

Oxford Health NHS FT

Equality, Diversity & Inclusion

Workforce Disability Equality Standard (WDES) 2020

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

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.

Indicator 1: Staff Data – Workforce Segmented by Band

Non Clinical Workforce	Disabled 2019	Disabled 2020	Non-Disabled 2019	Non-Disabled 2020	Disability Unknown 2019	Disability Unknown 2020
Band 1	2	6	36	8	32	2
Band 2	5	12	136	168	52	81
Band 3	9	13	266	246	61	46
Band 4	13	8	263	296	43	45
Band 5	5	5	127	154	19	18
Band 6	2	5	96	104	20	22
Band 7	6	2	68	76	16	13
Band 8a	3	1	64	101	20	23
Band 8b	1	0	36	46	14	15
Band 8c	0	0	27	33	6	5
Band 8d	0	0	2	6	1	4
Band 9	0	0	8	3	2	0
VSM	0	0	4	11	3	6
Other	0	0	0	1	0	1

Indicator 1: Staff Data – Workforce Segmented by Band

Clinical Workforce	Disabled 2019	Disabled 2020	Non-Disabled 2019	Non-Disabled 2020	Disability Unknown 2019	Disability Unknown 2020
Band 1	0	0	0	0	0	0
Band 2	6	0	77	5	44	0
Band 3	23	28	564	635	116	145
Band 4	11	10	170	211	48	50
Band 5	30	37	471	482	133	112
Band 6	59	60	809	843	293	280
Band 7	18	25	411	410	117	95
Band 8a	3	2	168	179	46	35
Band 8b	0	0	41	43	14	15
Band 8c	0	0	52	53	8	7
Band 8d	1	1	10	6	1	2
Band 9	0	0	4	1	0	0
VSM	0	0	3	1	9	0

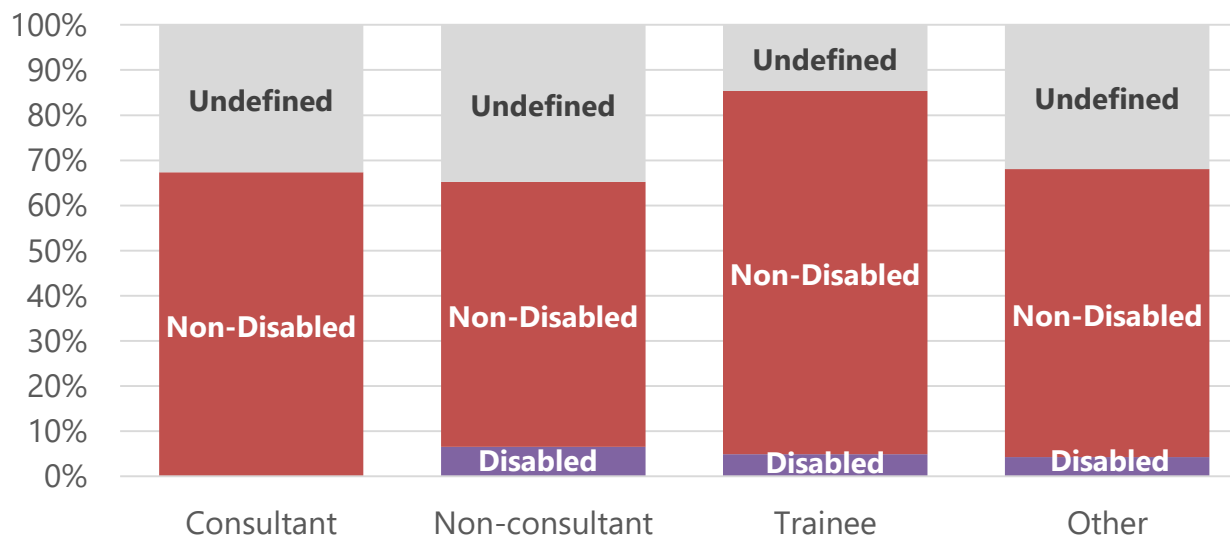
	Disabled 2020	% of Total Workforce (5675)	Unknown 2020	% of Total Workforce (5675)
Non-Clinical Workforce	52	0.9%	281	5.0%
Clinical Workforce	172	3.0%	830	14.6%
Total	224	3.9%	1111	19.6%

Disclosure rates for disability are very low with only 3.9% declaring a disability. The disability status of 19.6% 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.

