

# NNUH Workforce Disability Equality Standard (WDES) Reporting 2023



# Introduction

- ▶ Research and evidence suggest that less favourable treatment of disabled staff in the NHS, through poorer experience or opportunities, has significant impact on the efficient and effective running of the NHS and adversely impacts the quality of care received by all patients.
- ▶ The NHS Workforce Disability Equality Standard (WDES), introduced in 2019, seeks to prompt inquiry to better understand why it is that disabled staff receive poorer treatment than non-disabled staff in the workplace and to facilitate the closing of these gaps.
- ▶ Data has been directly compared to 2021 and 2022 data providing a clear picture on the indicators that the trust is performing well and those that require our focus in the year ahead.

# Summary of Findings...

## (Metrics 1 – 10)



**Metric 1: Percentage of Disabled staff in each of the Agenda for Change (AfC) Bands 1-9 or Medical and Dental Subgroups and Very Senior Management (VSM) compared with the percentage of staff in the overall workforce**

	MEASURE	Disabled	Non-Disabled	Disability Unknown
1a) Non Clinical workforce		Verified figures	Verified figures	Verified figures
Under Band 1	Headcount	4	15	11
Band 1	Headcount	0	0	1
Band 2	Headcount	26	293	255
Band 3	Headcount	23	316	163
Band 4	Headcount	14	254	195
Band 5	Headcount	11	104	57
Band 6	Headcount	5	67	36
Band 7	Headcount	0	82	29
Band 8A	Headcount	2	42	25
Band 8B	Headcount	0	27	25
Band 8C	Headcount	1	17	10
Band 8D	Headcount	0	11	5
Band 9	Headcount	0	11	2
VSM	Headcount	0	1	8
1b) Clinical workforce of which Non Medical				
Under Band 1	Headcount	2	23	18
Band 1	Headcount	29	0	0
Band 2	Headcount	17	555	562
Band 3	Headcount	6	226	153
Band 4	Headcount	59	203	233
Band 5	Headcount	45	736	829
Band 6	Headcount	21	795	485
Band 7	Headcount	6	356	309
Band 8A	Headcount	0	115	85
Band 8B	Headcount	0	28	31
Band 8C	Headcount	0	6	8
Band 8D	Headcount	0	4	4
Band 9	Headcount	0	4	0
VSM	Headcount	0	0	1
Of which Medical & Dental				
Consultants	Headcount	2	153	409
Non-consultant career grade	Headcount	0	52	90
Trainee grades	Headcount	4	130	417
Other	Headcount	0	0	0

## What is Metric 1 really telling us and how have we been addressing this in the last 12 months?

- ▶ 3% of colleagues have disclosed they have a disability and 49% of colleagues have disclosed that they do not have disability.
- ▶ 48% of colleagues have an unknown disability status on ESR
- ▶ 22% of colleagues disclosed they had a disability or long term health condition within the 2022 NHS Staff Survey
- ▶ We continue to encourage colleagues to update their ESR record within regular communication bulletins and within our Diverse Ability Network. A step by step instruction leaflet has been developed to support colleagues to do this using ESR self serve.
- ▶ The Trust's new Diversity, Inclusion and Belonging Strategy will commit to improving disability declaration status through working with local divisions on seeking the barriers colleagues are facing and identifying resolutions together.

**Metric 2: Relative Likelihood of staff being appointed from shortlisting across all posts.**

	2022			2023		
	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
<b>Number of shortlisted applicants</b>	764	9,781	607	884	8,121	654
<b>Number appointed from shortlisting</b>	130	1,935	198	144	1,734	186
<b>Relative likelihood of appointment from shortlisting</b>	0.17%	0.20%	0.33%	0.16%	0.21%	0.28%
<b>Relative likelihood of Non-Disabled staff being appointed from shortlisting compared to Disabled staff</b>	1.16			1.31		

**Metric 3: Relative Likelihood of staff entering the formal capability process**

	2022			2023		
	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
<b>Average number of staff entering the formal capability process over the last 2 years</b>	0	2	2	0	0	3
<b>Likelihood of staff entering the formal capability process</b>	0.00	0.00	0.00	0.00	0.00	0.00
<b>Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff</b>	0.00			0.00		

**Metric 4:** Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

- Patients/service users, their relatives or other members of the public
  - Managers
  - Other colleagues

