

# Oxford Health NHS FT

## Equality, Diversity & Inclusion

### Workforce Disability Equality Standard (WDES) 2019

To find out more about what Oxford Health NHS FT is doing to be a fair and equal employer and care provider,  
please contact:

[EqualityandInclusion@oxfordhealth.nhs.uk](mailto:EqualityandInclusion@oxfordhealth.nhs.uk)

The NHS **Workforce Disability Equality Standard** was introduced in 2019 and is designed to improve the workplace experience and career opportunities for Disabled people working or seeking employment in the NHS.

The WDES is a series of evidence-based metrics that provide us with a snapshot of the experiences of our Disabled colleagues.

By providing comparative data between Disabled and Non-Disabled staff, this information can be used to understand where key differences lie and will provide the basis for the development of action plans, enabling us to track progress year on year.

## Sexual Orientation

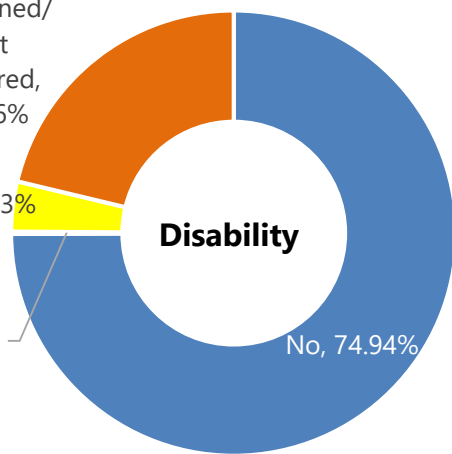
74.6%	Heterosexual or Straight
12.4%	Not stated (asked but declined to provide a response)
10.6%	Undefined
1.4%	Gay or Lesbian
0.8%	Bisexual
0.2%	Not stated
0.02%	Other sexual orientation not listed

Heterosexual/ straight makes up the largest proportion of staff at just under 75%. 23.24% of staff have answered either 'Undecided', 'Other sexual orientation not listed', 'Undefined' or 'Not stated'. The combined total for lesbian, gay and bisexual is 2.19%. **This is in comparison to 1% of the NHS workforce whose sexuality is not heterosexual and 47% has not disclosed their sexuality.**

Undefined/  
Not  
Declared,  
21.26%

Yes, 3.63%

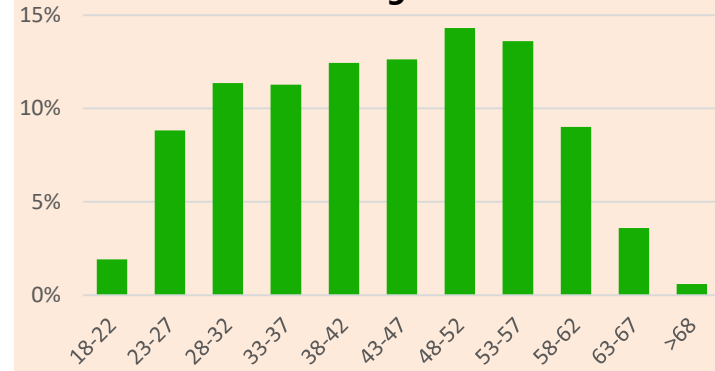
Prefer  
not to  
say,  
0.17%



## Disability

With just over 3% of the workforce with a Disability, 68% say they do not have a disability. This is in comparison to the national figures which show that 19% of the UK's working population are disabled, 2.5% of NHS workforce is disabled and 45% have not disclosed their disability in the NHS.

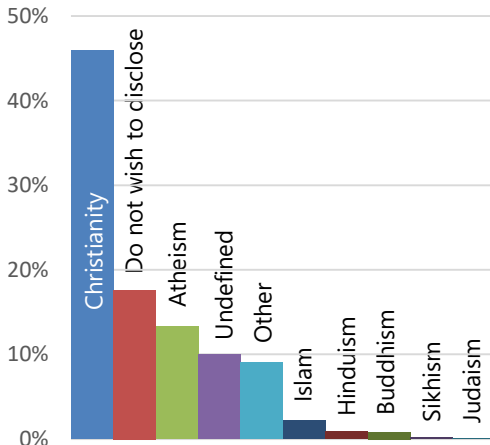
## Age



The age band 48-52 makes up the largest workforce group followed by 53-57 age group. Numbers are lowest for the 68+ and 18-22 age band categories.

## Religion/ Belief

The majority of the staff population is Christian at nearly 43%. The total of 'Undefined' & 'Do not wish to disclose' categories is 27.6%. Atheism comes in at 13.2%. The other religions come to a total of 13.2%.



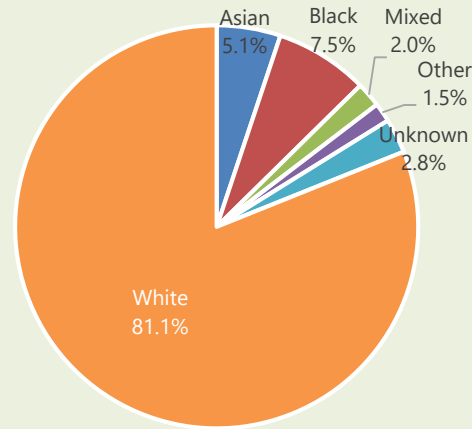
For further information, please contact:  
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# OHFT Staff Snapshot

Source: Electronic Staff Record (ESR) Agenda for Change (AFC) data (March 2019)

## Ethnic Origin

The majority of the workforce is 'White British', constituting well over three quarters of the workforce. The total Black and Minority Ethnic (BME) staff remains at 16%. This is in comparison to the [national figures](#) which show that 13% of England's working population and 22% of the NHS workforce is BME.



