from patients, relatives, or members of public.

	2018/19	2019/20	2020/21
King's			
• From patients	45.7% (38.8% non-disabled staff)	43.5% (34.9% non-disabled staff)	42.3% (35.8% non-disabled staff)
• From managers	26.9% (15.7% non-disabled staff)	26.0% (14.9% non-disabled staff)	24.1% (15.5% non-disabled staff)
• From other colleagues	35.3% (25.7% non disabled staff)	35.5% (25.2% non disabled staff)	32.3% (24.4% non-disabled staff)
London			<i>(not yet reported)</i>
• From patients	42.8% (32.78% non disabled staff)	36.4% (30.4% non-disabled staff)	
• From managers	31.1% (22.83% non disabled staff)	24.2% (14.2% non-disabled staff)	
• From other colleagues	36.8% (28.59% non disabled staff)	32.0% (22.0% non-disabled staff)	

42.3% of disabled staff have experienced harassment, bullying or abuse from Patients, 24.1% from managers & 32.3% from colleagues.

Indicator 4b) Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months

	2018/19	2019/20	2020/21
King's	42.5% (46.0% non-disabled staff)	44.2% (45.8% non-disabled staff)	51.4% (44.4% non-disabled staff)
London	43.3% (45.9% non-disabled staff)	48.2% (48.2% non-disabled staff)	<i>(not yet reported)</i>

51.4% of Disabled staff say the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.

Indicator 5: Percentage of staff who believe the organisation provides equal opportunities for career progression or promotion

	2018/19	2019/20	2020/21
King's	66.8% (74.1% non disabled)	65.5% (74.4% non disabled)	62.6% (72.6% non disabled)
London	65.61% (74.39% non disabled)	68.7% (75.7% non disabled)	<i>(not yet reported)</i>

62.6% of disabled staff believe that the Trust provides equal opportunities for career progression and promotion.

Indicator 6: Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

	2018/19	2019/20	2020/21
King's	33.5% (25.3% non-disabled staff)	34.4% (24.1% non-disabled staff)	35.3% (28.1% non-disabled staff)
London	38.9% (27.7% non-disabled staff)	33.5% (23.5% non-disabled staff)	<i>(not yet reported)</i>

35.3% have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties;

Indicator 7: Percentage of staff who are satisfied with the extent to which the organisation values their work.

	2018/19	2019/20	2020/21
King's	31.5% (42.2% non-disabled staff)	29.7% (43.4% non-disabled staff)	32.7% (44.8% non-disabled staff)
London	38.56% (47.78% non-disabled staff)	39.6% (52.6% non-disabled staff)	<i>(not yet reported)</i>

32.7% are satisfied with the extent to which their organisation values their work.

Indicator 8: Percentage of staff who say their employer has made adequate adjustment(s) to enable them to carry out their work.

	2018/19	2019/20	2020/21
King's	63.1%	65.2%	66.5%
London	67.3%	68.1%	<i>(not yet reported)</i>

66.5% say their employer has made adequate adjustments to enable them to carry out their work.

Indicator 9a: Staff engagement score for Disabled staff, compared to non-Disabled staff

	2018/19	2019/20	2020/21
King's	6.4 6.9 non disabled staff	6.3 6.9 non disabled staff	6.4 6.9 non disabled staff
London	6.68 7.21 non disabled staff	6.7 7.2 non disabled staff	<i>(not yet reported)</i>

Our staff engagement score is 6.4 for disabled staff and has increased by 0.1 from 2019/2020 (6.3)