EQUALITY & DIVERSITY

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NHS
The Royal Orthopaedic Hospital
NHS Foundation Trust

NHS Workforce Disability Equality Standard (WDES) October 24

Royal Orthopaedic Hospital Workforce Disability Equality Standard (WDES)

Background

This is the sixth 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 2024. The data period is 1st April 2023 to 31st March 2024 and is formulated into ten WDES Indicators.

These 11 WDES indicators aims to compare the workplace and career experiences of disabled and non-disabled staff members. The ten indicators include:

- 3 metrics that focus on workforce data
- 6 are based on questions from the NHS Staff Survey
- 1 metric focuses on disability representation on boards1
- 1 metric (metric 9b) focuses on the voices of Disabled staff (information will be included in the National WDES report)

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. Here is NHS website with more information NHS England » Workforce Disability Equality Standard

This report show some Specialist Acute Trust, BSol ICS and national comparison information particularly around the staff survey results. The completion rate for the staff survey overall was 60% which equates to 793 colleagues. For disabled staff the percentage was 20.1% which equates to 164 colleagues – this was an increase from 134 in the previous year.

This report gives an overview of the latest data on the metrics for 2024. It also:

- Highlights areas of change from last year's results
- Compares initial information with average Specialist Acute data where this is available
- Reviews areas where the Trust has made progress
- Updated WDES action plan published in October 2023

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 2023.

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

Progress made in the last 12 months

- With support from the ABLE network, the Trust secured funding from the national WDES team to introduce a staff health passport for disabilities. This document produced in an easy ready format has been completed and is designed for staff members who may find it difficult to share personal information regarding their disability or health condition. It facilitates easier conversations about the support an individual may need in the workplace (including reasonable adjustments). This is the first phase of the work - see action plan for next steps

- The new disability leave procedure and statement has been approved as part of the Managing Attendance policy and this is currently being rolled out across the Trust. This work was supported by the ABLE network and was identified as a key action due to varying experiences of network members. The procedure provides clearer information and guidance for individuals and manager. The HR team will start to review the impact of this new procedure through a feedback mechanism.

- The Workforce and OD team have worked with Jade Cotton, a disability advocate on the inclusive recruitment project. Jade originally joined the Trust as a bank staff member and has provided insight into the employee journey at the ROH for an individual with complex medical conditions. She will continue to support with the inclusive recruitment project as highlighted in the action plan.

- The evaluation report for the 'Seeing Beyond the Stigma' is now completed and has been shared across the Trust. The reports outlines the impact of the exhibition on the participants and staff members, to raise awareness of disability and the importance of belonging. There are also a number of recommendations for supporting staff members with disabilities in the future. The report evaluation was undertaken by University of Canterbury and this team will share this work across their networks, particularly around the theme of storytelling. See action plan for next steps.

- Launch of leaflet produced by the ABLE network to highlight reasonable adjustments for staff members. In the staff survey from 2022 to 2023 there was a positive increase from 67% to 75% in the number of staff with long term health conditions who said that reasonable adjustments had been put in place. This percentage will be reviewed again when the staff survey results are available in 2025.

***Please note that some of the work listed above is ongoing and more detail on timelines is shown in the action plan at the end of this report**

Table 1: Overview of WDES Indicators

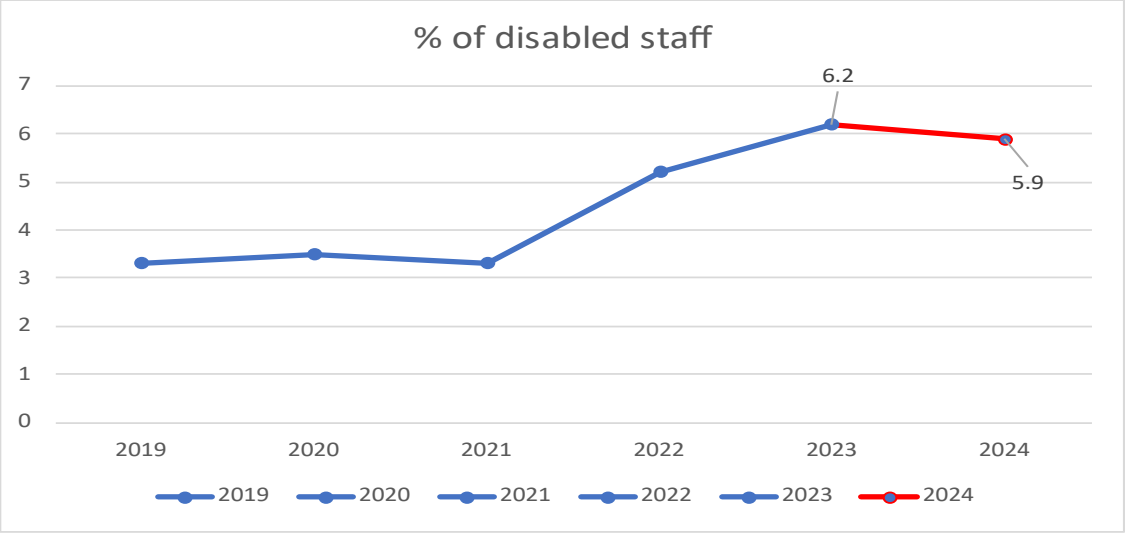
Further information on the WDES indicators

