ROHSE (10/20) 004

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EQUALITY & DIVERSITY

Workforce Disability Equality Standards 2019/20

The Royal Orthopaedic Hospital

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Workforce Disability Equality Standard (WDES)

Background

This is the second year that NHS organisations are required to report on WDES data. The standard was introduce to enable employees with disabilities to have equal access to career opportunities and receive fair treatment in the workplace.

WDES Data

Staff data was collected and submitted to NHS England in August 2020. The data period is 1st April 2019 to 31st March 2020 and is formulating into ten WDES Indicators.

An additional questions is included for WDES (compared to WRES) around reasonable adjustments for staff members.

All NHS Trusts are required to collate and publish this information on their website.

Table One below shows ROH WDES Performance Data.

In Table One data for Indicators 4 – 8 is collated from the National Staff Survey (NSS) results which staff completed between 4th October and 30thNovember 2019.

The WDES action plan will be completed by the end of October 2020 and will form part of the work completed under the ROH Equality and Diversity agenda.
The WDES action plan and approach forms part of the work completed under the ROH Equality and Diversity agenda. The key actions achieved over the last twelve months have included:

- Carer awareness event
- Monthly Disability Forum meeting
- Listening sessions during Covid -19
- Information stand at Health and Wellbeing events

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Table One: Summary of ROH Trust WDES Indicators

WDES Indicator	Indicator Definition	ROH NHS Trust		Comments
		2019	2020	
1	% of staff disabled Staff	13.0	10.0	
2	Relative likelihood of disabled staff being appointed from shortlisted candidates compared to non-disabled staff	1.30	1.06	Positive change
3	Relative likelihood of disabled staff entering formal capability	0.0	0.0	
4	% of disabled staff experiencing harassment, bullying or abuse from patients or public in last 12 months	20.8	28.4	Negative change
4a	% of disabled staff experiencing harassment, bullying or abuse from staff in last 12 months	31.3	22.0	Positive change
5	% of disabled staff believing the trust provides equal opportunities for Career progression or promotion	78.1	89.3	Positive change
6	% of disabled staff have felt pressure from their managers to come to work, despite not feeling well enough to perform duties	25.8	26.7	Negative change
7	% of staff saying they are satisfied with the extent to which the organisation values their work	60.4	53.7	Negative change
8	% of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work	75.0	80.9	Positive change
9	The staff engagement score for disabled staff compared to non-disabled staff and the overall engagement score for the organisation	7.2(7.4)	7.4 (7.6)	Positive change

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WDES Action Plan

Status key:	5	Complete	4	On track	3	Some delay – expect to completed as planned	2	Significant delay – unlikely to be completed as planned	1	Not yet commenced	0	Objective Revised

Action	Relates to Indicators	Completion date	Comments	Lead	Progress
Disability Confident accreditation	1-9	September 2020	Reviewing completion of next level of accreditation. Work will support current recruitment project for BAME staff	Sharon Malhi	5
Trust Board Inclusion updates and awareness sessions	9	Ongoing	Following session in September 2020	Sharon Malhi Clare Mair	4
Development of Disability Forum network with formal structure	1-9	February 2021	Slower progress for this network. Impacted by Covid	Clare Mair	4
Disability Forum participation at Health and Wellbeing Week	1-9	September 2020	First event organised by MMEG network	Clare Mair Sheeba Mir	5
Disability Forum supporting AccessAble project	1-9	October 2020	This project is patient focussed	Clare Mair Network members	4
Actions reviewed and added to Equality and Diversity Plan for 2021	1-9	November 2020		Clare Mair and action leads	4
Awareness session to be run by Disability Forum	1-9	By March 2021	To support increased declaration of disabilities	Network members	0