

## INTRODUCTION AND SCOPE.

NHS England, with its partners, has prioritised its commitment to tackling discrimination and creating an NHS where the talents of all staff are valued and developed. The Workforce Disability Equality Standard (WDES) came into force on 1st April 2019. It is mandated through the NHS Standard Contract. The WDES evolved from the design of the WRES with some adaptive changes.

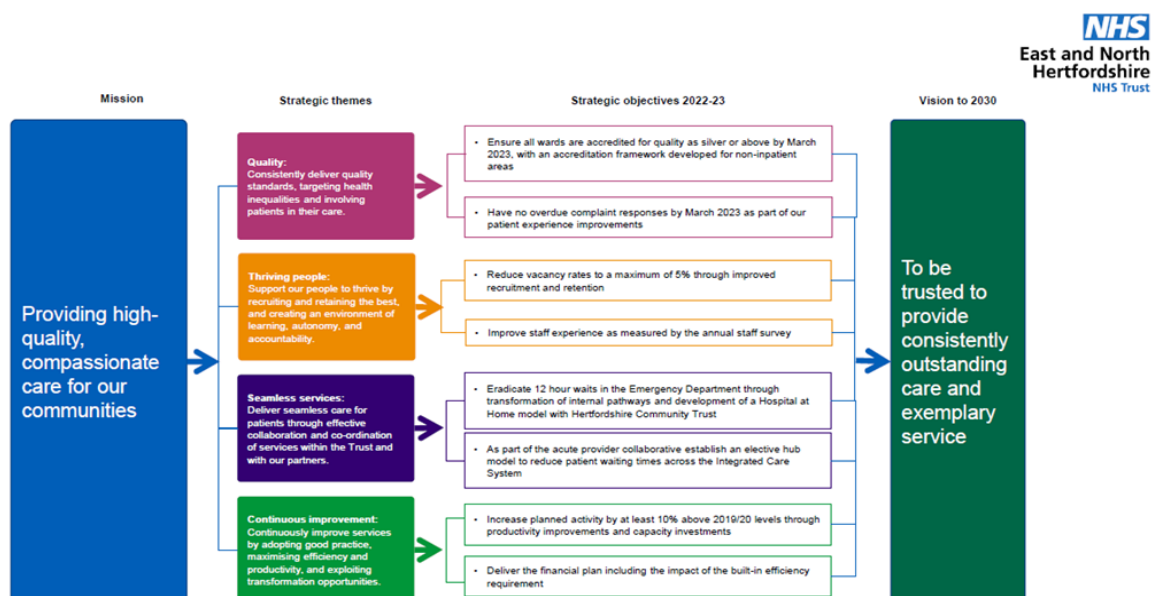
There are ten metrics that enable NHS organisations to compare the experiences of Disabled and non-Disabled staff, which is then used to implement action plans. The Trust is required to submit the data set using the national format. The full 10 WDES metrics report are included in the appendix in excel format.

There is a need for more progression at local and system level, with some areas requiring our focus as high priority areas for improvement as part of our ED&I objectives for 2022/2023. These are designed to drive positive change towards equity and inclusion underpinned by strategic priorities from People Directorate as well as Trust mission, strategic themes, and vision for 2030.

This paper will:

1. Provide highlights from 2022 WDES data inclusive of ENHT staff survey results
2. Areas for group discussion
3. High impact actions.
4. Detailed WDES action plan 2022/23 covering WDES Metrics

## Trust Strategic Objectives

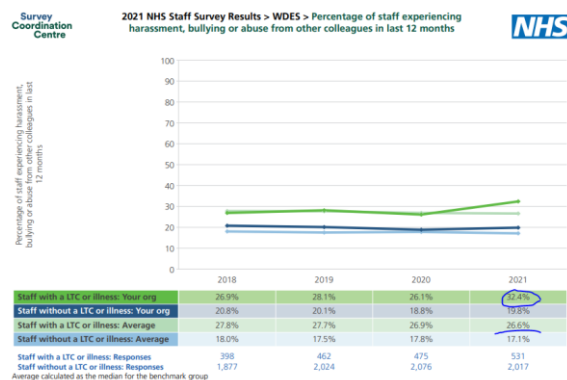
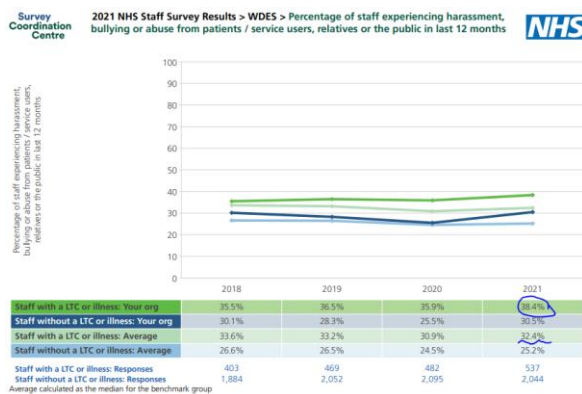