Medics	Disabled	Non-Disabled	Undefined	Total
Consultant	0	95	46	141
Non-consultant	3	27	16	46
Trainee	4	66	12	82
Other	2	30	15	47
Grand Total	9	218	89	316



The NHS WDES Indicators: Metrics 2-3

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

		2018/19	2019/20
Metric 2	<p>Relative likelihood of non-disabled staff being appointed from shortlisting compared to 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>	1.30	1.06

		2018/19	2019/20
Metric 3	<p>Relative likelihood of disabled staff entering into formal capability process 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>	1.45	3.15

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

		2018/19		2019/20	
		Disabled	Non-Disabled	Disabled	Non-Disabled
Metric 4	Patients/service users, their relatives or other members of the public	36.1%	26.1%	32.7%	26.1%
	Managers	18.0%	11.0%	17.1%	10.1%
	Other colleagues	25.4%	15.3%	22.9%	13.9%
	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	53.6%	55.8%	58.8%	53.9%

The NHS WDES Indicators: Metrics 5-8

		2018/19		2019/20	
		Disabled	Non-Disabled	Disabled	Non-Disabled
Metric 5	Percentage of Disabled staff compared to Non-Disabled staff believing that the Trust provides equal opportunities for career progression or promotion	77.3%	88.6%	79.7%	87.9%
Metric 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	21.8%	14.9%	23.9%	13.7%
Metric 7	Percentage of Disabled staff compared to Non-Disabled staff saying that they are satisfied with the extent to which the organisation values their work	41.3%	50.7%	44.3%	54.0%
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	77.4%	-	75.9%	-

The NHS WDES Indicators: Metric 9

		2018/19		2019/20	
		Disabled	Non-Disabled	Disabled	Non-Disabled
Metric 9	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	6.6	7.2	6.9	7.3

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

		2018/19		2019/20	
		Disabled	Non-Disabled	Disabled	Non-Disabled
Q2a	Often/always look forward to going to work	54.2%	63.3%	62.5%	64.0%
Q2b	Often/always enthusiastic about my job	65.5%	75.9%	73.9%	76.7%
Q2c	Time often/always passes quickly when I am working	71.6%	82.1%	75.4%	83.3%
Q4a	Opportunities to show initiative frequent in my role	68.5%	76.0%	66.7%	77.5%
Q4b	Able to make suggestions to improve the work of my team/dept	72.3%	78.5%	71.0%	79.1%
Q4d	Able to make improvements happen in my area of work	50.4%	60.4%	50.0%	62.4%
Q21a	Care of patients/service users is organisation's top priority	69.7%	78.0%	75.7%	82.1%
Q21c	Would recommend organisation as place to work	52.6%	64.4%	55.9%	66.3%
Q21d	If friend/relative needed treatment would be happy with standard of care provided by organisation	65.1%	71.8%	67.4%	73.9%

		2018/19	2019/20
Metric 10	Percentage difference between the organisation's Board voting membership and its overall workforce (Disability representation)	-4%	-4%
	Percentage of disabled members on the Board	0%	0%
	Percentage of disabled staff in Overall Workforce	4%	4%