It is positive to see that there has been an improvement in some of the indicators. From the indicators where there has been a decline, it should be noted that:

- Indicator 1 which looks at % of disabled staff has since seen an increase in this figure to 8.3%
- Indicator 2 for recruitment has seen a decline but this still shows an equal score for disabled and non disabled staff

Again, any actions mentioned in this section on indicators are summarised at the end of the document in the action plan.

WDES indicator 1



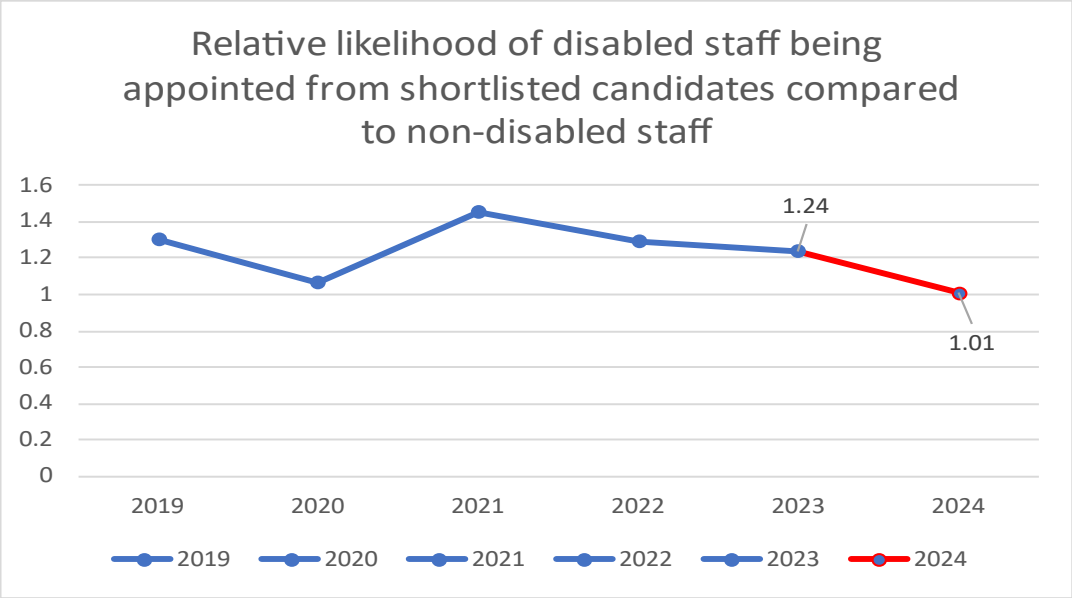
Percentage of staff members with a disability

- There has been a slight change to staff members with a disability declaration rate moving from 6.2% to 5.9%.
- The current ROH rate is 8.3. The average score across the ICS for WDES 2023 when the data was collected w 6% and this figure will be updated once the National WDES 2024 data is available.
- There was a negative change in the figures at the time of reporting due to leavers and new starters.
- The disability declaration for non clinical was 8.3% with 12.3% non disclosed. For clinical staff, the declaration rate was 5.1% with 8.8% unknown.
- The staff grouping with the highest disability declaration is clinical Band 8C or above with a declaration rate of 20% and 20% non disclosed.

Based on this information, the ESR team and ABLE network will continue to support staff members to feel confident to update their disability declaration information by explaining how to easily access the fields on ESR and the positive reasons for completing the update. This will be done through

awareness sessions, discussion at the ABLE network and comms sent out to staff members as noted in action plan below