BME, 20%	White, 77%	BANDS 1-4	Unknown, 3%
BME, 15%	White, 82%	BANDS 5-7	Unknown, 3%
BME, 9%	White, 89%	BANDS 8a-9	Unknown, 2%

## Gender



Band 1	80%	20%
Band 2	79%	21%
Band 3	77%	23%
Band 4	90%	10%
Band 5	85%	15%
Band 6	86%	14%
Band 7	84%	16%
Band 8a	81%	19%
Band 8b	75%	25%
Band 8c	78%	22%
Band 8b	50%	50%
Band 9	50%	50%

The Trust has a higher representation of female staff than male. To put the above profile into context, the Office for National Statistics estimates that approximately 47% of England's population is female and 77% of the NHS workforce is women ([NHS employers](#)).

# Indicator 1: Staff Data – Workforce Segmented by Band

<b>Non Clinical Workforce</b>	<b>Disabled</b>	<b>Non-Disabled</b>	<b>Unknown</b>	<b>Total Staff</b>
Band 1	2	36	32	70
Band 2	5	136	52	193
Band 3	9	266	61	336
Band 4	13	263	43	319
Band 5	5	127	19	151
Band 6	2	96	20	118
Band 7	6	68	16	90
Band 8A	3	64	20	87
Band 8B	1	36	14	51
Band 8C	0	27	6	33
Band 8D	0	2	1	3
Band 9	0	8	2	10
VSM	0	4	3	7
<b>TOTAL</b>	<b>46</b>	<b>1133</b>	<b>289</b>	<b>1468</b>

# Indicator 1: Staff Data – Workforce Segmented by Band

<b>Clinical Workforce</b>	<b>Disabled</b>	<b>Non-Disabled</b>	<b>Unknown</b>	<b>Total Staff</b>
Band 1	0	0	0	0
Band 2	6	77	44	127
Band 3	23	564	116	703
Band 4	11	170	48	229
Band 5	30	471	133	634
Band 6	59	809	293	1161
Band 7	18	411	117	546
Band 8A	3	168	46	217
Band 8B	0	41	14	55
Band 8C	0	52	8	60
Band 8D	1	10	1	12
Band 9	0	4	0	4
VSM	0	3	9	12
<b>TOTAL</b>	<b>151</b>	<b>2780</b>	<b>829</b>	<b>3760</b>

	<b>Disabled 2019</b>	<b>% of Total Workforce</b>	<b>Unknown 2019</b>	<b>% of Total Workforce</b>
Non-Clinical Workforce	46	3.1%	289	19.7%
Clinical Workforce	151	4.0%	829	22.0%
<b>Total</b>	197	3.8%	1118	21.4%

Disclosure rates for disability are very low with only 3.8% declaring a disability. The disability status of 21.4% of the workforce is unknown.

It should be noted that the ESR (Electronic Staff Record) isn't routinely updated and is dependable on the individual logging in to update their details.

Also, the disability status may change in the course of employment, therefore fully accurate data even for those declaring (as disabled or non-disabled) is unlikely.

The following indicators are taken from OHFT data and will be used as a benchmark for the future:

<b>2</b>	<p>Relative likelihood of <b>disabled</b> staff being appointed from shortlisting compared to non-disabled staff.</p> <p>A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.</p>	<b>1.30</b>
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<b>3</b>	<p>Relative likelihood of disabled staff entering into <b>formal capability process</b> compared to non-disabled staff</p> <p>A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process</p>	<b>1.45</b>
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		Disabled	Non-Disabled
<b>4</b>	Percentage of disabled staff <b>experiencing harassment, bullying or abuse</b> in the last 12 months from:		
	Patients/service users, their relatives or other members of the public	<b>36.1%</b>	<b>26.1%</b>
	Managers	<b>18.0%</b>	<b>11.0%</b>
	Other colleagues	<b>25.4%</b>	<b>15.3%</b>
	Percentage of disabled staff saying the last time they experienced harassment, bullying or abuse at work they, or a colleague reported it in the last 12 months	<b>53.6%</b>	<b>55.8%</b>

		Disabled	Non-Disabled
5	Percentage of Disabled staff compared to Non-Disabled staff believing that the Trust provides <b>equal opportunities</b> for career progression or promotion	77.3%	88.6%
6	Percentage of Disabled staff compared to Non-Disabled staff saying that they have <b>felt pressure from their manager to come to work</b> , despite not feeling well enough to perform their duties	21.8%	14.9%
7	Percentage of Disabled staff compared to Non-Disabled staff saying that they are satisfied with the extent to which the <b>organisation values</b> their work	41.3%	50.7%
8	Percentage of disabled staff saying that their employer has made <b>adequate adjustment(s)</b> to enable them to carry out their work	77.4%	N/A



	Disabled	Non-Disabled	Overall
<b>9</b> The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	<b>6.6</b>	<b>7.2</b>	<b>7.0</b>

The engagement score is a composite score which is drawn from 9 individual questions in the NHS Staff Survey:

