

Oxford Health NHS FT

Equality, Diversity & Inclusion

Workforce Disability Equality Standard (WDES) 2021

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.

- 1 = Metric 1**
- 2 = Metric 2**
- 3 = Metric 3**
- 4 = Metric 4**
- 5 = Metric 5**
- 6 = Metric 6**
- 7 = Metric 7**
- 8 = Metric 8**
- 9 = Metric 9**
- 10 = Metric 10**
- AP = Action Plan**

Metric 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.

Metric 2

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

Metric 3

Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

Metric 4

- a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:
 - i) Patients, their relatives or other members of the public
 - ii) Managers
 - iii) Other colleagues
- 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

Metric 5

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

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.

Metric 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.

Metric 8

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

Metric 9

- a) The staff engagement score for Disabled staff, compared to non-disabled staff.
- b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

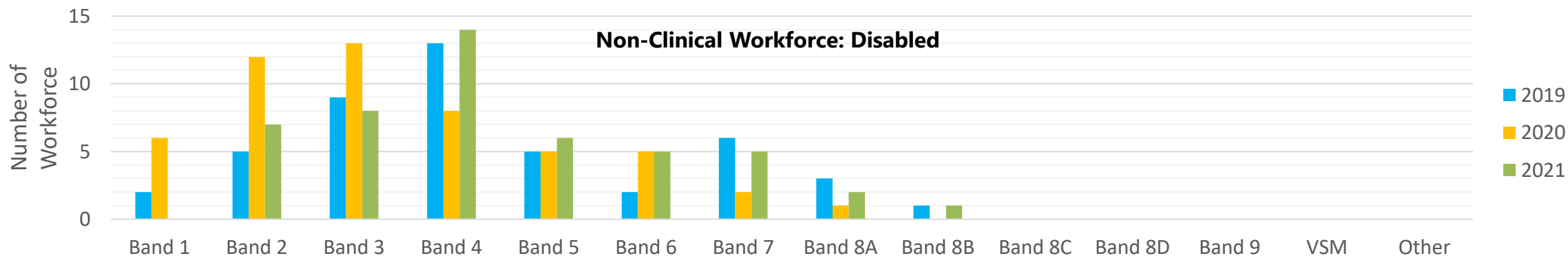
Metric 10

Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:

- By voting membership of the Board.
- By Executive membership of the Board.

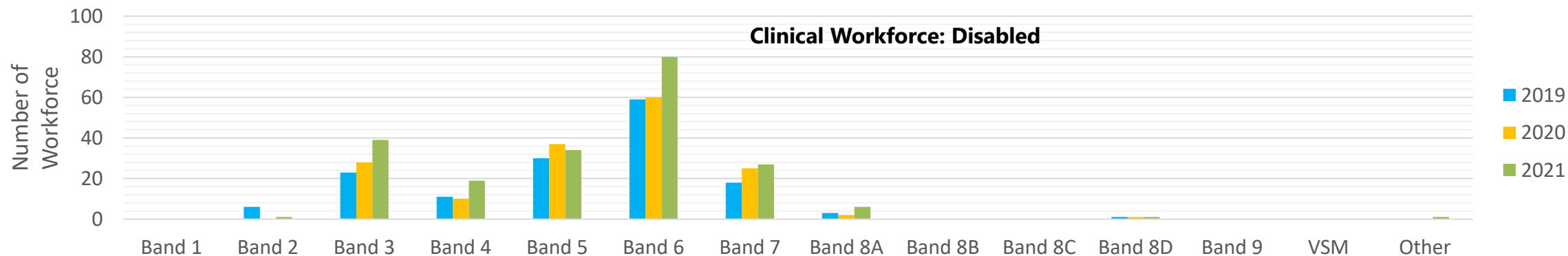
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Non Clinical Workforce	Disabled 2019	Disabled 2020	Disabled 2021	Non-Disabled 2019	Non-Disabled 2020	Non-Disabled 2021	Unknown 2019	Unknown 2020	Unknown 2021
Band 1	2	6	0	36	8	5	32	2	1
Band 2	5	12	7	136	168	177	52	81	67
Band 3	9	13	8	266	246	290	61	46	62
Band 4	13	8	14	263	296	309	43	45	36
Band 5	5	5	6	127	154	165	19	18	15
Band 6	2	5	5	96	104	108	20	22	18
Band 7	6	2	5	68	76	80	16	13	13
Band 8a	3	1	2	64	101	89	20	23	19
Band 8b	1	0	1	36	46	37	14	15	10
Band 8c	0	0	0	27	33	32	6	5	4
Band 8d	0	0	0	2	6	7	1	4	4
Band 9	0	0	0	8	3	1	2	0	0
VSM	0	0	0	4	11	8	3	6	5
Other	0	0	0	0	1	5	0	1	4