WDES indicator 2



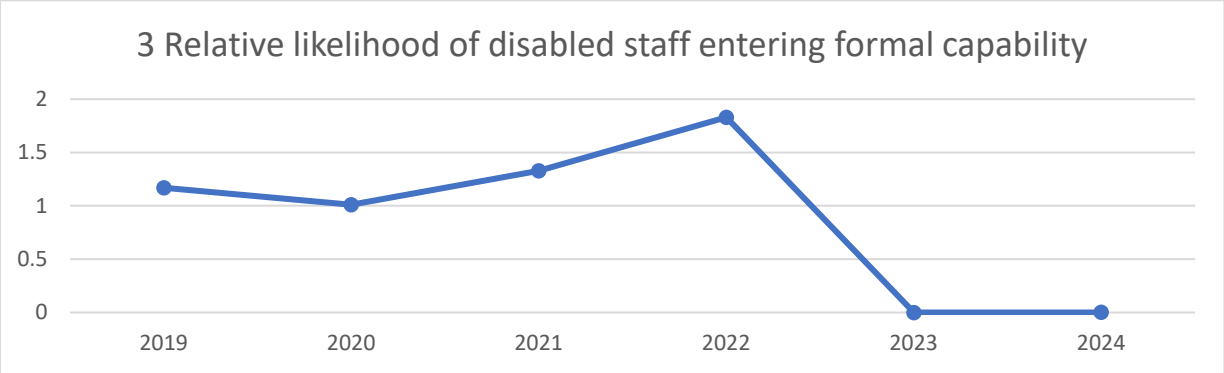
The relative likelihood of disabled applicants being appointed from shortlisting compared to non disabled applicants

For 2024, the ROH has seen a change from 1.24 to 1.01. This is not seen as a concern with the work planned in the next 12 months to review and improve inclusive recruitment practices.

One key initiative to mention is the joint training programme by the HR and OD and Inclusion team to upskill managers for inclusive recruitment practices.

This programme was originally run for nursing managers but will be rolled out further across the Trust starting in January 2025 As part of this work, the team is also supported by Comms to look at different ways to promote the Trust to attract a wider and more diverse audience.

WDES indicator 3

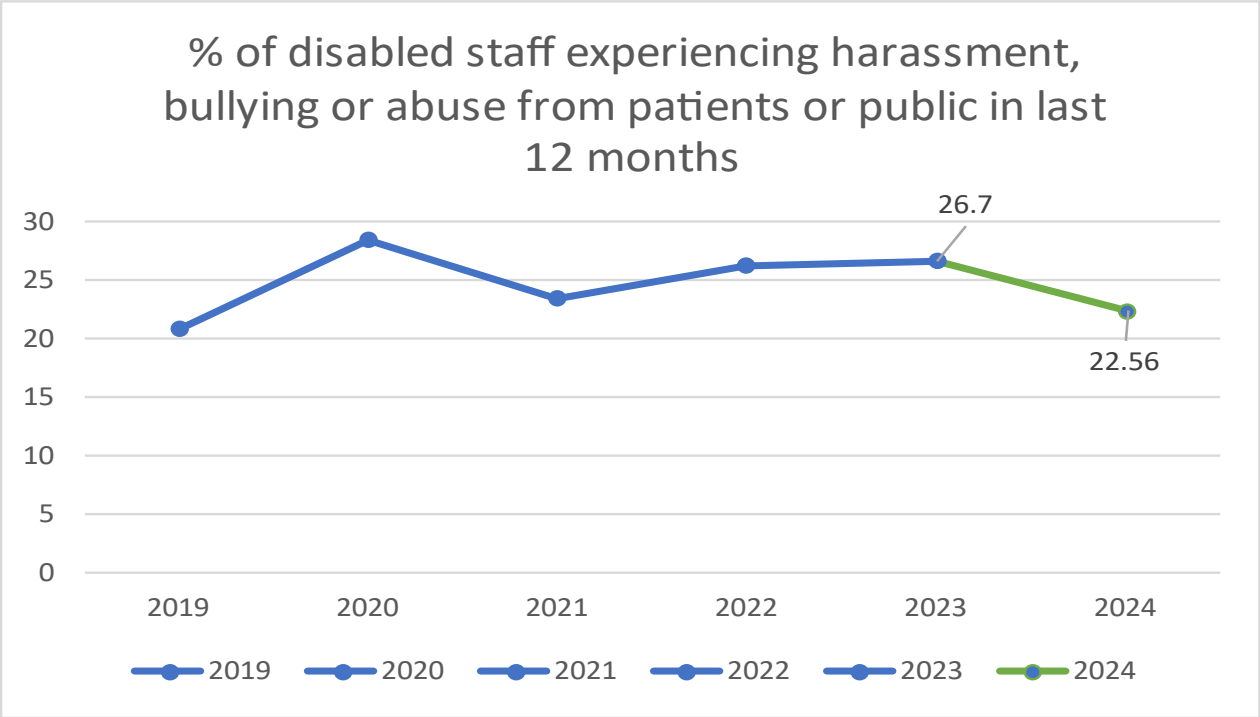


The relative likelihood of disabled staff entering the formal capability process compared to non disabled staff

For 2024, the ROH metric has remained at 0, which is a two year rolling figure. It should be noted that the Trust continues to have a low number of capability cases across all staff groups.

In line with the Trust's ongoing work on case reviews and Civility and Respect, any further cases will be reviewed for fairness and equality. The implementation of the staff passport project (funded by NHS WDES Innovation Fund) will also allow more transparency and support for staff members where issues arise.