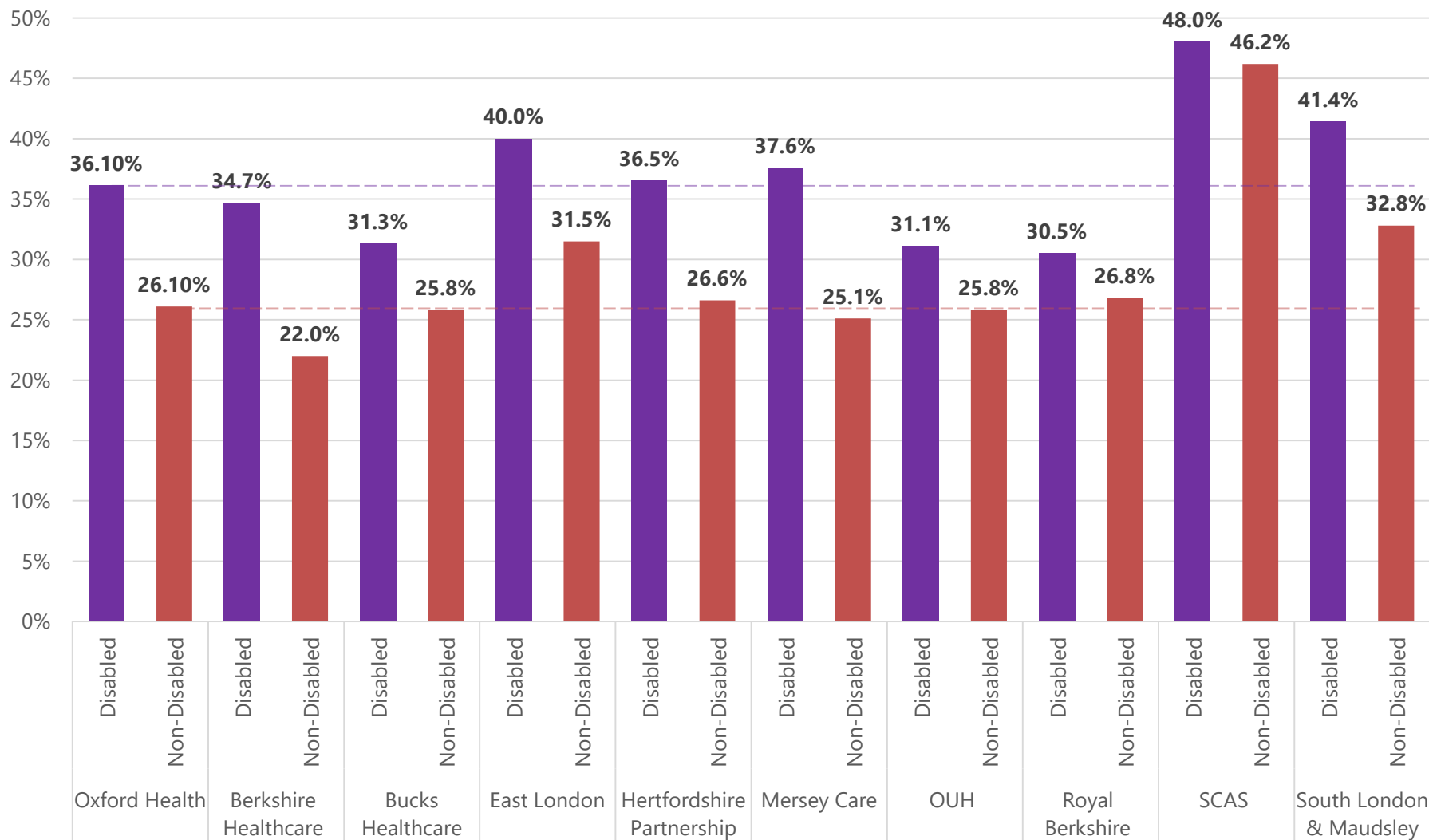
	Disabled	Non-Disabled
Q2a Often/always look forward to going to work	54.2%	63.3%
Q2b Often/always enthusiastic about my job	65.5%	75.9%
Q2c Time often/always passes quickly when I am working	71.6%	82.1%
Q4a Opportunities to show initiative frequent in my role	68.5%	76.0%
Q4b Able to make suggestions to improve the work of my team/dept	72.3%	78.5%
Q4d Able to make improvements happen in my area of work	50.4%	60.4%
Q21a Care of patients/service users is organisation's top priority	69.7%	78.0%
Q21c Would recommend organisation as place to work	69.9%	77.8%
Q21d If friend/relative needed treatment would be happy with standard of care provided by organisation	65.1%	71.8%

<b>10</b>		<b>2018/19</b>
	Percentage <b>difference</b> between the organisation's Board voting membership and its overall workforce (Disability representation)	<b>-4%</b>
	Percentage of disabled members on the Board	<b>0%</b>
Percentage of disabled staff in Overall Workforce	<b>4%</b>	

