



NHS Workforce Disability Equality Standard (WDES)

Update Report – October 2022



Contents page

Background	Page 3
Our Diversity & Inclusion Agenda	Page 3
Summary of ROH WDES Indicators (2016 -2021)	Page 4
WDES Action Plan	Page 6

Royal Orthopaedic Hospital Workforce Disability Equality Standard (WDES)

Background

This is the third year that NHS organisations are required to report on WDES data. The standard was introduced 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 2022. The data period is 1st April 2021 to 31st March 2022 and is formulating into ten WDES Indicators.

An additional question 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 by October 31st each year

Table One below shows ROH WDES Performance Data. Indicators 4 – 8 is collated from the National Staff Survey (NSS) results which staff completed between 4th October and 27th November 2021.

The WDES action plan and approach forms part of the work completed under the ROH Inclusion Strategy. The Disability network (renamed to ABLE) has supported with the formulation of the action plan with the last input in October 2022




Our Equality Diversity & Inclusion Agenda







Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential. We recognise the right of all of our patients, visitors and employees to be treated fairly and considerably irrespective of age, gender, marital status, religious belief, ethnic background, nationality, sexual orientation, disability and social status. Our approach is driven by our ambition to be the best we can be in our well-being, Equality, Diversity, and Inclusion agenda. We are committed to promoting equality and diversity in everything we do; we strive for the Trust to be a safe place where people can be their true and authentic selves.


Our values are more than words, they define how we treat one another and how we deliver care. Positive values are the bedrock of our culture. Our values inform how we understand and practice inclusion at ROH. They are respect, compassion, excellence, pride, openness and innovation.

Table One: Summary of ROH WDES Indicators (2019 -2022)

Please note () denotes figures for all colleagues

WRES Indicator	Indicator Definition	ROH NHS Trust					
		2019	2020	2021	2022		Comments
1	% of disabled staff	3.3	3.5	3.3	5.2		The Disability network and the ESR continue to work on a project to encourage staff to update their personal information. This work will be enhanced through the awareness sessions being run by colleagues through the year
2	Relative likelihood of disabled staff being appointed from shortlisted candidates compared to non-disabled staff	1.30	1.06	1.45	1.29		Project work continues in the recruitment team and through Disability Confident programme to make further improvements to the inclusive recruitment approach at the Trust.
3	Relative likelihood of disabled staff entering formal capability	0.0	0.0	0.0	0.0		There were no reported cases for the WDES time period
4	% of disabled staff experiencing harassment, bullying or abuse from patients or public in last 12 months	20.8 (19.8)	28.4 (19.2)	23.4 (13.3)	26.3% (17.2%)		The Disability network have highlighted the need for the buddy scheme to be started as soon as possible which will be supported by the network. Other mechanisms are in place such as the Freedom to Speak up Guardian and Mental Health First Aiders who will look at different ways to reach out to staff who need additional support

4a	% of disabled staff experiencing harassment, bullying or abuse from staff in last 12 months	31.3 (15.4)	22.0 (15.4)	29.0 (13.2)	28.9% (14.8%)		There has been a slight improvement and again the buddy scheme will have an impact in supporting staff in the future
5	% of disabled staff believing the trust provides equal opportunities for Career progression or promotion from staff in the last 12 months	52.1 (63.1)	63.2 (63.4)	61.1 (61.2)	52.3 (61.7)		This indicator is now scored differently and all adjusted figures are showed for previous years. The Disability network will speak with colleagues across the Trust to understand the difference in these figures
6	% of disabled staff have felt pressure from their managers to come to work, despite not feeling well enough to perform duties	25.8 (21.2)	26.7 (19.0)	20.3 (16.6)	31.2% (18.2%)		The Disability network will speak with colleagues across the Trust to understand the difference in these figures
7	% of staff saying they are satisfied with the extent to which the organisation values their work	60.4 (56.1)	53.7 (58.3)	36.5 (54.4)	37.3% (53.9%)		There has been an increase for disabled staff in this indicator compared to a decline across all staff groups
8	% of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work	75.0 (75.2)	80.9 (76.5)	74.0 (77.0)	77.5% (71.4%)		This is a positive improvement in this indicator. There has also been a significant increase in the number of responses for this question since the start of the WDES work from 24 to 89
9	The staff engagement score for disabled staff compared to non-disabled staff and the overall engagement score for the organisation	7.2	7.2	6.7	6.9		This score is in line with the positive engagement score across the Trust which has been 7.3 for the last two years

10	Total Board members % by Disability	0	0	0	6.25		It is positive to see the change in declaration information for Trust Board members for the first time since the start of WDES
----	-------------------------------------	---	---	---	------	---	--

ROH WDES Action plan: 2022 - 2023

This plan gives an overview of the key areas of work that will be undertaken in 2022 – 2023 in line with the NHS WDES standard.