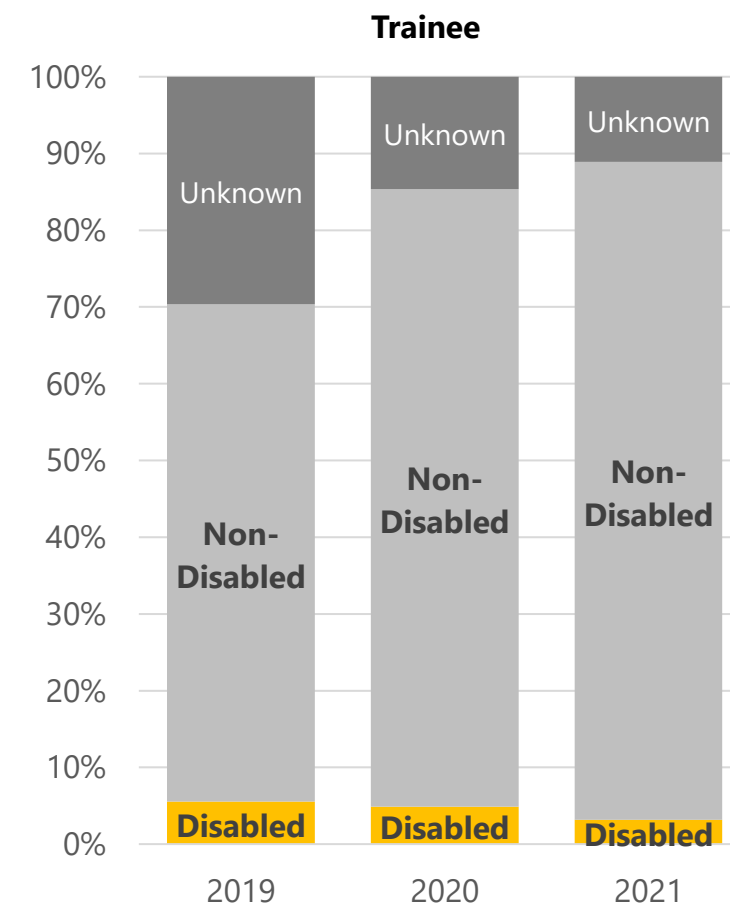
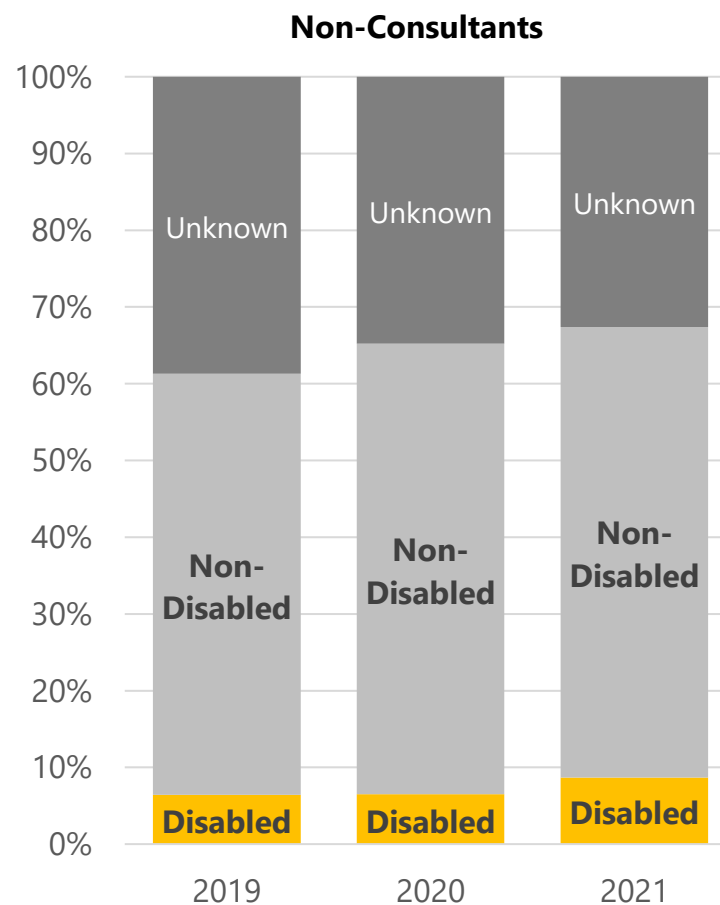
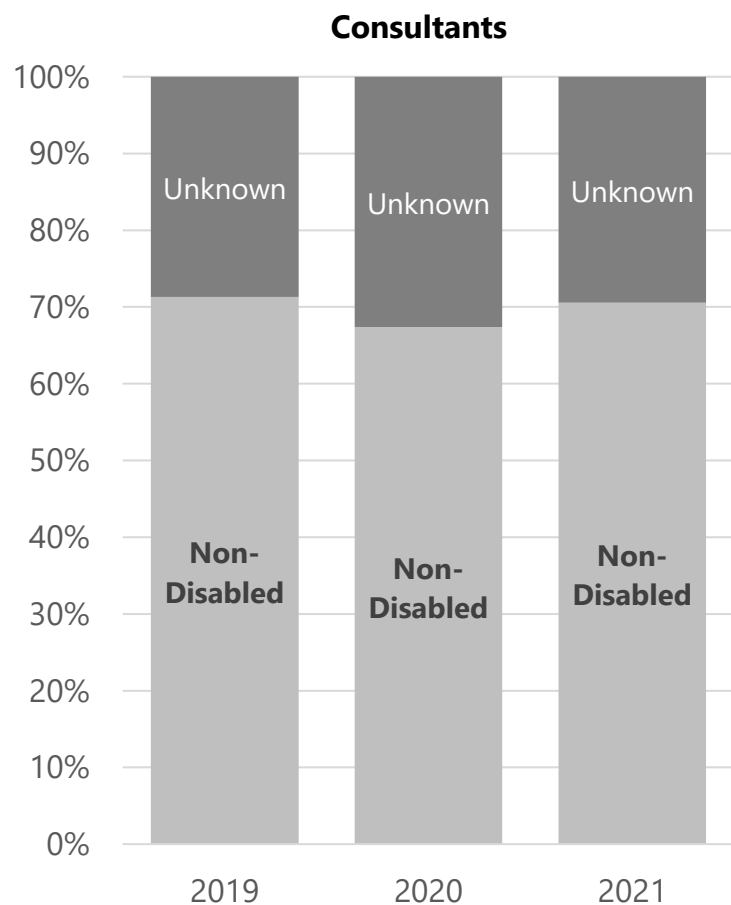
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Clinical Workforce	Disabled 2019	Disabled 2020	Disabled 2021	Non-Disabled 2019	Non-Disabled 2020	Non-Disabled 2021	Unknown 2019	Unknown 2020	Unknown 2021
Band 1	0	0	0	0	0	0	0	0	0
Band 2	6	0	1	77	5	21	44	0	5
Band 3	23	28	39	564	635	634	116	145	111
Band 4	11	10	19	170	211	371	48	50	46
Band 5	30	37	34	471	482	501	133	112	90
Band 6	59	60	80	809	843	933	293	280	255
Band 7	18	25	27	411	410	443	117	95	87
Band 8a	3	2	6	168	179	234	46	35	31
Band 8b	0	0	0	41	43	60	14	15	22
Band 8c	0	0	0	52	53	56	8	7	7
Band 8d	1	1	1	10	6	7	1	2	1
Band 9	0	0	0	4	1	2	0	0	0
VSM	0	0	0	3	1	1	9	0	1
Other			1			17			24