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) 2020 - Benchmarking



Mersey Care
NHS Foundation Trust



Buckinghamshire Healthcare
NHS Trust



Berkshire Healthcare
NHS Foundation Trust



Royal Berkshire
NHS Foundation Trust



**Hertfordshire
Partnership University**
NHS Foundation Trust



Oxford University Hospitals
NHS Foundation Trust



**South London
and Maudsley**
NHS Foundation Trust



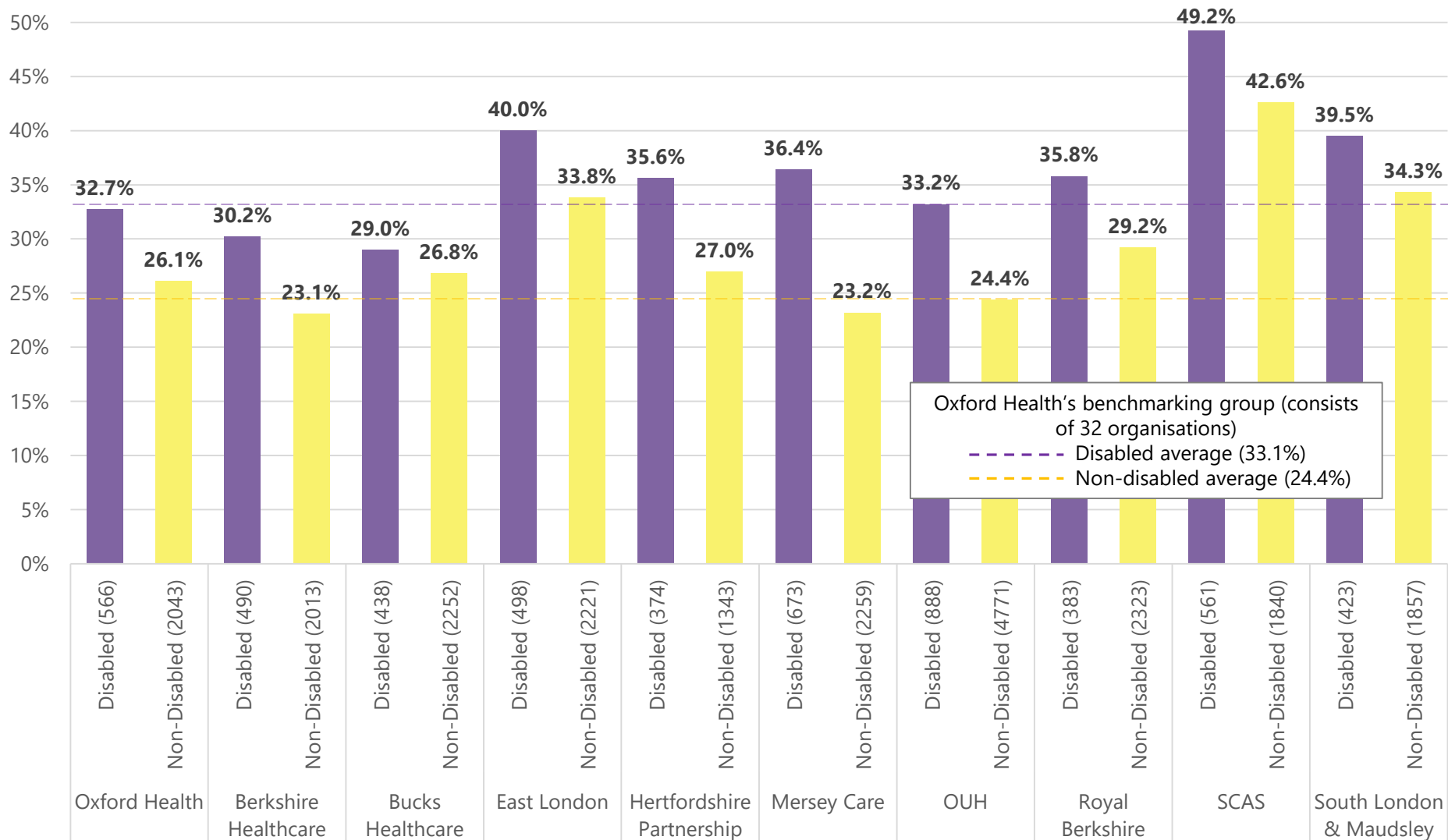
East London
NHS Foundation Trust



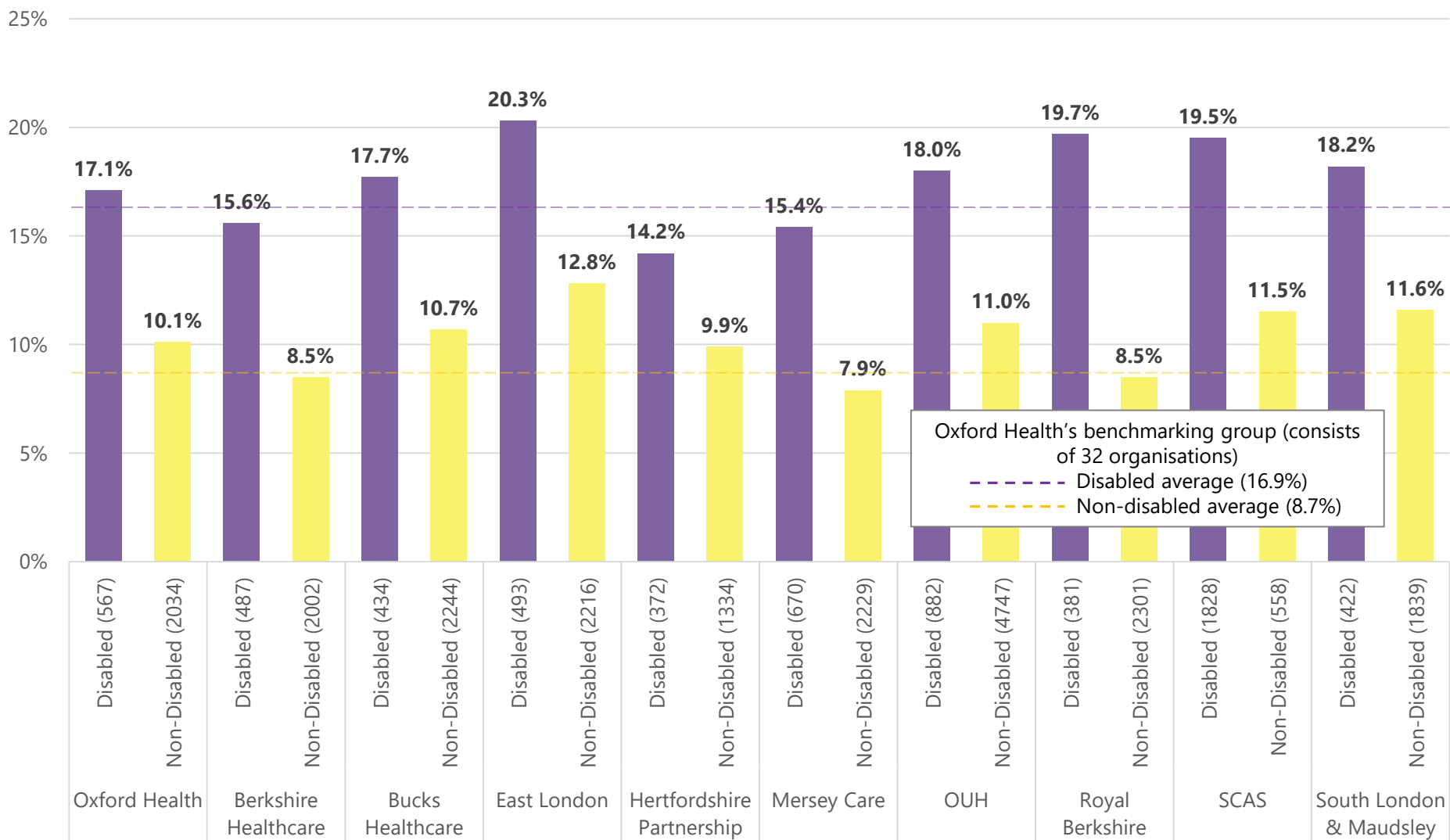
**South Central
Ambulance Service**
NHS Foundation Trust



