

<b>Report to:</b>	King's Executive
<b>Date of meeting:</b>	Monday 14 <sup>th</sup> November
<b>Subject:</b>	Workforce Disability Equality Standard (WDES) 2021/2022
<b>Author(s):</b>	Arfan Bhatti - Head of Equality, Diversity & Inclusion (Workforce) Steffan Gough - Equality, Diversity & Inclusion Lead
<b>Presented by:</b>	Funmi Onamusi – Director of Equality, Diversity & Inclusion
<b>Sponsor:</b>	Funmi Onamusi – Director of Equality, Diversity & Inclusion
<b>Status:</b>	Approved

## 1. Introduction

Our *Strong Roots, Global Reach* strategy has embedded the Trust's commitment to ensure "equality, diversity and inclusion is at the heart of everything we do" as one of four overarching objectives. We are determined to be known for our commitment to a culture that is wholly supportive of equal opportunities and cultural difference, and which stands resolutely against discrimination. Everyone who comes across King's will be welcomed and valued equally, and without prejudice.

The publication of our subsequent EDI roadmap to Inclusion 2022-2024 and People & Culture Plan, outlines the tangible actions and steps we are committed to deliver in order to create impactful change.

## 2. Workforce Disability Equality Standard (WDES) 2021/2022

### 2a. WDES background

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 ten statutory indicators;
- to produce actions to close the gaps in workplace experience between Disabled and Non-Disabled staff; and
- to demonstrate progress against the indicators of disability equality through year on year comparison.

A detailed breakdown of our performance is included in the Appendices that accompany this paper. Meanwhile, a summary is available below.

## 2b. WDES Performance Summary

This reporting period has recorded deterioration across 7 of 13 indicators, which include: staff satisfaction, reasonable adjustments and staff engagement. Our performance mirror London region's negative trend and highlight there has not been a focus on disability related inclusion in the last twelve months. Our action plan in section 2 of this report therefore seeks to ensure a much greater focus on disability in 2023.

Indicator	Theme	2020/2021	2021/2022	Status
1	Workforce representation	2.50%	2.66%	Improved
2	Recruitment	1.37	1.43	Worsened
3	Capability	0.00	0.77	Not applicable*
4a	Bullying & harassment - patients/service users	42.3%	40.5%	Improved
4b	Bullying & harassment - managers	24.1%	23.2%	Improved
4c	Bullying & harassment - other colleagues	32.3%	33.7%	Worsened
4d	Bullying & harassment – reporting incidents	51.4%	47.5%	Worsened
5	Career progression	40.5%	40.5%	No change
6	Presenteeism	35.3%	35.2%	Improved
7	Staff satisfaction	32.7%	30.2%	Worsened
8	Reasonable adjustments	66.5%	64.2%	Worsened
9	Engagement	6.4	6.2	Worsened
10	Board representation (Disability % of all Board)	4.89%	5.88%	Improved

Indicator's 1, 3 and 10 are from the Electronic Staff Record (ESR) where 2.66% of staff have shared they have a Disability. 18% of staff do not share their Disability status on ESR.

Indicator's 4 to 9 are from the 2021 Staff Survey, where around 15% of staff have shared they have a Disability. 63% of staff did not complete the 2021 Staff Survey.

\*Despite deterioration in indicator 3 (disciplinary), Disabled staff still retain a lower relative likelihood of entering the formal capability process compared to Non-Disabled staff.

Indicator 7 demonstrates that nearly 70% (611) of Disabled staff survey respondents do not feel that King's values their work.

The WDES report in October 2021 embedded the priority projects identified in the table below. 2021 coincided with the recruitment of a new EDI team and an action plan which established the following priority projects in the below table. The impact of these actions will be measurable in the 2022 staff survey and therefore the 2023 WDES report.

A snapshot of what was achieved is included below:

Project	What was achieved
<b>Inclusive recruitment</b>	<p>Renewed our commitment to be a Disability Confident Level 2 Employer until 2025. This includes offering an interview to disabled people who meet the minimum criteria for the job.</p> <p>Partnered with Resource Solutions, who identified 11 recommendations in relation to disability/neurodiversity.</p>
<b>Shift the culture on discrimination practices for Disabled staff</b>	<p>Partnered with the Business Disability Forum, who have delivered bespoke disability awareness training aimed at reducing bullying and harassment from managers with Disabled staff; the training is available on request.</p> <p>Procured on demand disability training packages focusing on neurodiversity &amp; hidden disabilities, 65 colleagues have completed disability related training on LEAP via Skillsboosters since March 2022.</p>
<b>Improve disability awareness</b>	<p>Marked Deaf Awareness Week via face to face engagements across all sites which resulted in over 200 conversations and further established relationships with external partners, such as: Language Line, Contacta and DeafPLUS Bromley.</p> <p>Launched a reciprocal mentoring programme, which has led to 42 mentee registrations and 23 mentors a month since the launch in relation to disability, neurodiversity as well as mental health.</p> <p>Planned activity and engagement for Disability History Month, which will take place from November-December 2022. This will include the launch of a disability passport pilot, webinars on Disability Confidence, reasonable adjustments, promotion of offers available to staff for both Disability support and education, and Awareness Stalls hosted by the Disability Staff network.</p>

### 3. King's WDES Action Plan

This below actions are taken aligned to the EDI Roadmap 2022-2024 as well as relevant WDES indicator. The delivery of the WDES action plan will be overseen by the EDI Delivery Group, which feeds into the King's Executive and the Quality, People and Performance Committee. Delivery Leads will be responsible for developing and reporting progress against each of the actions they are responsible for.

Action	WDES indicator										
	Action owner	1	2	3	4	5	6	7	8	9	10
Strengthen the governance and steering group of our staff disability network; Create a strong steering group with defined roles and responsibilities.	EDI Lead	X	X	X	X	X	X	X	X	X	X
Make work more accessible by implementing King's Reasonable adjustment plan, so staff have the means to explore changes that can help them thrive at work.	EDI Lead	X	X	X	X	X	X	X	X	X	X
Achieve a goal of 100 mentors and 100 mentees who list disability, neurodiversity or mental health as an expertise within the first year of the reciprocal mentoring programme.	EDI Lead	X	X	X	X	X	X	X	X	X	X
Improve the effectiveness of King's Diversity Dashboard by ensuring all staff are aware of why sharing disability status on ESR is important, and how to update this information.	EDI Lead	X		X							X
Supporting our recruitment strategy to attain parity of Disabled and non-Disabled candidates to be appointed from shortlisting by implementing King's recruitment audit disability/neurodiversity recommendations.	Head of EDI & EDI Lead	X	X			X			X		X
Launch an EDI Toolkit with disability/neurodiversity guidance on the following topics: Reasonable Adjustments, Access to Work, Creating inclusive environments for Disabled colleagues, neurodiversity and hidden disabilities and more. Increase the number of staff completing the on demand SkillsBoosters disability training on LEAP and achieve 100 course completion for neurodiversity specific training.	EDI Lead	X			X		X	X	X	X	
Create a targeted action plan in line with the Widening Participation agenda to enhance pathways into employment at King's; increasing employment for people with Disabilities and Neurodiversities. Utilise the evidence of this work to apply for Disability Confident Scheme Leader level 3 status.	Deputy Director of Workforce, Head of EDI, EDI Lead	X	X			X		X		X	