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	Disabled			Non-Disabled			Disability Unknown or Null		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Consultant	0	0	0	87	95	91	35	46	38
Non-consultant	4	3	4	34	27	27	24	16	15
Trainee	3	4	2	35	66	54	16	12	7



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Electronic Staff Record

Disclosure rates for disability are very low with only 4.4% declaring a disability. The disability status of 16.6% of the workforce is unknown.

2

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.

3

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.

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Staff Survey

Disclosure rates for disability are higher in the staff survey with 21.3% of staff declaring a disability. The disability status of 4.5% of the workforce remains unknown.

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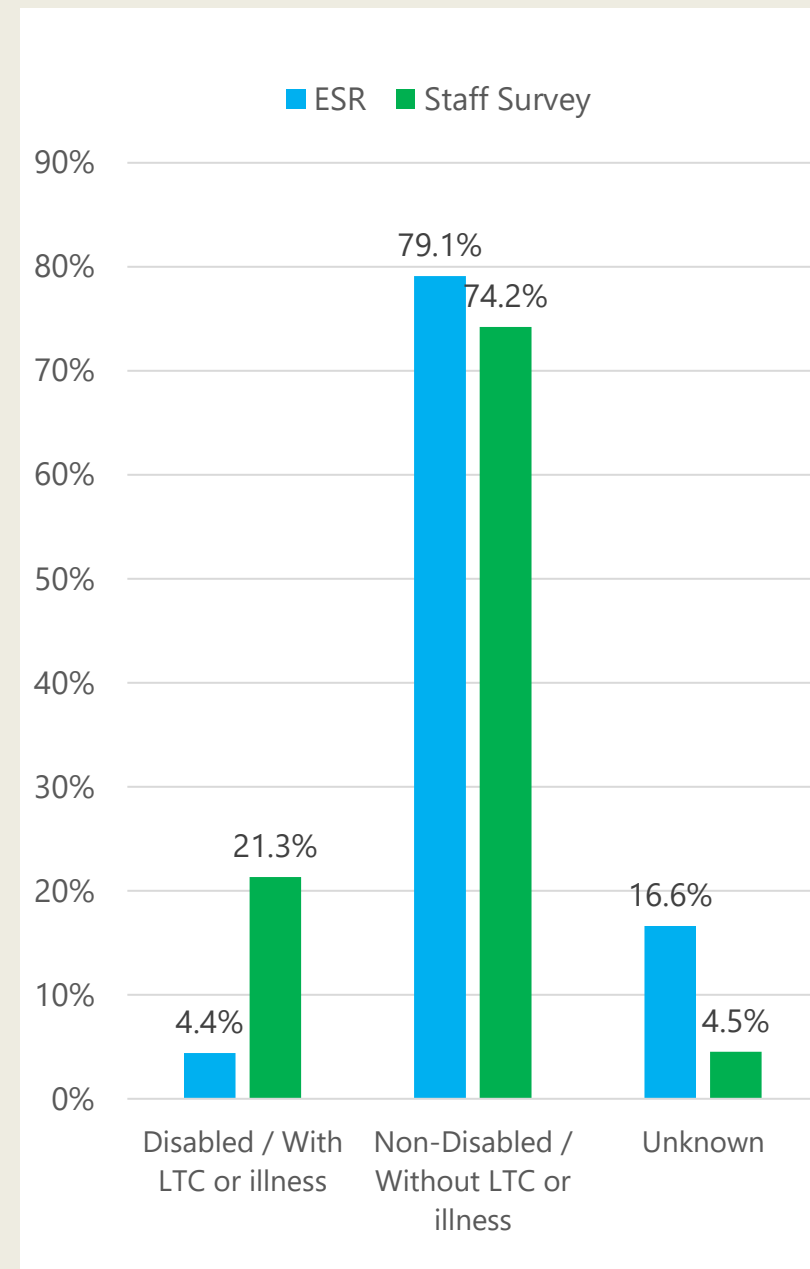
	Electronic Staff Record (ESR)	Staff Survey
Disabled / Staff with LTC or illness	262 (4.4%)	737 (21.3%)
Non-Disabled / Staff without LTC or illness	4765 (79.1%)	2571 (74.2%)
Unknown	998 (16.6%)	156 (4.5%)
TOTAL	6025	3464