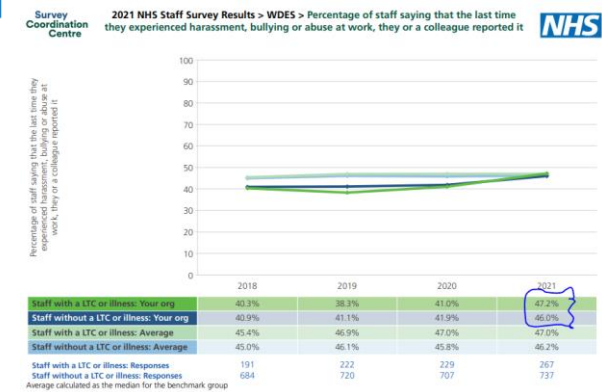
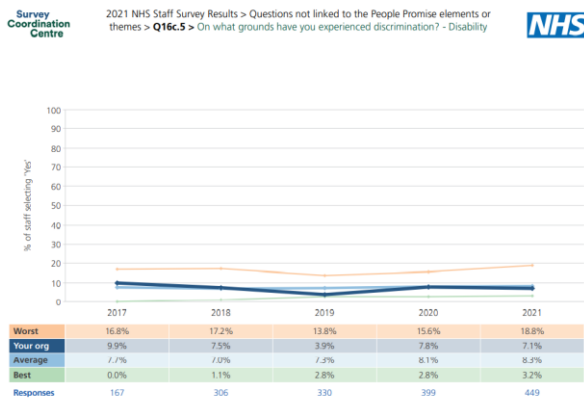
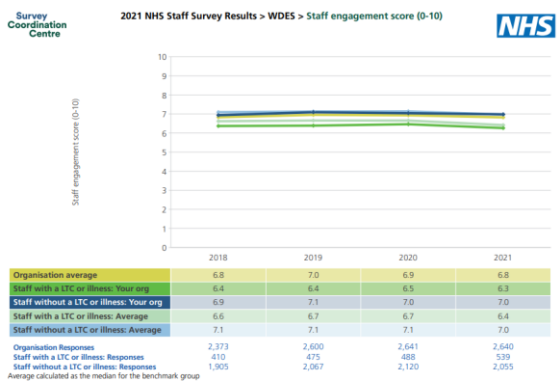
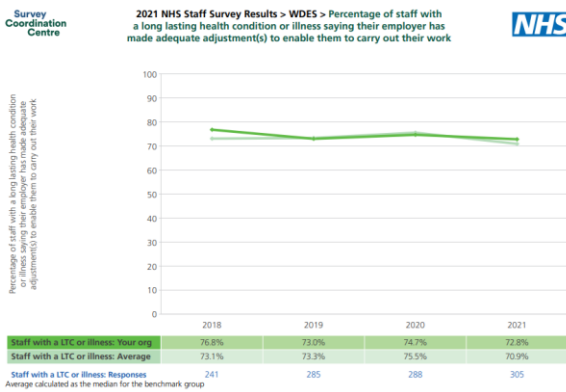
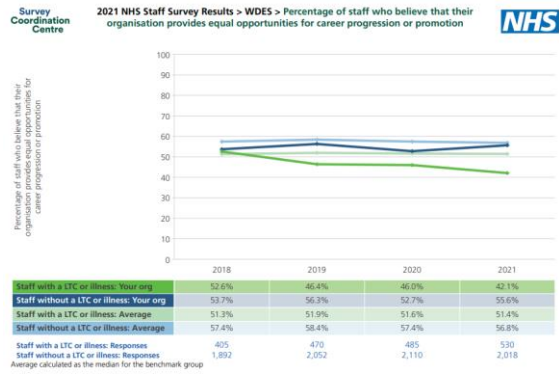
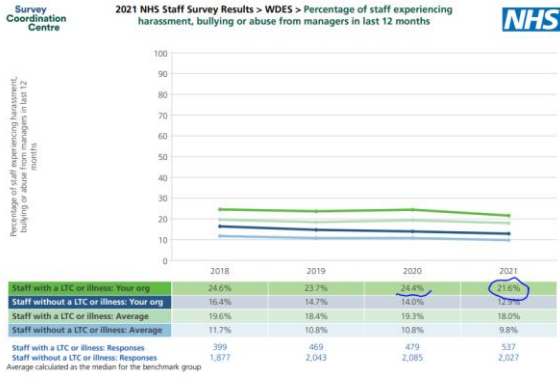
## Highlights from 2022 WDES Data:

