



NHS Workforce Disability Equality Standard (WDES) October 23



NHS Workforce Disability Equality Standard (WDES)

Report – October 2023



Contents page

Background	Page 3
Our Equality Diversity & Inclusion Agenda	Page 3
Progress in last 12 months	Page 4
National WDES Team information	Page 4
Summary of ROH WDES Indicators (2016 -2023)	Page 5
WDES Action Plan	Page 7

Royal Orthopaedic Hospital Workforce Disability Equality Standard (WDES)

Background

This is the fourth 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 May 2023. The data period is 1st April 2022 to 31st March 2023 and is formulated into ten WDES Indicators.

An additional question is included for WDES, compared to Workforce Race Equality Standard (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 25th November 2022.

The WDES action plan and approach forms part of the work completed under the ROH Inclusion Strategy. The ABLE Chair and network members have supported the work on this report.

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 Wellbeing, 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.

Progression made in the last 12 months

The information below shows WDES actions that have been completed in the last 12 months. The information including the metrics (shown in data table) associated with the actions

WDES Actions completed in 2022/2023	Metric
Rebranding of the network from Disability to ABLE	All
Continued progress on disability rate from 4% to 7.2% in 12 months	1
Disability leave procedure and statement approved and part of the Managing Attendance policy	6
Progress on manager training for wellbeing conversations including discussion on reasonable adjustments	7
Additional support options for candidates at interviews declaring a disability on request	2
Rebranding of Freedom to Speak up Guardian and Wellbeing champions	4,5
New 100 days onboarding approach adopted with evaluation taking place with messaging on Belonging, Inclusion and the Trust values	All
First evaluation completed for the EPIC programme with recommendations for follow up programme with members of the ABLE network as participants	5,7

National WDES team information


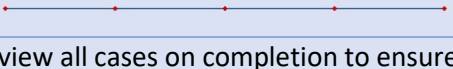



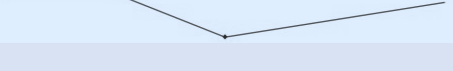
The information below has been highlighted by the national team

Metric that was highlighted in the top 10% nationally

Metric	Trust	National Average	Rank
Metric 2: Likelihood of appointment from shortlisting	0.80	0.99	25

Metrics that are highlighted in the bottom 10% nationally

Metric	Trust	National Average	Rank
Metric 10: Disabled representation on the board	0.0%	5.7%	212
Metric 8: Reasonable adjustments	66.7%	73.4%	181
Metric 1: Disabled representation in the workforce (medical/dental)	0.8%	2.2%	177

WDES Indicator	Indicator Definition	2019	2020	2021	2022	2023	Visualisation	22/23 Difference	Positive / Negative
1	% of disabled staff	3.3	3.5	3.3	5.2	6.2		1.0	✓
Summary of results -There has been a steady increase in the declaration rate with work supported by the ABLE network and ESR team									
2	Relative likelihood of disabled staff being appointed from shortlisted candidates 2 compared to non-disabled staff	1.30	1.06	1.45	1.29	1.24		-0.05	✗
Summary of results -There has been a small decline since 2022 and there will be key focus on inclusive recruitment in the next 12 months									
3	Relative likelihood of disabled staff entering formal capability	0.0	0.0	0.0	0.0	0.0		0.0	▢
Summary of results - For any future cases, it is necessary to note that the HR team will review all cases on completion to ensure a fair process has been followed									
4	% of disabled staff experiencing harassment, bullying or abuse from patients or 4 public in last 12 months	20.8	28.4	23.4	26.3	26.7		0.4	✗
Summary of results - There is work being undertaken across the Trust to ensure that negative behaviour is not tolerated from patients									
5	% of disabled staff believing the trust provides equal opportunities for Career 5 progression or promotion from staff in the last 12 months	52.1	63.2	61.1	52.3	52.6		0.3	✓
Summary of results -- It is positive to see a slight increase in the this. Work on a new appraisal approach will support further improvements									
6	% of disabled staff have felt pressure from their managers to come to work, despite 6 not feeling well enough to perform duties	25.8	26.7	20.3	31.2	32.2		1.0	✗
Summary of results - There is a slight decline which will be addressed through upskilling of managers									
7	% of disabled staff saying they are satisfied with the extent to which the 7 organisation values their work	60.4	53.7	36.5	37.5	35.0		-2.5	✗
Summary of results - The ABLE network continue to discuss possible reasons behind this decline. A key area of focus with Staff Voice									
8	% of disabled staff saying their employer has made adequate adjustment(s) to 8 enable them to carry out their work	75.0	80.9	74.0	77.5	66.7		-10.8	✗
Summary of results - There is a decline in this area. The ABLE network is leading on work raise awareness of asking for reasonable adjustments									
9	The staff engagement score for disabled staff compared to non-disabled staff and 9 the overall engagement score for the organisation	7.2	7.2	6.7	6.9	7.1		0.2	✓
Summary of results - It is positive to see the engagement score increase indicating that staff are overall positive about working at the Trust									
10	10 Total Board members % by Disability	0.0	0.0	0.0	6.3	0.0		-6.3	✗
Summary of results - An inclusive recruitment approach will be followed for any future Trust Board recruitment									