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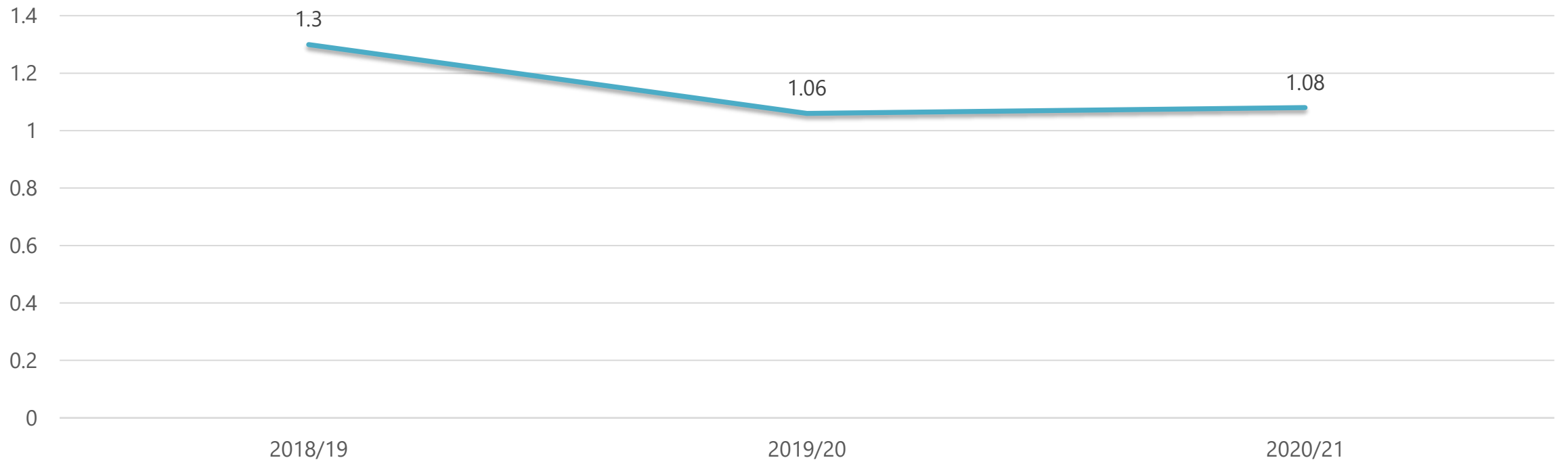
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Relative likelihood of non-disabled staff being **appointed from shortlisting** compared to disabled staff
 A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting

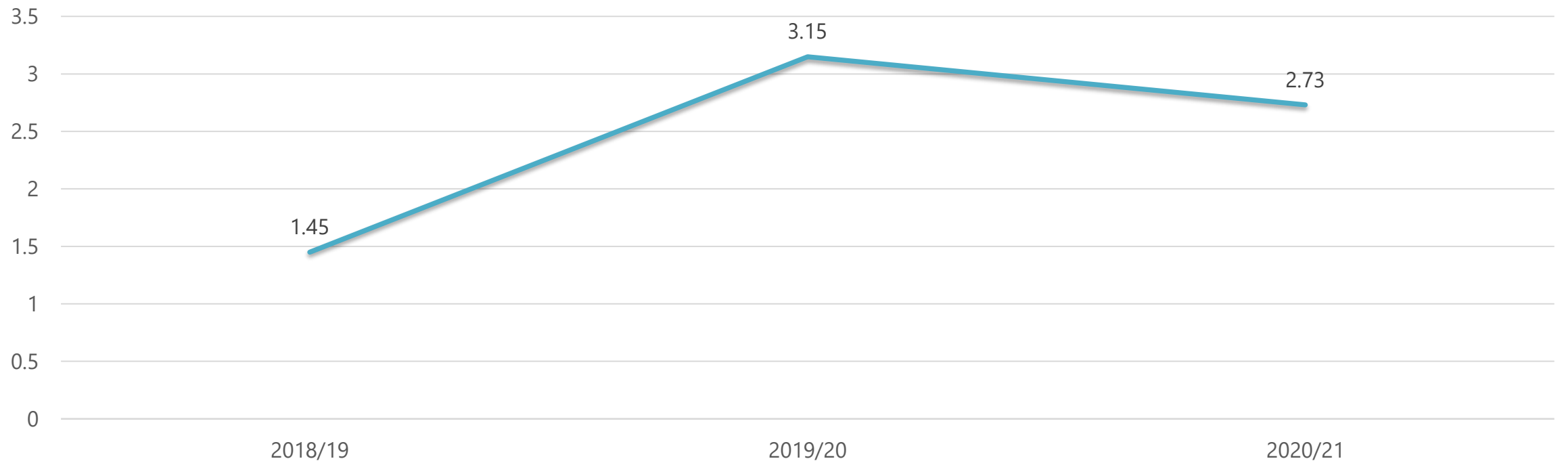
2018/19	2019/20	2020/21
1.30 times more likely	1.06 times more likely	1.08 times more likely
-	-0.24	+0.02