WDES Indicator 4



Percentage of disabled staff experiencing harassment, bullying or abuse from patients in the last 12 months

It is positive to see a further reduction in this indicator from 26.7% to 22.56%.

The ROH figure is slightly lower than the average figure across Specialist Acute Trusts which is 23%.

The figure for non disabled staff is 14.12% which has been reviewed by the ABLE network and it is recognised that more support is need for disabled staff to be able to ask for support. The new staff passport will aid in helping staff member to access the correct support their need for their role and their wellbeing.

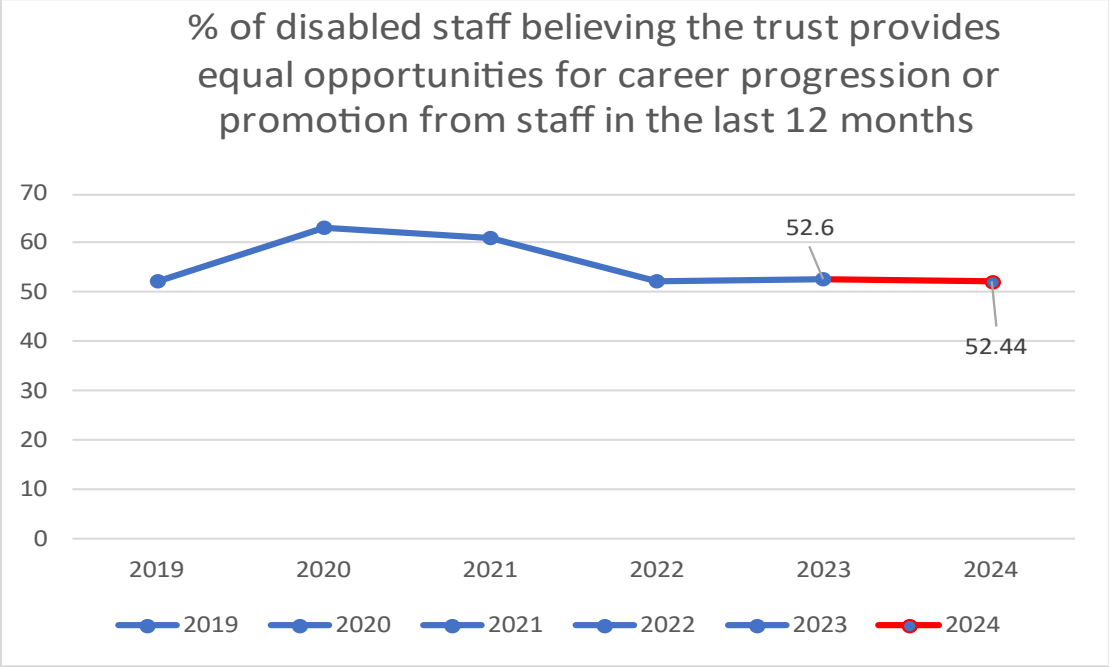
WDES indicator 4a

Percentage of disabled staff experiencing harassment, bullying or abuse from staff in the last 12 months

- There has been no change to this figure which is 23.1%.
- It should be noted that the figure for non disabled staff has actually increased from 14.6% to 17.45%.
- The average figure across Specialist Acute Trusts is 21.83%.

The actions highlighted in this report and also the Civility and Respect project will help to make improvements for all staff groups. In addition, work continues with the Freedom to Speak Up champions and the Sexual safety charter.