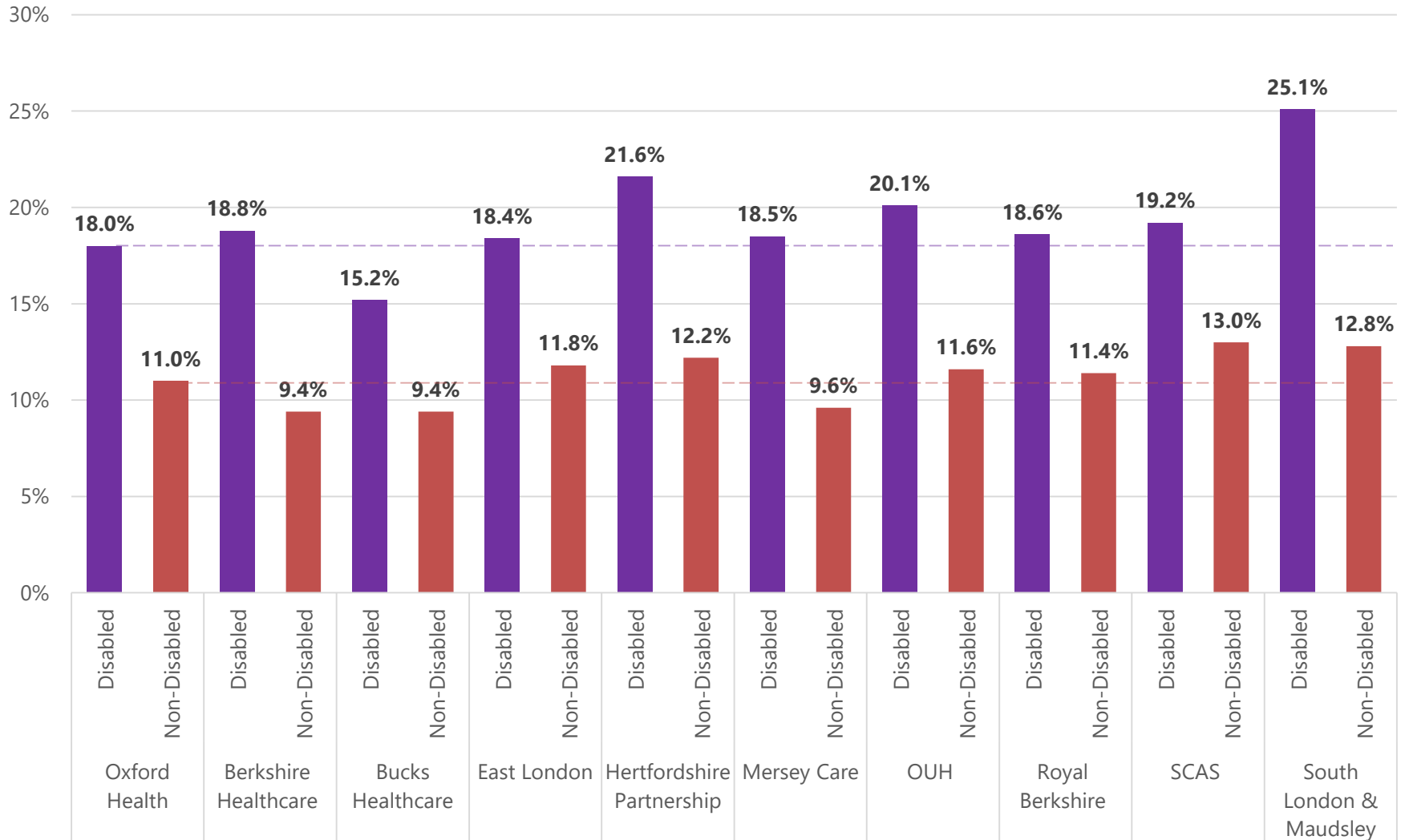
- 1) To work on increasing/improving disability disclosure rates
- 2) To subject the WDES data to further analysis and scrutiny
- 3) To gather qualitative information from disabled staff with respect to their experience of working at the trust