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Relative likelihood of disabled staff entering into **formal capability process** compared to non-disabled staff
 A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process

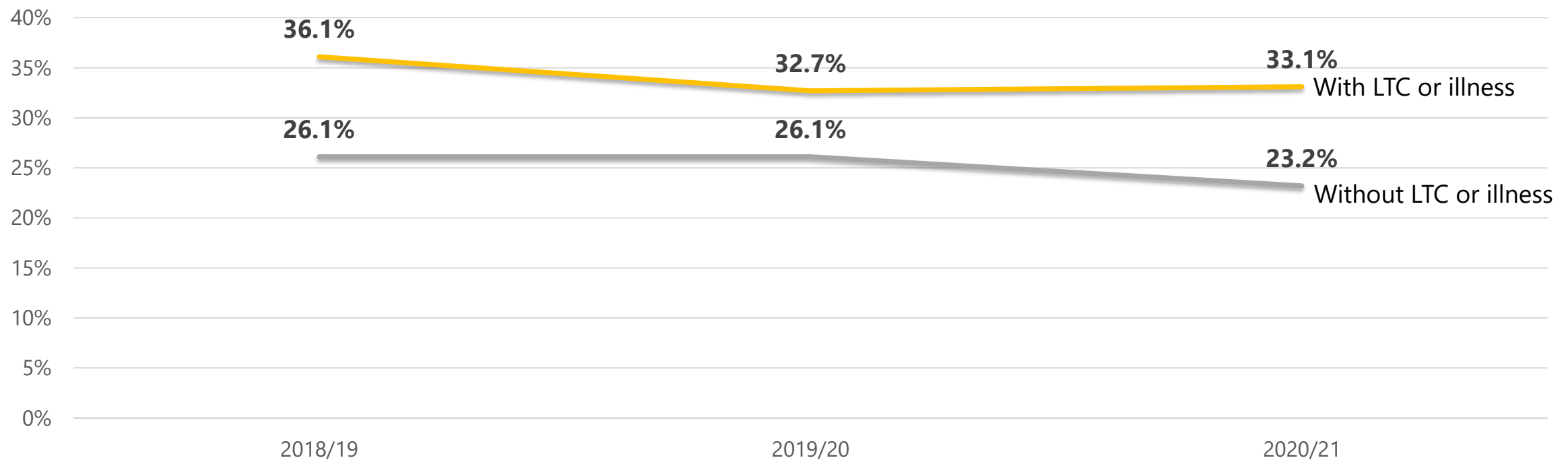
2018/19	2019/20	2020/21
1.45 times more likely	3.15 times more likely	2.73 times more likely
-	+1.70	-0.42



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Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from Patients/service users, their relatives or other members of the public

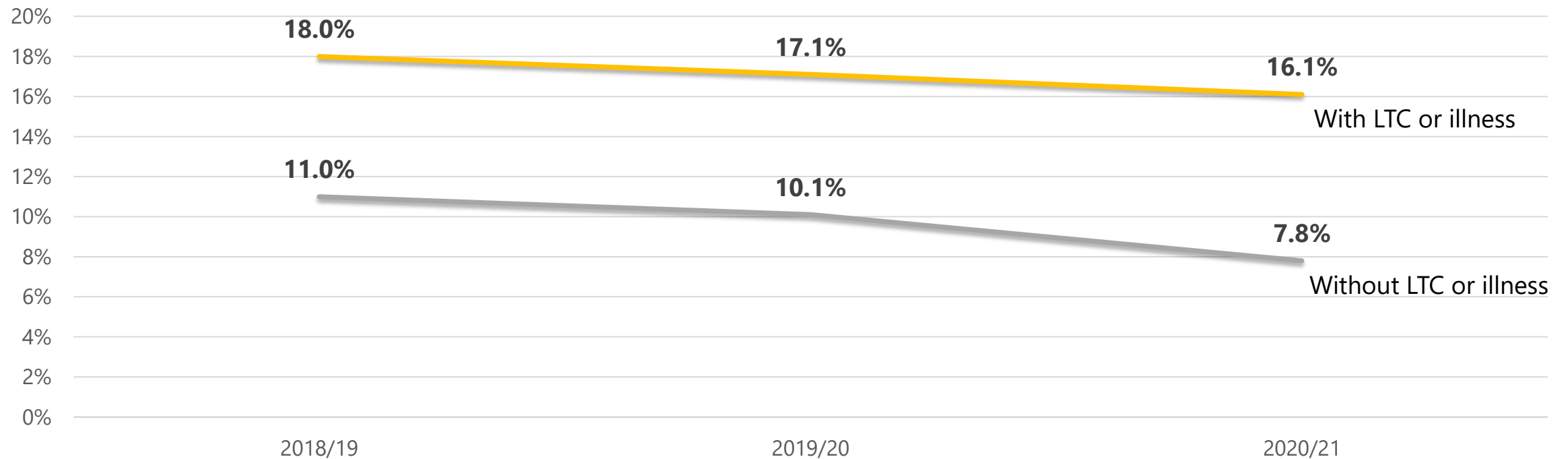
	2018/19	2019/20	2020/21
Staff with LTC or illness	36.1% -	32.7% (-3.4%)	33.1% (+0.4%)
Staff without LTC or illness	26.1% -	26.1% (0%)	23.2% (-2.9%)



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Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from Managers