ROH WDES Action plan: 2023 - 2024

This plan gives an overview of the key areas of work that will be undertaken in 2023 – 2024 in line with the NHS WDES standard. The actions are aligned to the six Staff areas in the Inclusion strategy. 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	February 2024		ABLE network Jeeves Sundar	Identified as a key action by the ABLE Network to support speaking up
Impact area: Culture						
7	Review Trust values and competencies to support enhanced engagement across the Trust	<ul style="list-style-type: none"> Work to align to the Trust strategy and Appraisal approach 	September 2024		Workforce and OD Team	
2, 9	Inclusive approach to attracting, recruiting, and retaining staff	<ul style="list-style-type: none"> New bank of inclusive questions to be added to recruitment Review options for a diverse interview panel model Upskilling managers in inclusive recruitment 	March 2024		Workforce and OD Team Support from the staff networks	Onboarding refresh programme was relaunched in August 2022

		<ul style="list-style-type: none"> Review data set for shortlisted to appointment to identify of key areas of focus Work to be underpinned by Restorative Just Learning Culture (RJLC) project including for workforce policies Work will also be incorporated into future Trust Board recruitment practices 			
7-9	Launch of leaflet produced by the ABLE network to highlight reasonable adjustments for staff members	<ul style="list-style-type: none"> Distribute posters across Trust and advertise through different Comms channels Enhanced promotion of flexible working 	December 2023		ABLE network
Impact area: Staff and patient voice					
1-9	Increased participation of staff networks across all departments	<ul style="list-style-type: none"> Work with line managers to ensure that staff are able to attend ABLE network when required 	March 2024		<p>Jeeves Sundar Network chair</p> <p>Work continues to ensure there is full management commitment to networks, encouraging and allowing their team time to attend. Membership numbers have increased – still more</p>

						progress required on attendance at network meeting
10	Confirmation of new Executive Director lead due to changes in the Executive Team		October 2023		Clare Mair	
1 ,9	Improvement of declaration rates	With support from staff networks encouraging staff to declare diversity information. This will enable better engagement and support from staff from diverse backgrounds	January 2024		Clare Mair Dave Morris Disability network	Disability network to run promotion campaign on declaration rate at awareness event in December 2023
4-9	Promote staff network using ‘Seeing beyond the Stigma’ exhibition	Information on how to get involved in the ABLE network to be added to the relocated exhibition	November 2023		ABLE network	

7	Increased number of staff sharing diverse information and lived experience stories	Case studies are being completed by Disability network members	February 2023		ABLE network Clare Mair	
Outcome		Action	Target date			Comments
Impact area: Education						
	Wellbeing conversations implemented	Wellbeing conversations training to upskill managers Aligned the Me as Manager programme	July 2024		OD and Inclusion team	
2,5	Implement education programmes and tools to ensure staff at all levels have an awareness	<ul style="list-style-type: none"> Develop and delivery modules on autism and neurodiversity with support from Genius Within Discuss Oliver McGowan work at Network meeting 	March 2024 Ongoing		Laura Tilley-Hood Alex Gilder	
1-10	Inclusion calendar updated and used to inform network sessions	<ul style="list-style-type: none"> Calendar communicated annually to show key dates recognised in celebrating Diversity, Belonging and Inclusion 	January 2024		OD and Inclusion administrator Network Chairs	

		<ul style="list-style-type: none"> Action plan in place to highlight specific dates 				
Impact area: Best practice						
4-9	Completion of evaluation project for Seeing Beyond the Stigma	Work with external partners to ensure that the work completed under the Inclusion Strategy and action plan is in line with best practice	December 2023		OD and Inclusion Team Network chairs University of Canterbury	Delay in write up by University of Canterbury
1-10	Model hospital improvement tool integrated into ongoing inclusion agenda	Regular review of model hospital system to align with inclusion actions	Monthly			Model Hospital data used to chart improvement and enhance reporting on Workforce report
Outcome		Action	Target date			Comments
Impact area: Data Metrics						
2-4	Embedded approach to Equality impact Assessments (EQIA) across all departments.	Recommended work to include documentation, guidance, monitoring, and training is embedded and understood within the Trust	January 2023		Jeeves Sundar	Delay to project. New completion date set at January 2024