# Workforce Disability Equality Standard (WDES) 2019 - Benchmarking

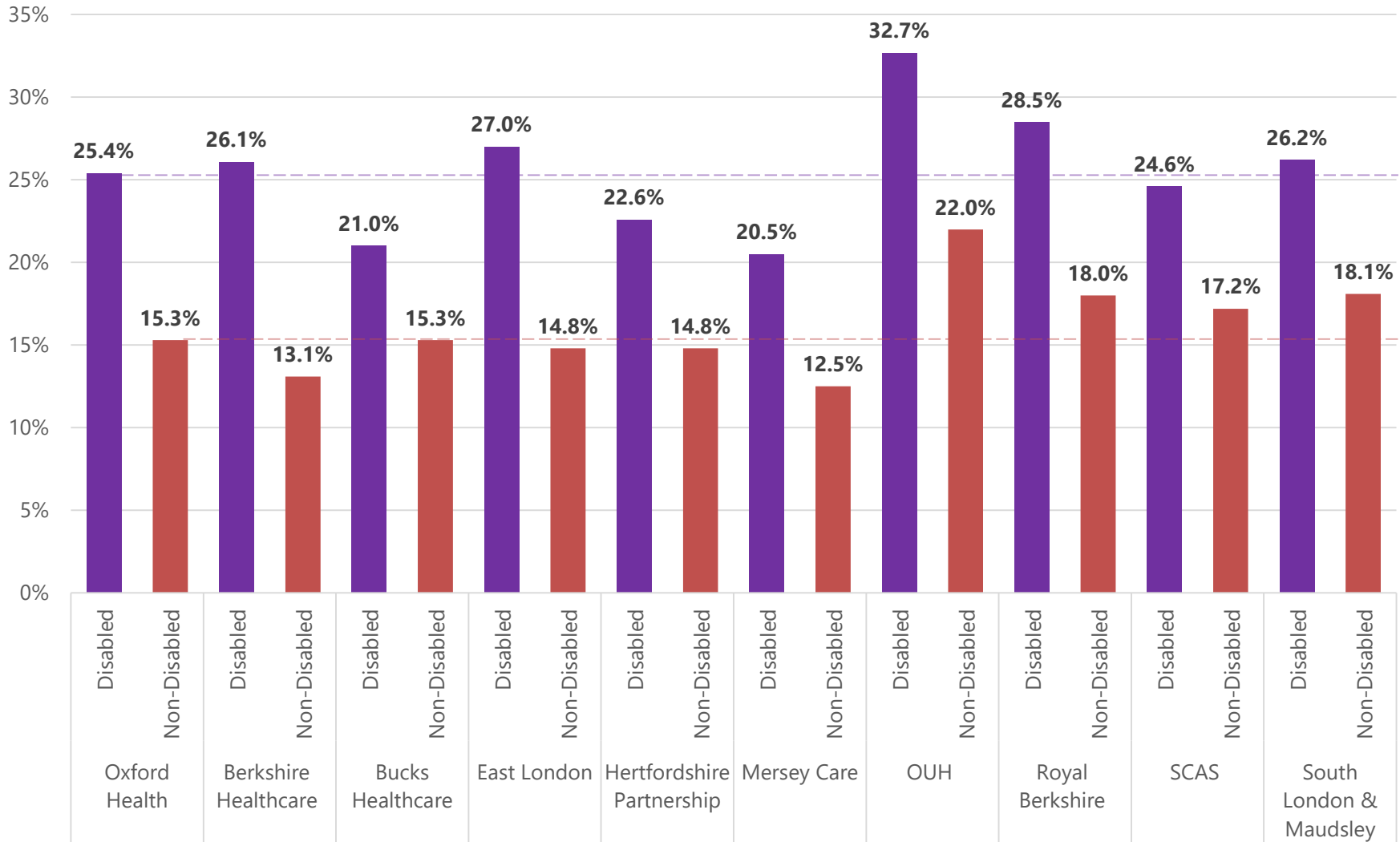
Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from **patients/service users, their relatives or other members of the public**



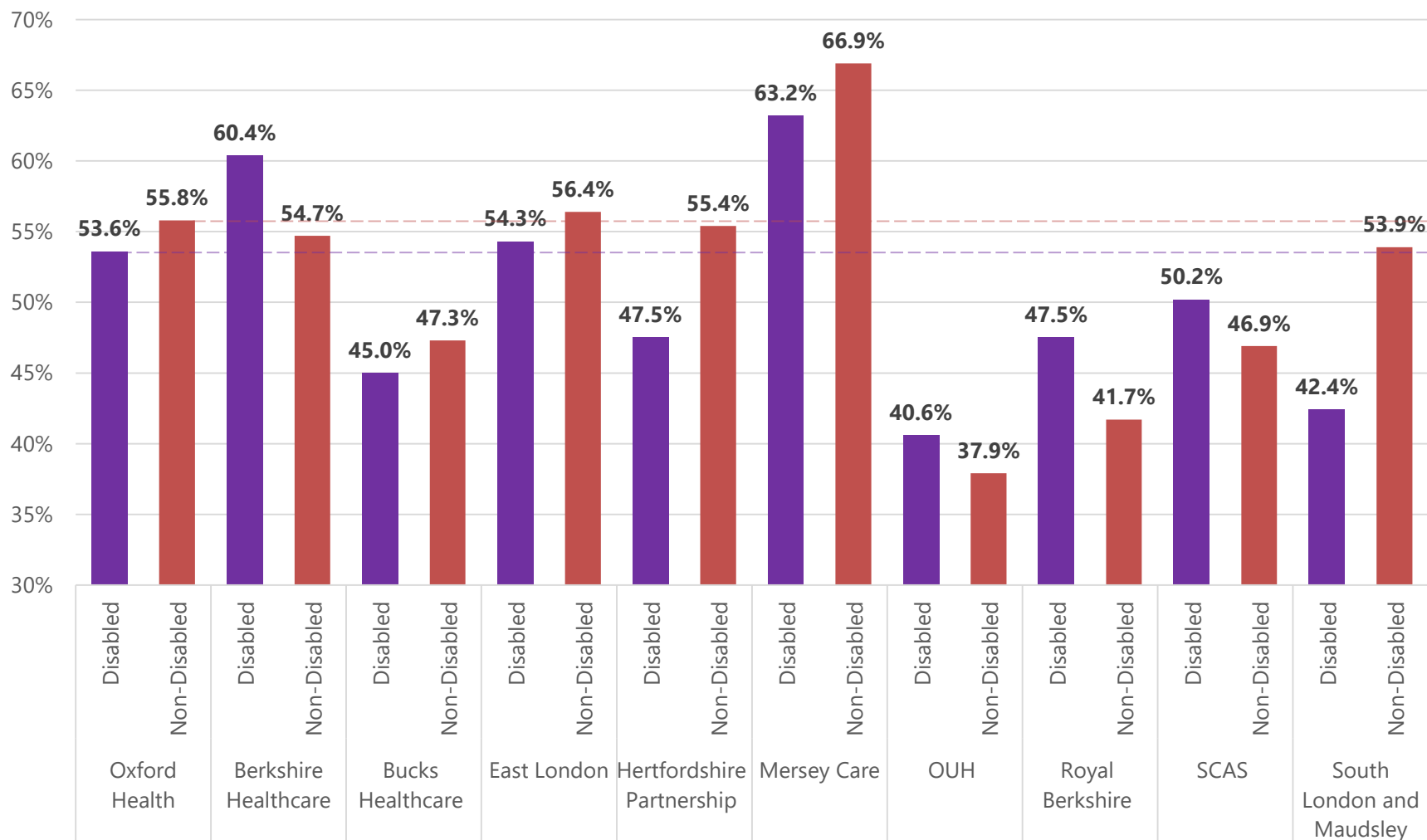
## Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from **managers**



## Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from **other colleagues**

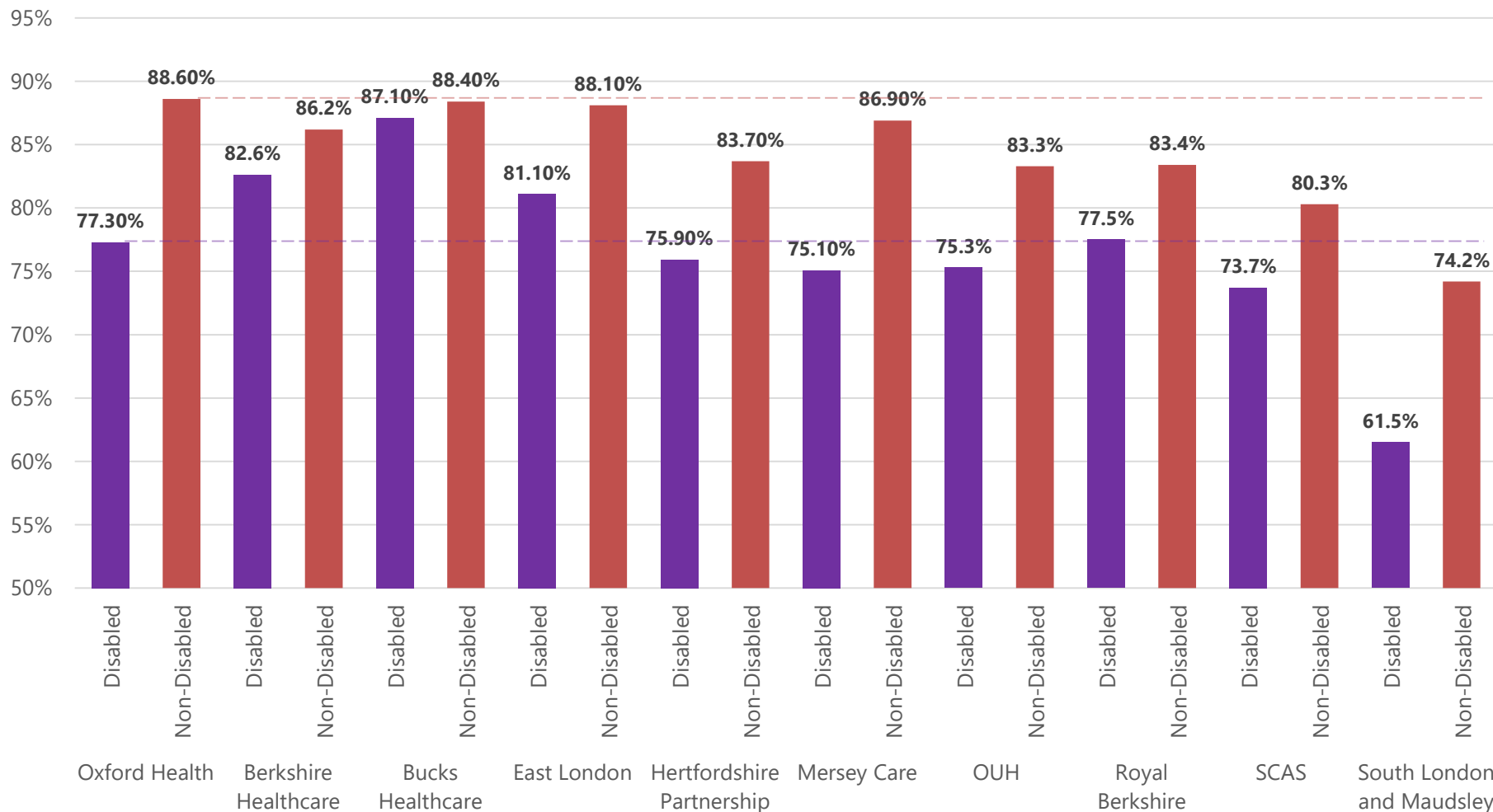


Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, **they or a colleague reported it**