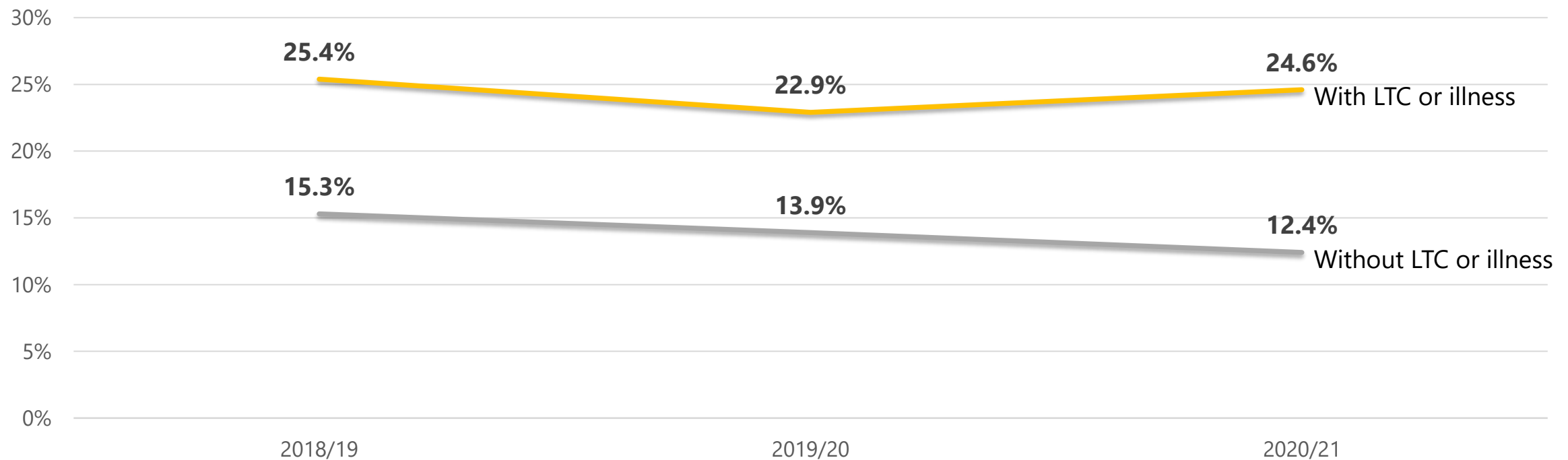
	2018/19	2019/20	2020/21
Staff with LTC or illness	18.0% -	17.1% (-0.9%)	16.1% (-0.9%)
Staff without LTC or illness	11.0% -	10.1% (-0.9%)	7.8% (-2.3%)



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Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from other Colleagues

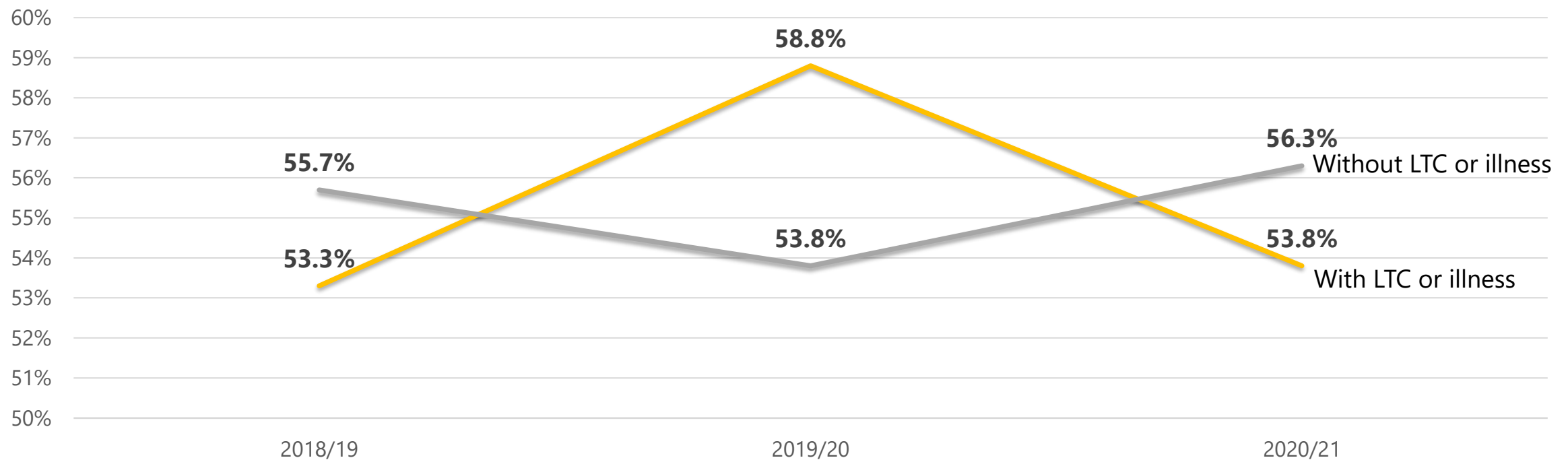
	2018/19	2019/20	2020/21
Staff with LTC or illness	25.4% -	22.9% (-2.5%)	24.6% (+1.7%)
Staff without LTC or illness	15.3% -	13.9% (-1.4%)	12.4% (-1.5%)



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Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, **they or a colleague reported it**