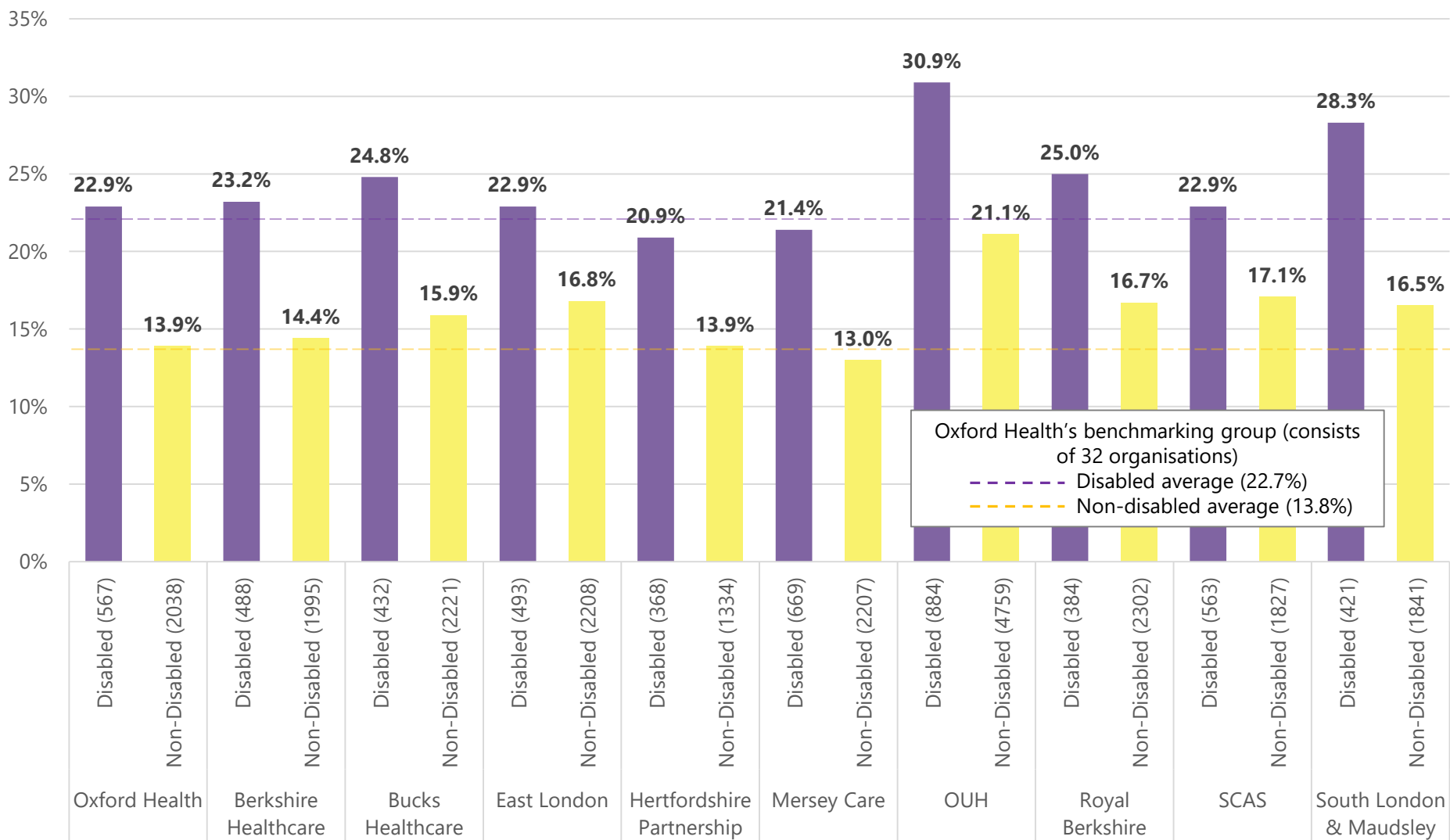
Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from **patients/service users, their relatives or other members of the public**



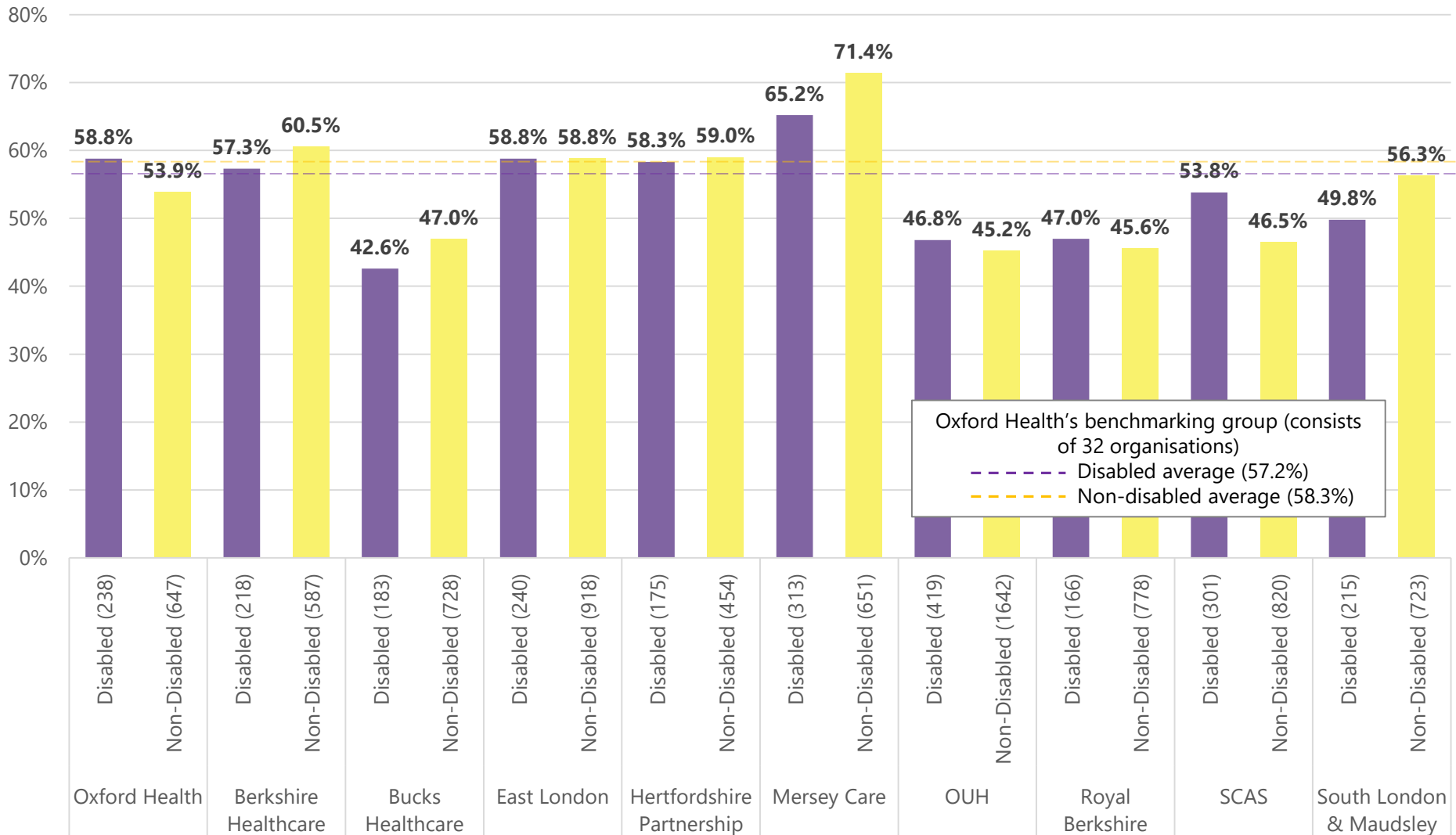
Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from **managers**