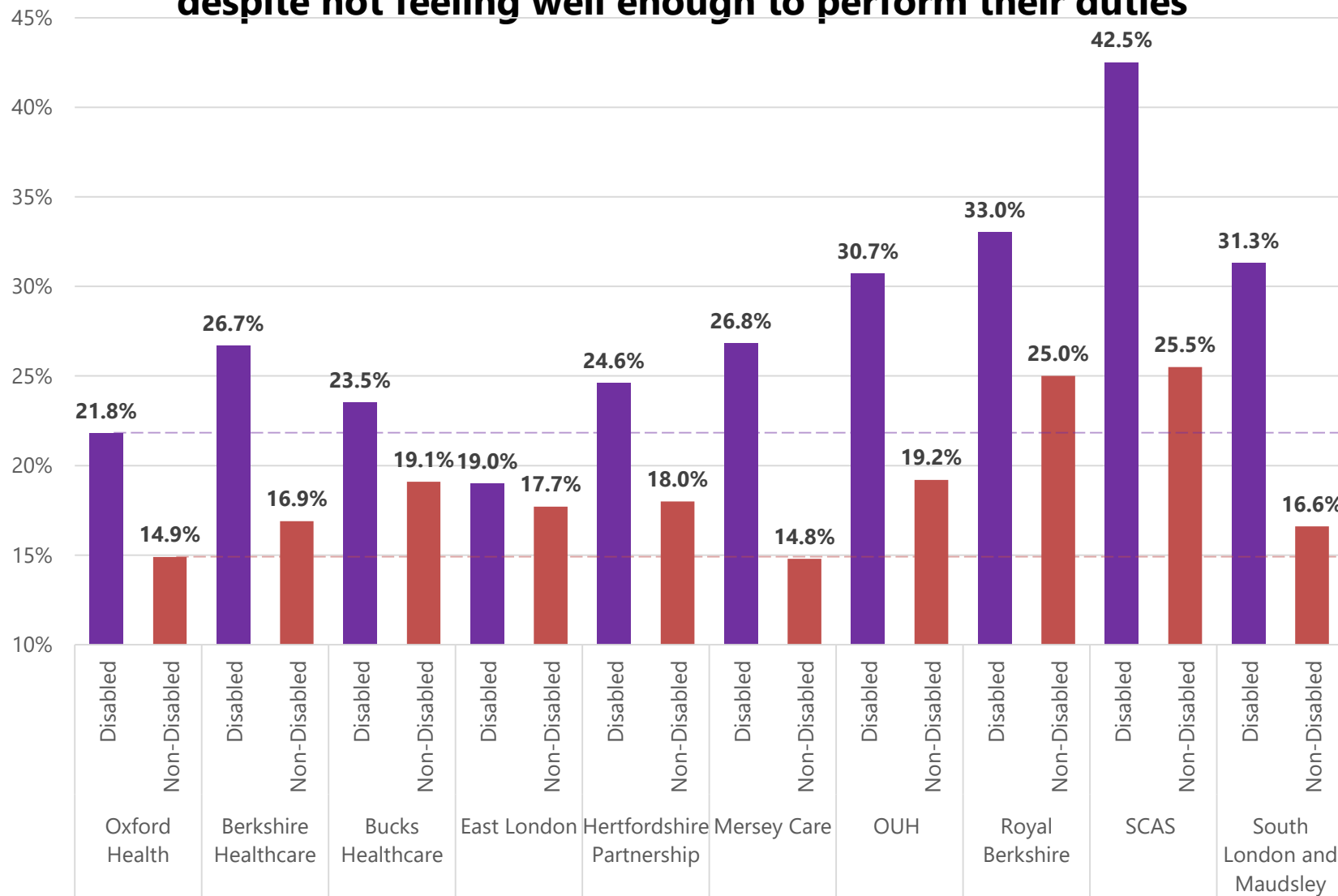




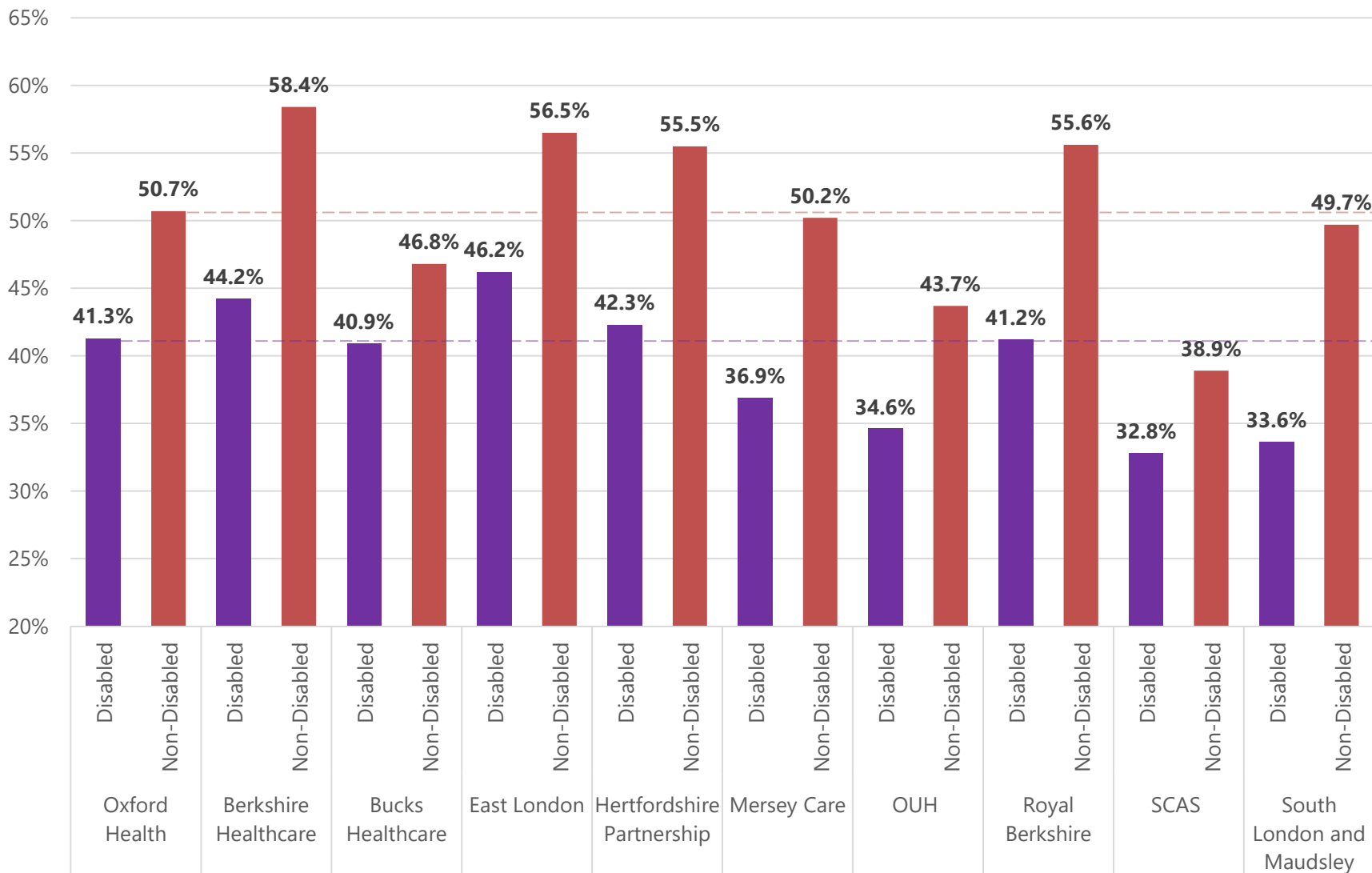
## Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides **equal opportunities for career progression or promotion**