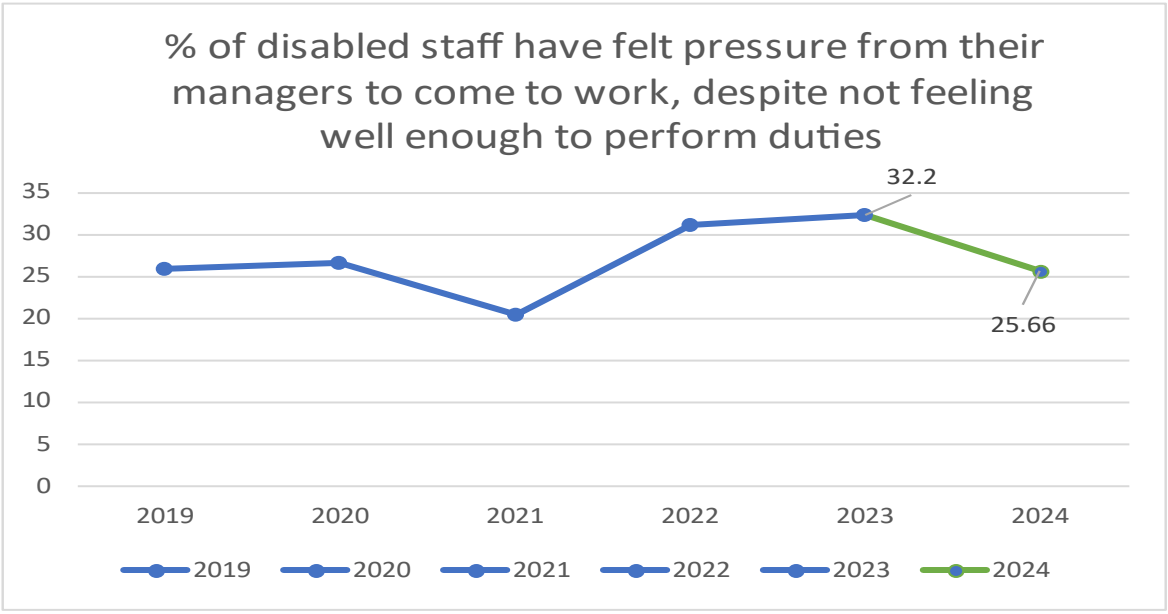
WDES indicator 5



Percentage of disabled staff believing the trust provides equal opportunities for career progression or promotion in the last 12 months

- There has been a very slight change to this indicator from 52.6% to 52.44%.
- The average figure across Specialist Acute Trusts was 51.9% which was lower than the Trust.
- The ABLE network is looking at barriers that may get in the way for network colleagues and will actively support with the mentoring programme which is noted in the action plan
- Recent diversity data from the ROH apprenticeship programme has shown that there is an increasing number of students enrolling on to course with a disability. The latest figure is 11% which is higher than the disability declaration rate.

WDES indicator 6

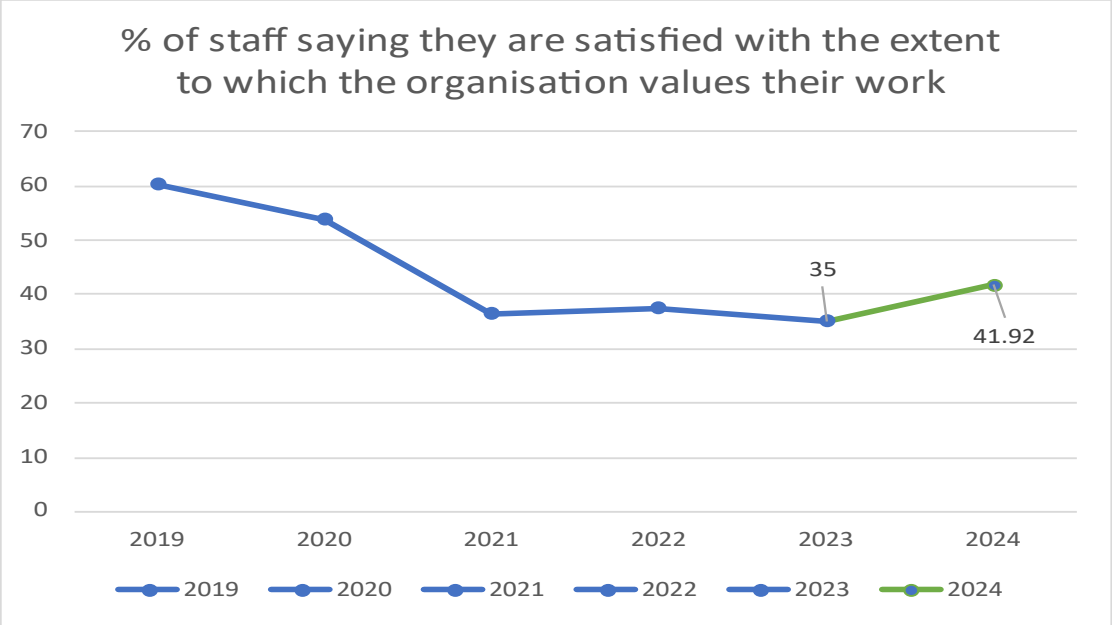


Percentage of disabled staff have felt pressure from their managers to come to work, despite not feeling well enough to perform duties

- There has been a positive change in this metric from 32.2% to 25.66%.
- This is compared to a decline in non disabled staff members which has moved from 17.6% to 18.84%.
- The average figure across Specialist Acute Trusts was 17.67%

Again, the staff passport work and continued rollout of the wellbeing conversation training will help to further improve this figure as managers are upskilled to have supportive conversations. In addition there has also recently been managers training on the sickness policy to upskill managers in having supportive conversations with colleagues.