- The Trust has a significant proportion of staff who have not declared whether they consider themselves to have a disability or not. The situation is worse in clinical staff areas e.g. in medical and dental staff group. However, there is slight improvement in declarations from 2064 undeclared status in year 2021 to 1818 not declared in year 2022.
- Likelihood of being appointed from shortlisting stands at 1.60; therefore, disabled applicants are 60% less likely to be appointed in role compared to non-disabled applicants.
- From the recent staff survey year 2021, metrics for disabled members of staff experiencing bullying, harassment or abuse from patients/service users, relatives or the public and percentage of disabled members of staff experiencing bullying, harassment or abuse from other colleagues have worsened.
- There has been a slight improvement of disabled staff members experiencing bullying, harassment or abuse from managers
- The data shows there remains a gap between disabled members of staff who believe the Trust provides equal opportunities compared to non-disabled members of staff.
- From the staff survey, 72.8% of disabled staff have reported the Trust has made adequate adjustments for them to fulfil their work
- The overall staff engagement score for disabled staff members has slightly declined in comparison to a relatively stable score for non-disabled members of staff.
- The percentage of staff who have experienced discrimination on the grounds of disability shows a slight decline in comparison to previous years, however the experience of disabled members of staff is still poor in comparison to non-disabled members of staff.

There is a direct link to the work undertaken by the equality, inclusion, and diversity team in collaboration with all staff networks and colleagues from people directorate and freedom to speak up approach, is having a positive impact on speaking up culture.

The staff survey shows that the percentage of staff who have reported their experiences of harassment, bullying or abuse has risen significantly for all staff.





## Discussion for committee:

The committee is asked to continue to support ED&I programme of work (appendix) and the following areas of work to positively impact future WDES reporting and staff experience:

1. A major push for staff to update their status on ESR - ideally this campaign should be supported by senior leadership – “*ESR: It’s all about you campaign*” in progress from first week of July 2022.

2. Targeted culture change initiatives to tackle bullying and harassment or abuse and uncivil behaviour, as well as building positive relationships for disabled members of staff – taking a “*Zero tolerance approach*”.
3. Targeted career development opportunities for Disabled members of staff e.g., *ICS Career progression & Local Career development programme*.
4. Review our organisation reasonable adjustment policy and how the *costs for reasonable adjustments are met* and how easy we make this for managers to access.
5. As an organisation, how do we hold ourselves *accountable* for the treatment of disabled members of staff in this organisation with regards to both ‘*legal and moral duty*’.

### High Impact Actions

➤ Some Key Action Plans to improve disabled staff’s experiences

**NHS**  
East and North Hertfordshire  
NHS Trust



The committee is asked to approve and sign off the following action plan:

#### Detailed WDES action plan 2022/23

Objective	Actions	Metrics
<p><b>Career progression for staff with disabilities</b></p> <p>To support the progression of staff with disabilities to ensure representation across the whole</p>	<p>ICS Inclusive Career Development Programme for BAME and Disabled members of staff – first cohort Sep 2022</p>	<p><b>WDES 1</b></p> <p>Percentage of staff in AFC pay bands or medical and dental subgroups and very senior managers (including Executive</p>