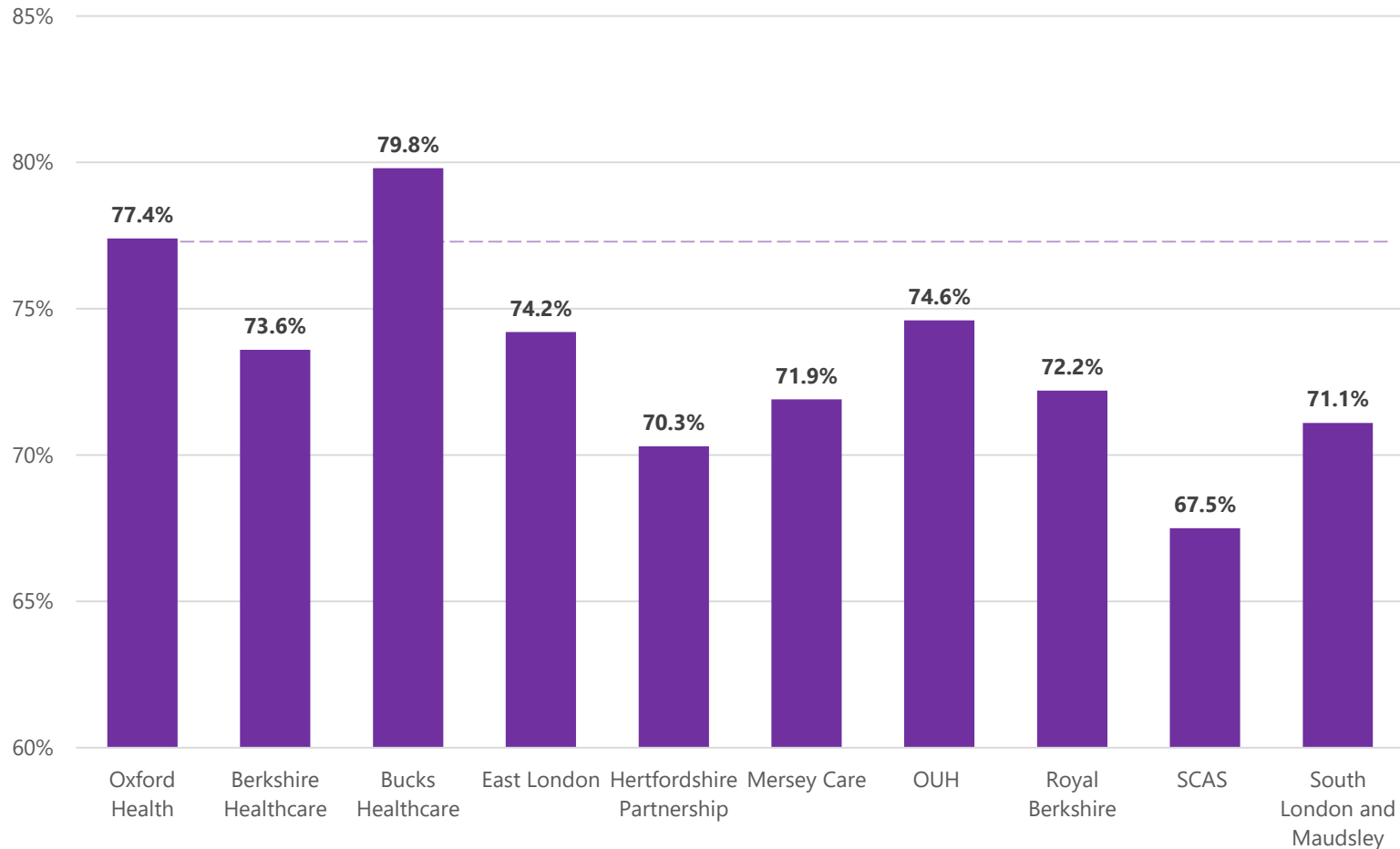
Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, **despite not feeling well enough to perform their duties**



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



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



## The **staff engagement score** for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation