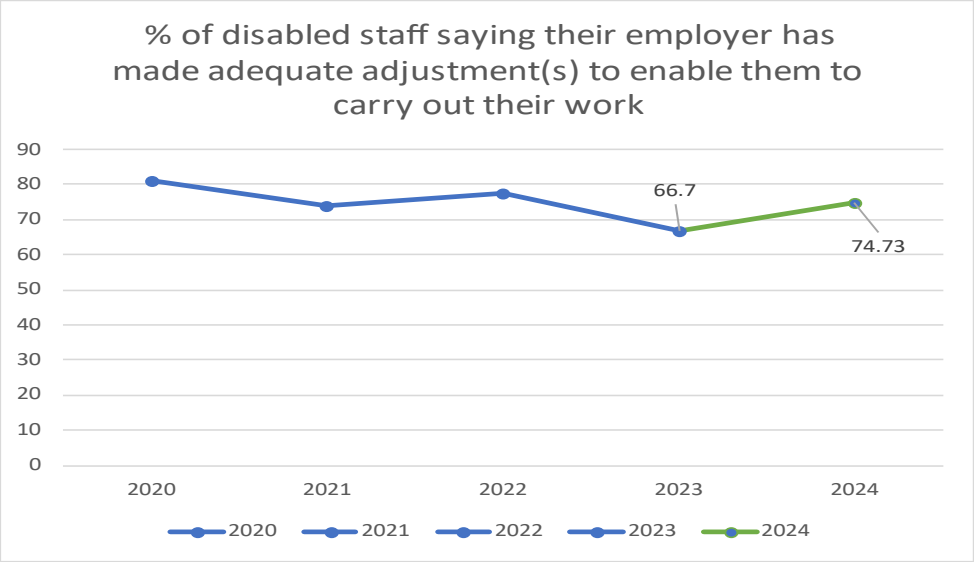
WDES indicator 7



Percentage of disabled staff saying they are satisfied with the extent to which the organisation values their work

- There has been a positive increase in this metric from 35.0% to 41.92% which is encouraging.
- The figure for non disabled staff has also increased from 51.03% to 53.7%
- The average figure across Specialist Acute Trusts was 40.56%.

WDES indicator 8



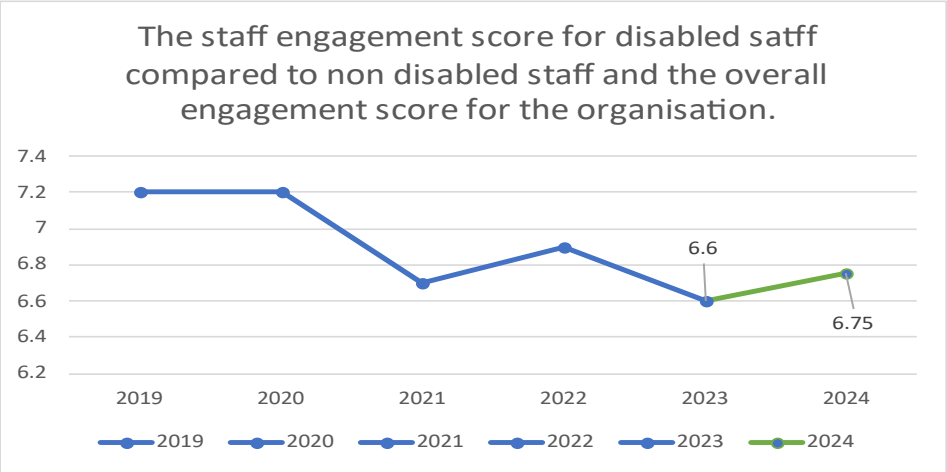
Percentage of disabled staff saying their employer has made adequate adjustments to enable them to carry out their work

- There has been a positive increase to this metric from 66.7% to 74.73%
- The average figure across Specialist Acute Trusts was 74%.

The staff passport is designed to ensure conversations take place on a regular basis between managers and staff members. Wellbeing conversations training is also upskilling managers to have a positive conversation with staff on their individual needs.

Other work to support further improvements includes upskilling managers to understand the services provided with Access to Work through ABLE awareness sessions and the importance on starting supportive conversations during 100 days with new staff members.