Quarterly assurance will be provided to the Trust Board. The work on this Action plan is supported and reviewed by ABLE network (Disability)

Indicators	Outcome and Impact	Action	Planned Target date	RAG	Lead	Comments
	Impact area: Ambassadors					
1-9	Embed Buddy scheme as part of the WDES Innovation Fund	To set up buddy programme based MMEG mentoring framework	April 2023		ABLE network	Work to support staff has started through the MMEG Mentoring programme and the material will be adapted to fit the buddy programme
	Impact area: Culture					
4-9	Inclusive approach to attracting, recruiting, and retaining staff Further work following completion of action plan for Disability Confident Level 3 All managers trained in inclusive recruitment approach	Build on recommendations from recruitment review project -Review different methods of attracting candidates -Refresh best practice for interviews and selection	March 2023		Jake Cullotty Tamara Morris OD and Inclusion team Support from the staff networks	-The Trust started working with Shaw Trust in January 2022 to complete Disability Confident Level 3. The Level 3 accreditation was achieved in May 2022 with an action plan now in place -Onboarding was launched in August 2022

	New 100 days induction approach launched and evaluated	-Ensure there is an effective onboarding approach -Upskilling managers in inclusive recruitment				
	Impact area: Staff and patient voice					
1-10	Rename Disability network with branding	Confirm rebranding at network event in December 2022	December 2022		ABLE network	-Logo is now confirmed and will be launched at the next awareness event
1-9	Increased participation of staff networks across all departments Good collaboration across the networks through Inclusion projects with support for Executive Directors	Work with line managers to ensure that staff are able to attend ABLE network when required	March 2023		Jeeves Sundar Network chairs	-Work continues to ensure there is full management commitment to networks, encouraging and allowing their team time to attend – with view of including it as part of their PDR.

4-9	<p>Redevelop the Freedom to Speak Up Guardian (FTSU) approach</p> <p>All colleagues feel they have a voice and know the correct channels to ask for support in addition to their line manager</p> <p>Information provided by the Freedom to Speak up Guardian</p> <p>Documented changes made as a result of the FTSU work</p>	<p>Develop the FTSU brand through</p> <ul style="list-style-type: none"> Establishment of a network of FTSU champions across the Trust Review of internal communications and reporting to highlight progress and future Improved visibility of Guardian role through a Trust wide campaign 	<p>Recruitment May 2022</p> <p>Network December 2022</p>		<p>Claudette Jones</p> <ul style="list-style-type: none"> The FTSU Champion has recruiting FTSU champions across the Trust in May 2022. Leaflets have been distributed across all departments, with FTSU information and how to contact the Guardian Trust intranet site has been updated with relevant information of FTSU including internal and external contact details FTSUG has conducted awareness day to help build a freedom to speak up culture Dedicated email and telephone line are set up for staff to contact the FTSUG Ensure there is accessibility to becoming a FTSU champion and approaching a champion too <p>Speak Up Month is taking place October 2022</p>
1	<p>Improvement of declaration rates</p>	<p>With support from staff networks encouraging staff to declare diversity information. This will</p>	<p>December 2022</p>		<p>Clare Mair Dave Morris Disability network</p> <ul style="list-style-type: none"> Phase 2 of the WDES project will help to address this action Disability network to run promotion campaign on

	Increased number of staff sharing diverse information Opportunities and support communicated directly to diverse groups Increased participation through listening sessions and networks	enable better engagement and support from staff from diverse backgrounds Case studies are being completed by Disability network members				declaration rate in December 2022
Link to CQC	Outcome	Action	Target date			Comments
	Impact area: Education					
2,5	Implement programmes education programmes and tools to ensure staff at all levels have an awareness	<ul style="list-style-type: none"> Ensure staff have access to online webinars 	July 2023		Jeeves Sundar Florence Dowling	<ul style="list-style-type: none"> Inclusion toolbox not started