<p>workforce and achieve year on year increase in percentage number of staff with disabilities progressing within agenda for change bands.</p>	<p><b>'Share your story' / Case studies</b> of disabled members of staff with across different grades/professions and publicised widely</p> <p>Develop Career Development Programme with focus on disabled members of staff linking with Talent Management and grow conversations - <b>WDES Innovation funding application</b></p> <p>Embed Quality Improvement methodology with aim of driving improvement</p>	<p>Board members) compared with percentage of staff in the overall workforce</p> <p><b>WDES 5</b> Percentage of Disabled staff compared to non-disabled staff believing that their organisation provides equal opportunities for career progression or promotion.</p>
<p><b>Reasonable Adjustments</b></p> <p>To achieve year on year increase in percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</p>	<p>Review the process, how the fund is accessed and the marketing of the scheme to build awareness and utilisation. Share summary take-up report with equality &amp; Inclusion committee Targeting staff that may need reasonable adjustment fund support e.g., cohort of staff who were Shielding. Engage with relevant stakeholders and discuss implementation of training such as Public Sector Equality Duty. Creating an ambition to become Disability Confident Leader by 2023- ensuring initiative such as Project Search and other schemes are being embedded in our organisation when appropriately.</p>	<p><b>WDES 3</b> Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure</p> <p><b>WDES 6</b> Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.</p> <p><b>WDES 8</b> Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work</p> <p><b>WDES 9</b> The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation</p>
<p><b>Culture Change</b></p> <p><b>To secure an increase in the number of Staff reporting disability on ESR</b> and narrowing the gap in their reported experience of working at ENHT compared to all staff by third quarter of year 2023</p>	<p>Disability Equality Awareness Training to be incorporated into Recruitment &amp; Selection training for hiring Managers</p> <p>Understand impact of COVID-19 on disabled</p>	<p><b>*WDES 1</b></p> <p><b>WDES 2</b> Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.</p> <p><b>*WDES 9</b></p>



<p>(measured by staff survey &amp; ESR Data))</p>	<p>members of staff by working Wellbeing team to guide our actions/response.</p> <p>To drive the quality of the inclusive recruitment and selection process</p> <p>To complete the review of recruitment &amp; selection process with 3 priority areas identified as follows:</p> <ul style="list-style-type: none"> <li>a) Train more Inclusion Ambassadors.</li> <li>b) Recruitment &amp; Selection Training for hiring managers.</li> <li>c) Advertising job opportunities to the wider communities</li> <li>d) assurance on Reasonable adjustment and Guarantee interview scheme</li> </ul>	
<p><b>Appreciation &amp; Recognition</b></p> <p>To appreciate and value disabled members of staff</p>	<p>Health, wellbeing, and diversity conversations into the appraisal process to empower and support staff.</p> <p>Continued support for staff returning from long term sickness</p> <p>Launch <b>‘Ability Not Disability’</b> campaign and start with teams taking part in education about matters that affects disabled members of staff</p> <p>Celebrating Difference Events such as Day of Persons with a Disability</p>	<p><b>WDES 7</b> Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work</p> <p><b>*WDES 9</b></p>
<p><b>Dignity at Work</b></p> <p>The experience of bullying, harassment, and abuse within the workplace</p>	<p>Reviewing relevant work-related Policies</p> <p>(Dignity at work, Disciplinary, Reasonable adjustment)</p> <p>Finalise and Launch the Use of <b>Disability Passport</b> embedded/recorded by Health at Work Team Process and ESR by</p>	<p><b>*WDES 4</b></p> <p><b>a)</b> Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> <li>i. Patients/service users, their relatives or other members of the public</li> <li>ii. Managers</li> </ul>

	December 2022.	iii. Other colleagues <b>b)</b> Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.
<p><b>Inclusive Recruitment Practice</b></p> <p>Ensuring fairness in recruitment and selection process with attention given to employee life cycle.</p>	<p>Continuing to strengthen governance of the Equality and Inclusion process with a focus on strengthening our leadership narrative, embedding delivery within sites and corporate functions, and setting aspirational and achievable annual goals that we can strive to achieve.</p> <p>Disabled Members of Staff Network Chair and ED&amp;I team continue to link and presenting on Staff Experience Groups &amp; People Committee</p> <p>Working with Regional and National teams on new initiatives and opportunities for Key areas that we aspire to develop.</p>	<p><b>*WDES 1</b></p> <p><b>*WDES 2</b></p> <p><b>*WDES 5</b></p> <p><b>WDES 10</b> Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated</p> <ul style="list-style-type: none"> <li>• By voting membership of the Board</li> </ul> <p>By Executive membership of the Board</p>
<p><b>Equitable representation in entering Capability process</b></p> <p>To enable proportionate representation of Disabled staff compared to non-disabled staff entering the formal capability process.</p>	<p>Targeting staff who may need Reasonable Adjustments Fund support</p> <p>Deep dive into data to identify any themes relating to poorer experiences and outcomes for disabled members of staff.</p> <p>A review related policies and procedures through Equality, Diversity &amp; Inclusion lens to include the lived experiences of disabled members of staff.</p>	<p><b>*WDES 3</b></p>