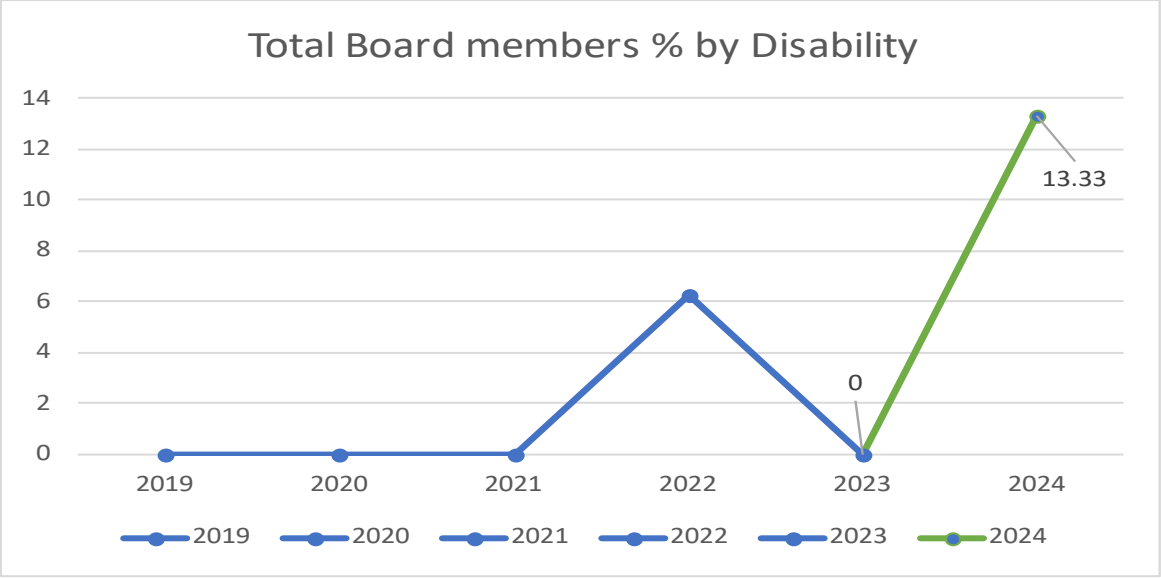
WDES indicator 9



The staff engagement score for disabled staff compared to non disabled staff and the overall engagement score for organisation.

- The engagement score has increased from 6.6% to 6.75%
- The ABLE network will continue to work with staff members to understand why this figure is lower than for non disabled staff which is 7.25%
- The average figure across Specialist Acute Trust was 6.99% which is slightly more positive than the ROH figure.

WDES indicator 10



Percentage of the full board identifying as Disabled

There has been positive change from 0% to 13% for full board members. It should be noted that this figure is higher than the average figure across BSol ICS for 2022/2023 which was 3%

WDES Comparison Data

WDES Indicator	Indicator Definition	Royal National Orthopaedic	Robert Jones	Liverpool and Heart	ICB	BWC	Birmingham Community	BMHT	UHB	ROH
4	% of disabled staff experiencing harassment, bullying or abuse from patients or public in last 12 months	26.76 (17.58)	19.52 (12.98)	13.80 (12.90)	24.05 (6.16)	27.37 (20.13)	27.74 (20.07)	36.08 (29.22)	28.72 (23.00)	22.56
4a	% of disabled staff experiencing harassment, bullying or abuse from staff in last 12 months	21.83 (18.53)	21.80 (14.18)	20.69 (11.21)	22.78 (17.28)	25.39 (14.92)	22.93 (14.66)	24.14 (15.86)	29.60 (19.19)	23.1
5	% of disabled staff believing the trust provides equal opportunities for Career progression or promotion from staff in the last 12 months	48.95 (53.82)	59.24 (59.85)	62.96 (67.14)	40.00 (44.57)	54.04 (58.32)	46.95 (53.32)	50.28 (55.93)	41.87 (52.17)	52.44
6	% of disabled staff have felt pressure from their managers to come to work, despite not feeling well enough to perform duties	24.00 (17.28)	22.06 (14.75)	26.14 (14.04)	15.22 (18.88)	27.06 (16.35)	25.97 (16.01)	20.97 (12.75)	32.23 (19.89)	25.66
7	% of staff saying they are satisfied with the extent to which the organisation values their work	40.56 (53.18)	39.71 (48.75)	53.47 (62.12)	41.98 (45.49)	36.86 (43.88)	33.15 (45.98)	41.55 (52.25)	28.06 (40.82)	41.92
8	% of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work	76.32	82.91	81.62	82.00	73.45	77.58	76.87	69.27	74.73
9	The staff engagement score for disabled staff compared to non-disabled staff and the overall engagement score for the organisation	7.21 (7.51)	7.15 (7.42)	7.48 (7.82)	6.19 (6.58)	6.65 (7.15)	6.46 (7.03)	6.56 (7.23)	5.96 (6.74)	6.75

*Text highlighted shows the highest scores across the different NHS Trusts

() indicators soccer for other staff

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ROH WDES Action plan: 2024 - 2025

This plan gives an overview of the key areas of work that will be undertaken in 2024 – 2025 in line with the NHS WDES standard. The actions set in October 2024 are aligned to the six impact areas in the ROH Inclusion strategy. See table below with the list of WDES indicators)