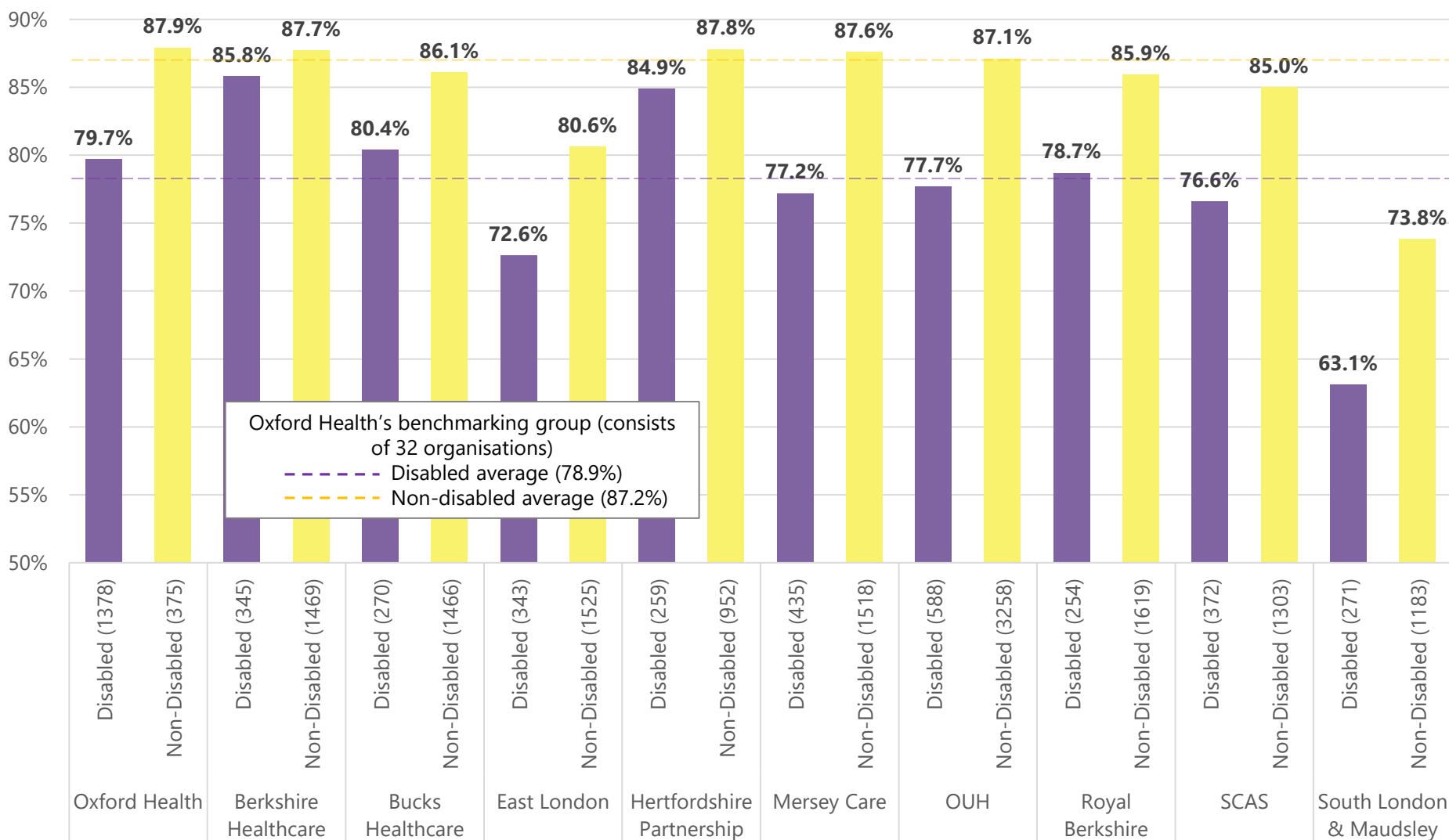
Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from **other colleagues**



