

Workforce Disability Race Standards (WDES)

South Warwickshire NHS Foundation Trust

March 2019

Board Lead	Ann Pope - Director of Human Resources
Lead Managers	Matt Clarson – Head of Employment Services & Maggie O’Rourke – Senior HR Manager – Equality and Diversity
Co-Ordinating Commissioner	Equality and Human Rights Leads at South Warwickshire Commissioning Group
Commissioners	South Warwickshire Clinical Commissioning Group Warwickshire Public Health and Coventry North Warwickshire Commissioning Group

This Report and the associated Action Plan can be found via the following unique link:

<https://www.swft.nhs.uk/about-us/equality-and-diversity/publications-and-reports>

This report has been signed off by on behalf of the board on

Ann Pope Director of Human Resources

Background Narrative

Any issues of completeness of data:

Any matters relating to reliability of comparisons with previous years:

There are no issues of Completeness of Data

N/A

Self Reporting

Total number of staff employed within this organisation at the date of the report:

4747

Proportion of known Disabled staff employed within this organisation at the date of the report:

3.86%

The proportion of total staff that have self-reported their disability or non-disability:

86.52%

Have any steps been taken in the last reporting period to improve the level of self-reporting by disability:

Yes

Are any steps planned during the current reporting period to improve the level of self-reporting by disability:

Yes

Workforce data

What period does the organisation’s workforce data refer to?

01-Apr-18 to the 31-Mar-19

Workforce Disability Equality Indicators

1. Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2019

	2018-19	2017-18	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
Clinical Inc. Medical & Dental	2.76	N/A	We are working to increase the self-reporting rates of staff within ESR. This is in conjunction with the Workforce Disability Network.	All of the indicators where applicable have been linked to EDS2 and scoped into a local action plan which cuts across both lots of indicators and also includes actions in relation to disability.
Non Clinical	1.10	N/A		

2. Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

	2018-19	2017-18	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
All	0.79	N/A	A figure below 1.00 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting. This is due to the Trust being a Disability Confident Leader.	All of the indicators where applicable have been linked to EDS2 and scoped into a local action plan which cuts across both lots of indicators and also includes actions in relation to disability.

3. Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into a formal capability investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.

	2018-19	2017-18	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
All	0.81	N/A	A figure above 1.00 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process. Disciplinary and capability data is reviewed by the HR Operational team to identify any trends, or areas of inconsistency.	All of the indicators where applicable have been linked to EDS2 and scoped into a local action plan which cuts across both lots of indicators and also includes actions in relation to disability.

4. Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients, relatives, members of the public, manager or other colleagues.

	2018-19	2017-18	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
All	11.8	N/A	Disabled staff are more likely to experience this in the workplace and the Operational HR Team are reviewing the data and taking action as	We review the Equality Delivery System 2 at the same time as we review the Staff Survey results and Workforce Data for our annual

required.	report. This is supported by an Equality Action Plan which includes references to EDS2 and the Workforce Equality Standards. Our new Equality and Inclusive Strategy has just been reviewed and 3 of the 6 objectives have outcomes relating to the WDES objectives.
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5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

	2018-19	2017-18	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
Disabled	91.2	N/A	Diagnostic work is being undertaken to provide the Trust with additional information.	
Non-Disabled	91.0	N/A		

6. 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.

	2018-19	2017-18	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
Disabled	30.3	N/A	<i>See above.</i>	
Non-Disabled	21.5	N/A		

7. Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.

	2018-19	2017-18	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
Disabled	38.4	N/A	<i>See above.</i>	
Non-Disabled	53.1	N/A		

8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

	2018-19	2017-18	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
All	73.5	N/A	See above.	

9a. The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

	2018-19	2017-18	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
Disabled	7.1	N/A	See Above	
Non-Disabled	7.4	N/A		

9b. Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard?

Yes/No	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
Yes	<p>During 2018-19 a Workforce Disability Network was established. The group have now met a number of times and have developed a work plan with a number of actions to improve the working environment for staff with disabilities and for staff who are caring for a relative with a disability.</p> <p>The group recently held a Workplace Disability Conference to highlight the experience of staff with disabilities in the Trust and to share best practice. The conference was well attended and received positive feedback. The network has its own website and holds regular network meetings in different locations across the Trust to ensure that all staff are given the opportunity to attend meetings.</p>

10. Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

	2018-19	2017-18	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
All	-4	N/A	See Above	

Are there any other factors or data which should be taken into consideration in assessing progress?

Not Applicable.