Indicators	Outcome and Impact	Action	Planned Target date	RAG	Lead	Comments
	Impact area: Ambassadors					
Indicator 1- % staff Indicators 4,4a,8 Treatment of staff	Embed Buddy scheme as part of the WDES Innovation Fund	**Campaign to support and raise awareness** To set up buddy programme Share information from WDES Evaluation project Share education material for Disability awareness Promote new WDES staff passport	December 2024		ABLE network OD and Inclusion Team	Identified as a key action by the ABLE Network to support speaking up Delayed due to changes in team but this work will be included in the launch of the new staff passport funded by WDES Key focus around International Day of Disabilities **Impact** Improved declaration rate to 10% (including further improvement with Trust Board members) and improved indicators for

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Indicators	Outcome and Impact	Action	Planned Target date	RAG	Lead	Comments
						treatment of staff by 10% on staff survey
	Impact area: Culture					
Indicator 2 Recruitment	Inclusive approach to attracting, recruiting, and retaining staff	**Inclusive recruitment project** • New bank of inclusive questions to be added to recruitment • Review options for a diverse interview panel model and feedback from candidates • Upskilling managers in inclusive recruitment • 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	November 2024 Dec 2024 April 2025 Dec 2024 March 2025 March 2025		Workforce and OD Team Support from the staff networks	**Impact** Improved recruitment indicator to 1.2

Indicators	Outcome and Impact	Action	Planned Target date	RAG	Lead	Comments
		Trust Board recruitment practices • Reaccreditation for Disability Confident - Leader	April 2025			
	Impact area: Staff and patient voice					
Indicators 4,4a,8 Treatment of staff	Increased participation of staff networks across all departments	• Work with line managers to ensure that staff are able to attend ABLE network when required	March 2025		OD and Inclusion Team Network chair	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 progress required on attendance at network meeting **Impact** 20% increase in ABLE network members Deputy ABLE Chair recruited to support network

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Indicators	Outcome and Impact	Action	Planned Target date	RAG	Lead	Comments
Indicator 1- % staff	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 ICS project to promote declaration rates through awareness sessions including Wellbeing week	January 2025 January 2025		Clare Mair ESR Team ABLE network	Disability network to run promotion campaign at Wellbeing Week and on International Day of Persons with Disabilities 2024 **Impact** As above - Improved declaration rate to 10% (including improvement to Trust Board members rate)
Indicator 5 – Opportunities Indicator 7 – Value work	Increased number of staff sharing diverse information and lived experience stories	Case studies are being completed by ABLE network members	February 2025		ABLE network Clare Mair	Carried forward Delayed due to changes in team but this work will continue with the staff passport launch **Impact** Further improvement in Indicator 5 and 7 by 10% from the staff survey

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Indicators	Outcome and Impact	Action	Planned Target date	RAG	Lead	Comments
	Impact area: Education					
Indicator 5 – Opportunities	Implement education programmes and tools to ensure staff at all levels have an awareness	• Develop and delivery modules on autism and neurodiversity with support from Genius Within • Upskill and discuss Oliver McGowan work at Network meeting	March 2025		Laura Tilley-Hood Alex Gilder	**Impact** Pilot completed with 10% managers and 80% positive evaluation from training programmes
Indicator 7 – Engagement	Inclusion calendar updated and used to inform network sessions	• Calendar communicated annually to show key dates recognised in celebrating Diversity, Belonging and Inclusion • Action plan in place to highlight specific dates	January 2025		OD and Inclusion administrator Network Chairs	**Impact** 10% improvement of overall engagement score on Staff survey
	Impact area: Best practice					
Indicator 7 – Engagement	Promotion of evaluation project for Seeing Beyond the Stigma	Information to be shared through ABLE awareness session	December 2024		OD and Inclusion Team Network chairs	**Impact** Improved declaration rate to 10% (including improvement to Trust Board members rate)

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Indicators	Outcome and Impact	Action	Planned Target date	RAG	Lead	Comments
	Impact area: Data Metrics					
All indicators	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 Complete quality review on new approach	January 2024 July 2024		OD and Inclusion Team Governance Team	**Impact** Improvement in quality of completed EQIA for defined time period (criteria to be scoped)

The action plan has been confirmed with support from the ABLE network chair – Alex Gilder

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WDES Indicators

Indicator	Descriptor
1	Percentage of staff members with a disability
2	The relative likelihood of disabled applicants being appointed from shortlisting compared to non disabled applicants
3	The relative likelihood of disabled staff entering the formal disciplinary process compared to non disabled staff
4	Percentage of staff experiencing harassment, bullying or abuse from patient and public in the last 12 months
4a	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months
5	Percentage of disabled staff believing the trust provides equal opportunities for career progression or promotion
6	Percentage of disabled staff have felt under pressure from their managers to come to work, despite not feeling well enough to perform duties
7	Percentage of disabled staff saying they are satisfied with the extent to which the organisation values their work
8	Percentage of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work
9	The staff engagement score for disabled staff
10	Percentage of the full board members with a Disability

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