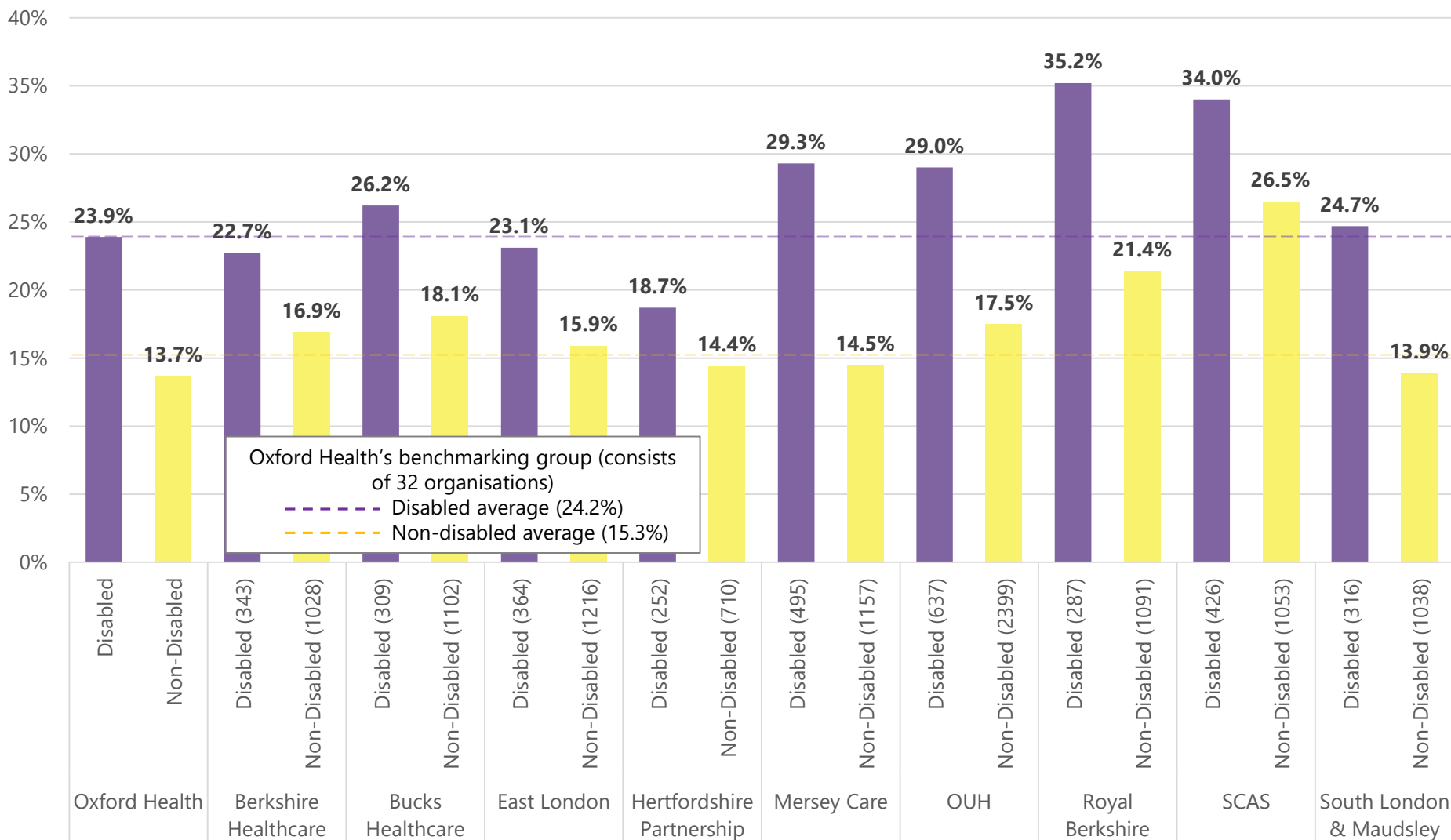
Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, **they or a colleague reported it**