	<p>Numbers of staff completing training</p> <p>WDES Staff survey results linked to training</p> <p>Impact of training on individuals promoted</p>					
2,5	<p>Plan to embed a culture of inclusive thinking through the Enabling EPIC Programme at all staff levels across the Trust to enable behavioural change</p> <p>Number of colleagues who have attended</p> <p>Number of Mentoring workshops supported by EPIC facilitators</p>	<ul style="list-style-type: none"> • 1st and 2nd cohort completed • Progress report on projects will be provided on a quarterly basis • Further cohorts of the EPIC Programme to be embedded in the Trust using feedback to improve learning experience • EPIC champions network to be established 	December 2022		Jeeves Sundar	<ul style="list-style-type: none"> • Cohort 2 of EPIC programme is now complete, and a review is due to take place in November 2022

1-10	Feedback from evaluation of EPIC programme					
	Number of Inclusive ambassadors across the Trust that will support and encourage inclusion within the workplace.					
1-10	Strengthen the importance of our staff network voice	Organise and run staff network conference	March 2023		OD and Inclusion team Networks	<ul style="list-style-type: none"> Not started
1-10	<p>Inclusion calendar updated and used to inform network sessions</p> <p>Clear plan of inclusion activities across the year</p> <p>Increased involved from staff in celebrating diverse events</p>	<ul style="list-style-type: none"> Calendar communicated annually to show key dates recognised in celebrating Inclusion Action plan in place to highlight specific dates recognised in each staff network 	January 2023		OD and Inclusion administrator Network Chairs	<ul style="list-style-type: none"> Calendar is updated until December 22 highlighting key dates in the Inclusion calendar. From March 2022, the Chairs of the staff networks will jointly meet bi-monthly to plan the events for the upcoming year

	Discussion at each network meeting to educate members on diverse groups and intersectionality					
	Impact area: Best practice					
4-9	Develop Evaluation tool Outcome from Inclusive Companies application Benchmarking with staff survey results	Work with external partners to ensure that the work completed under the Inclusion Strategy and action plan is in line with best practice	March 2023		OD and Inclusion Team Network chairs People and OD Group members	-Part of this work has started with Inclusive Companies -Set up for University of Canterbury is ongoing
1-10	Establishment of links with regional and national NHS colleagues to share best practice	<ul style="list-style-type: none"> Working with the organisations above in the partners' section Leading on regional and national projects where appropriate 	March 2023		Workforce and OD team	<ul style="list-style-type: none"> Workforce and OD colleagues link in with regional colleagues to work on joint projects,
1-10	Model hospital improvement tool integrated into ongoing inclusion agenda	<ul style="list-style-type: none"> Regular review of model hospital system to align with inclusion actions 				<ul style="list-style-type: none"> Model Hospital data used to chart improvement and enhance reporting on Workforce report

	Outcome	Action	Target date			Comments
	Impact area: Data and metrics					
1-10	<p>Developing further NHS compliance data</p> <p>Information can be used to review themes in different areas</p> <p>Reports show clear progress and future areas of focus</p>	<p>Ensure NHS metrics and analysis is made visible for all staff and patients through reporting work in:</p> <ul style="list-style-type: none"> • WRES • WDES • Gender Pay Gap • EDS2022 • Disparity Ratio • AIS 	March 2023		ESR Team OD and Inclusion team	<ul style="list-style-type: none"> • All networks share and discuss the reports to help inform on key actions • Data is shared with Exec Team and wider Board • ESR now has improved functionality for data and reporting
2-4	<p>Embedded approach to Equality impact Assessments (EQIA) across all departments</p> <p>Robust approach to EQIA to be adopted across work at the Trust</p>	<ul style="list-style-type: none"> • Recommended documentation, guidance, monitoring, and training is embedded and understood within the Trust • Ensure patient focused with the lesson learnt from COVID 	Phase 1 – January 2023		Jeeves Sundar	<ul style="list-style-type: none"> • Phase 1 of this project is underway and will ensure all work around policies, patient pathways and other programmes consider all nine protected characteristics. This project has been expanded to also include Health Inequalities. This will be completed ahead of time