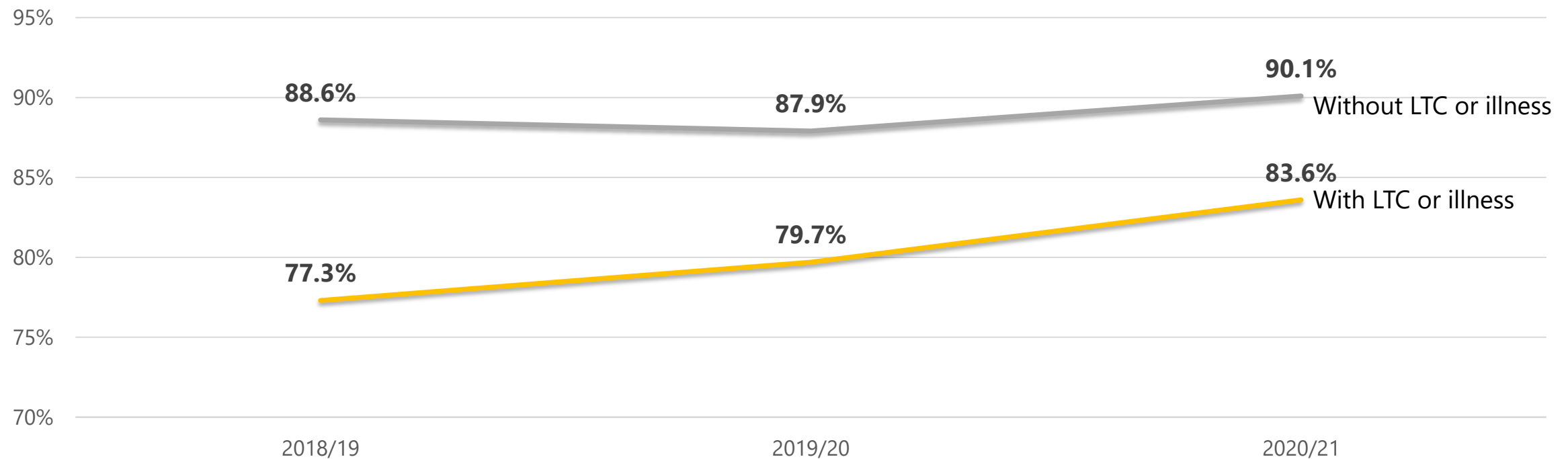
	2018/19	2019/20	2020/21
Staff with LTC or illness	53.3% -	58.8% (+5.5%)	53.8% (-5.0%)
Staff without LTC or illness	55.7% -	53.8% (-1.9%)	56.3% (+2.5%)



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Percentage of staff who believe that their organisation provides **equal opportunities** for career progression or promotion

	2018/19	2019/20	2020/21
Staff with LTC or illness	77.3% -	79.7% (+2.4%)	83.6% (3.9%)
Staff without LTC or illness	88.6% -	87.9% (-0.7%)	90.1% (+2.2)

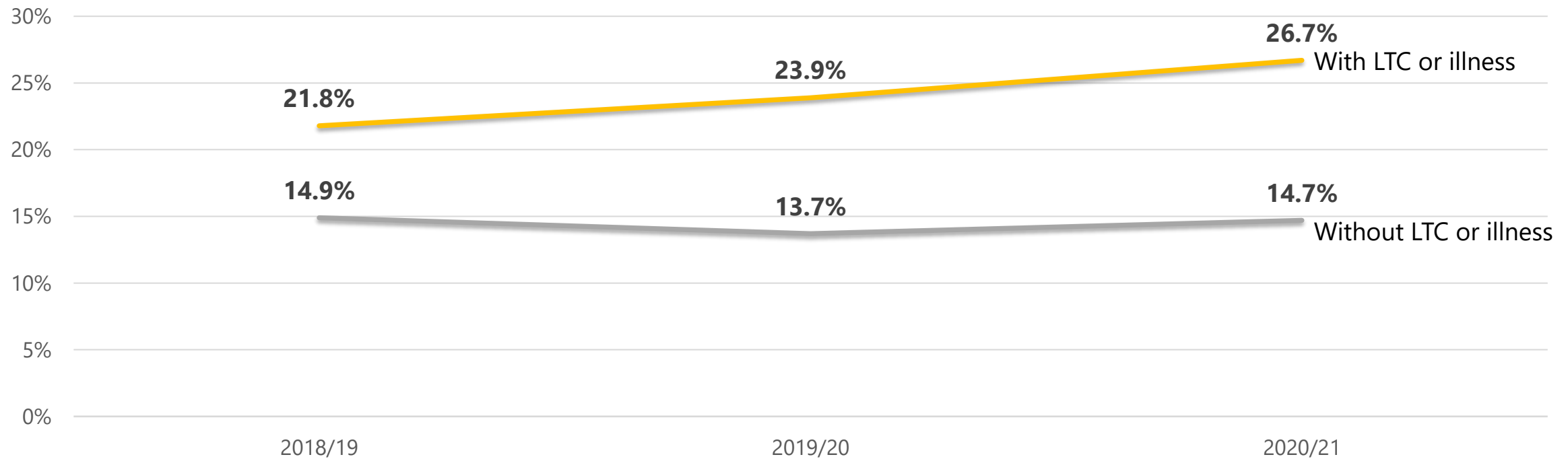


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Percentage of staff who have **felt pressure from their manager to come to work**, despite not feeling well enough to perform their duties

	2018/19	2019/20	2020/21
Staff with LTC or illness	21.8% -	23.9% (+2.1%)	26.7% (+2.8%)
Staff without LTC or illness	14.9% -	13.7% (-1.2%)	14.7% (+1.0%)