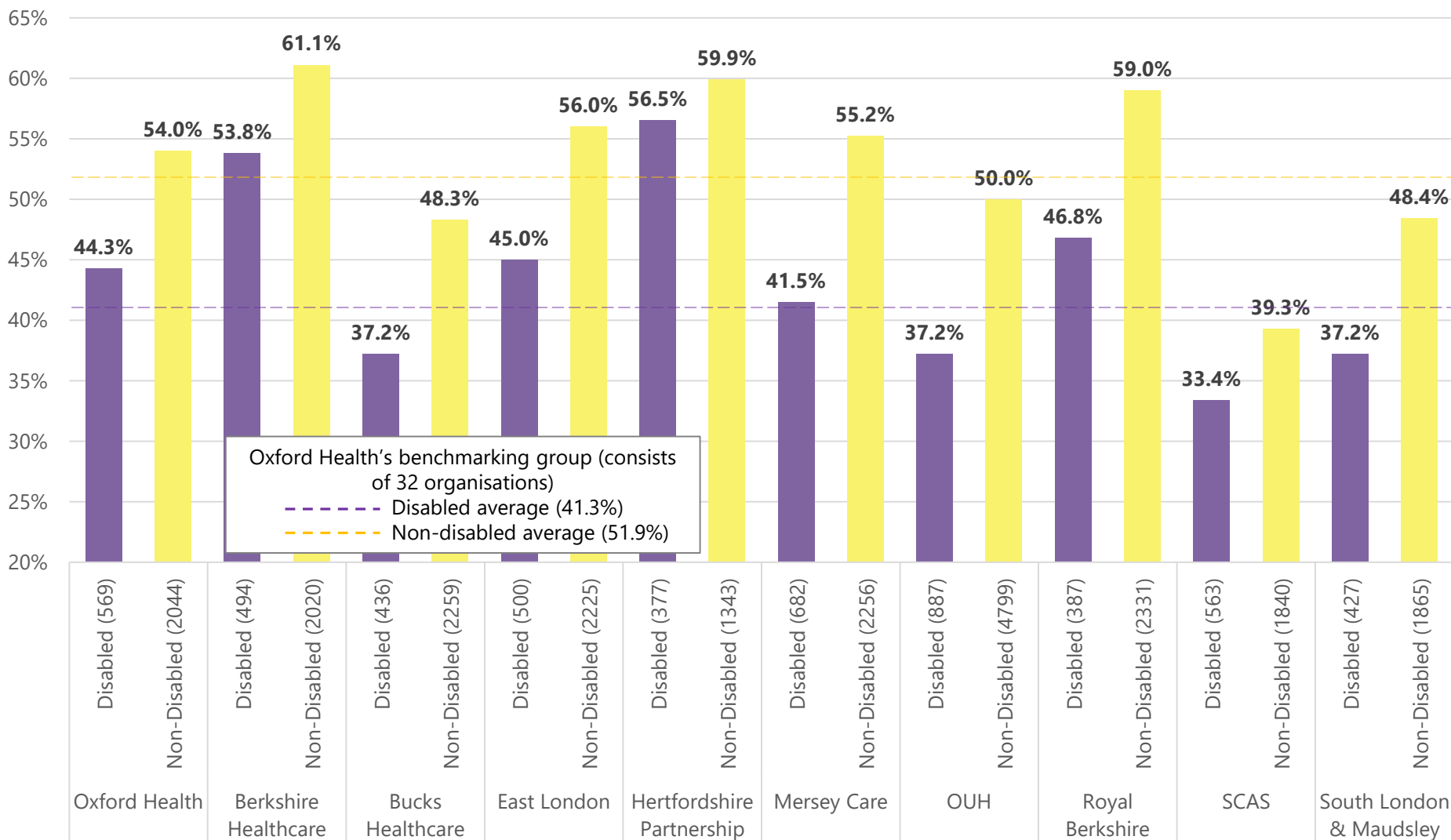
Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides **equal opportunities for career progression or promotion**



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