	2022		2023	
	Disabled	Non-Disabled	Disabled	Non-Disabled
<b>Patients</b>	37.7%	28.1%	38.9%	31.8%
<b>Managers</b>	18.5%	14.1%	18.5%	13.0%
<b>Other Colleagues</b>	31.5%	21.7%	31.8%	21.9%



## What is Metric 4 really telling us and how have we been addressing this in the last 12 months?

Our Vision  
The best care  
for every patient

NHS  
Norfolk and Norwich  
University Hospitals  
NHS Foundation Trust

# No Excuse for Abuse

Verbally or physically abusing staff  
can result in withdrawal of treatment or even  
prosecution including a fine or custodial sentence

serco

NORFOLK  
CONSTABULARY  
Our Priority is You

Our Values **P**eople focused **R**espect **I**ntegrity **E**ducation **E**xcellence

- ▶ It is disappointing to see an increase in our disabled staff who have experienced harassment, bullying and abuse from patients, managers and colleagues this year.
- ▶ To start to address this last year, we launched our No Excuse for Abuse campaign as well as our withdrawal of patient care protocol. With such initiatives it is hoped more of our colleagues will report such behaviours via our Datix reporting system so that we can closely monitor and reflect on actions taken.
- ▶ Through listening to staff feedback and our staff survey results we recognise we need to do more. As part of our People Promise plans we will expand our package of support through providing additional guidance on what to do where staff are faced with this situation as well as educational resources for patients to recognise that such behaviours are not tolerated.
- ▶ The Trust has begun to deliver an active bystander training to teams who have reported experiences of microaggressions and inappropriate behaviours. With this training it is hoped colleagues can identify and challenge inappropriate behaviours as a victim of such behaviours or as a witness.
- ▶ As part of our Diversity, Inclusion and Belonging strategy, we have also committed to reviewing our Dignity at Work policy/framework where civility and respect will be a key feature in order to help us embed a just and learning culture.

**Metric 5:** Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion

	2022		2023	
	Disabled	Non-Disabled	Disabled	Non-Disabled
	49.9%	53.7%	48.7%	54.2%

**Metric 6:** Percentage of staff who have felt pressure from their manager to come to work despite not feeling well enough to perform duties

	2022		2023
		Non-Disabled	Non-Disabled
	29.2%	23.1%	20.6%

- ▶ We are really proud of our Attendance Policy which is a people focused approach to managing sickness and attendance. The policy adopts our 'Know Your Staff' principles; our compassionate and just approach to people management. We recognise that staff want to be at work and we celebrate this.
- ▶ We encourage colleagues to Health and Wellbeing Passport which allows a bespoke approach to individual needs. An attendance steering group has been formed to acknowledge and implement new initiatives to support staff.

**Metric 7:** Percentage of staff satisfied with the extent to which their organisation valued their work

2022		2023	
Disabled	Non-Disabled	Disabled	Non-Disabled
28.2%	32.0%	24.1%	32.9%

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**2022**

**2023**

**74.4%**

**74.0%**

**Metric 8:** Percentage of disabled staff who said their employer has made adequate adjustments to enable them to carry out their work

## Metric 9: Staff engagement score

2022		2023	
Disabled	Non-Disabled	Disabled	Non-Disabled
6.1	6.4	5.8	6.2

- ▶ The Trust staff survey engagement statistics have worsened overall including our WDES engagement score.
- ▶ The Trust has a Diverse Ability Staff Network which meets on a bi-monthly basis. Agenda items are suggested by members of the group. Such actions that the group have supported is the design of our Health and Wellbeing Passport.
- ▶ We've also a Staff Council which looks at staff survey priority actions and longer-term improvement plan. Members are informed about progress, and are consulted on changes and – vitally - they engage with colleagues to ensure we receive representative feedback that we can use to shape our actions.

**Metric 10:** Percentage difference between the organisation’s Board voting membership and its overall workforce.

	2022			2023		
	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
Total Board Members	0	0	15	0	2	13
Difference (Total Board – Overall Workforce)	-2.5%	-49%	51%	-3%	-36%	39%

- ▶ Only 2 Board members have disclosed their disability status on ESR the remaining 13 are unknown.
- ▶ The Trust’s new Diversity, Inclusion and Belonging Strategy will commit to embedding inclusive leadership and part of this work will be to encourage our Board members to share their disability declaration status so that they can role model best practice.
- ▶ The Diversity, Inclusion and Belonging Strategy also aims to appoint Board Champions for each of our staff network groups.



**Our hospital for all**