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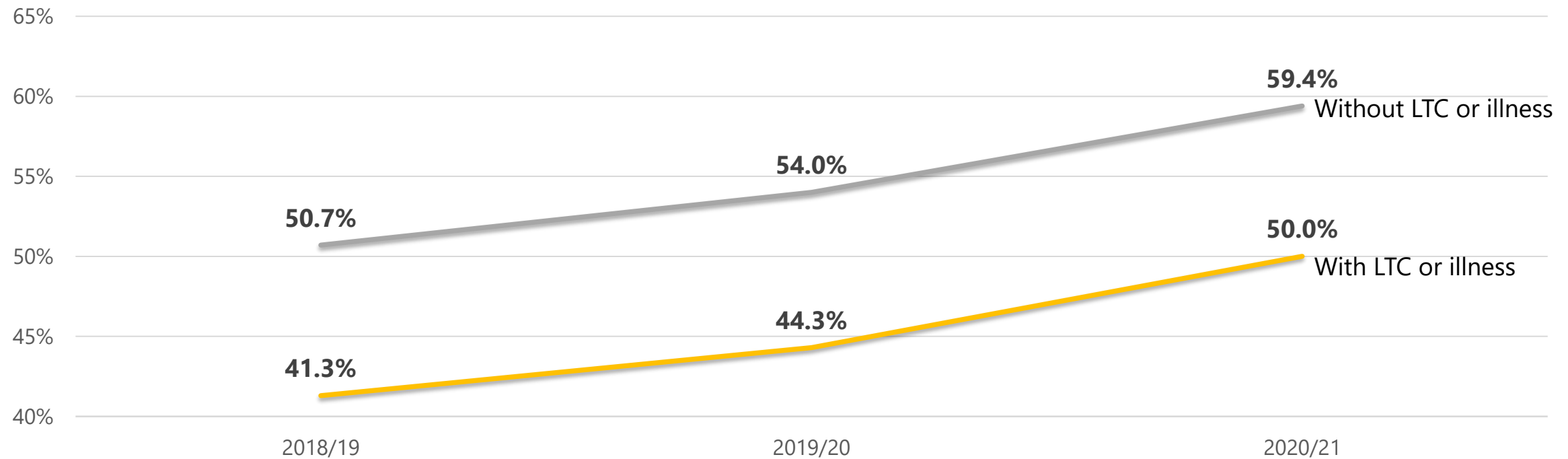
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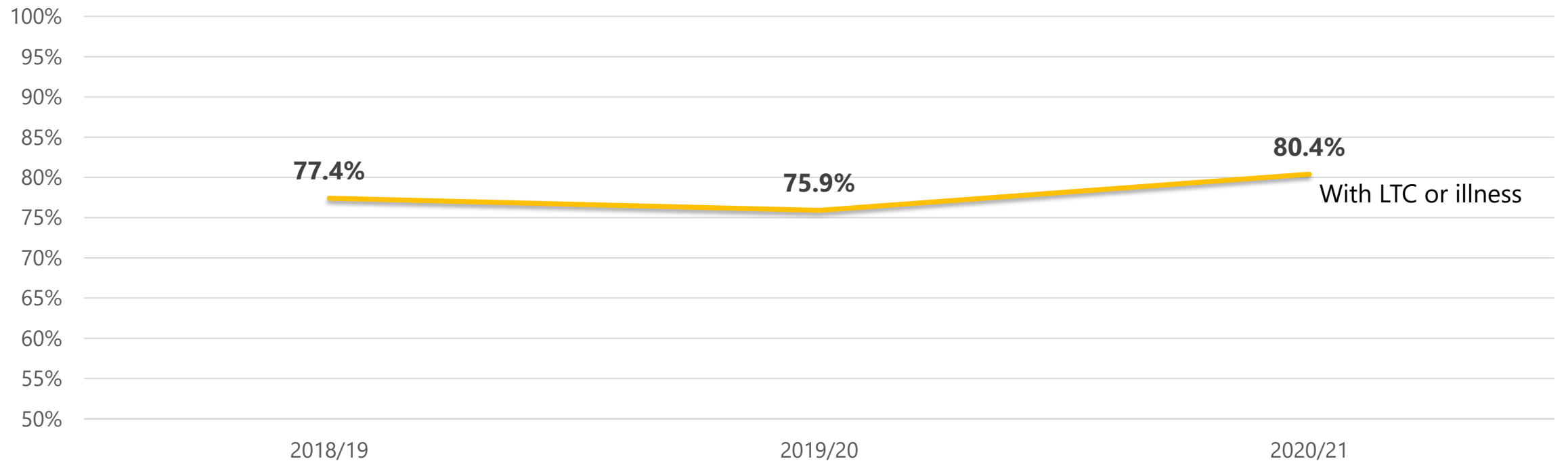
Percentage of staff satisfied with the extent to which the **organisation values** their work

	2018/19	2019/20	2020/21
Staff with LTC or illness	41.3% -	44.3% (+3.0%)	50.0% (+5.7%)
Staff without LTC or illness	50.7% -	54.0% (+3.3%)	59.4% (+5.4%)



Percentage of staff with a long lasting health condition or illness saying that their employer has made **adequate adjustment(s)** to enable them to carry out their work

	2018/19	2019/20	2020/21
Staff with LTC or illness	77.4% -	75.9% (-1.5%)	80.4% (+4.5%)

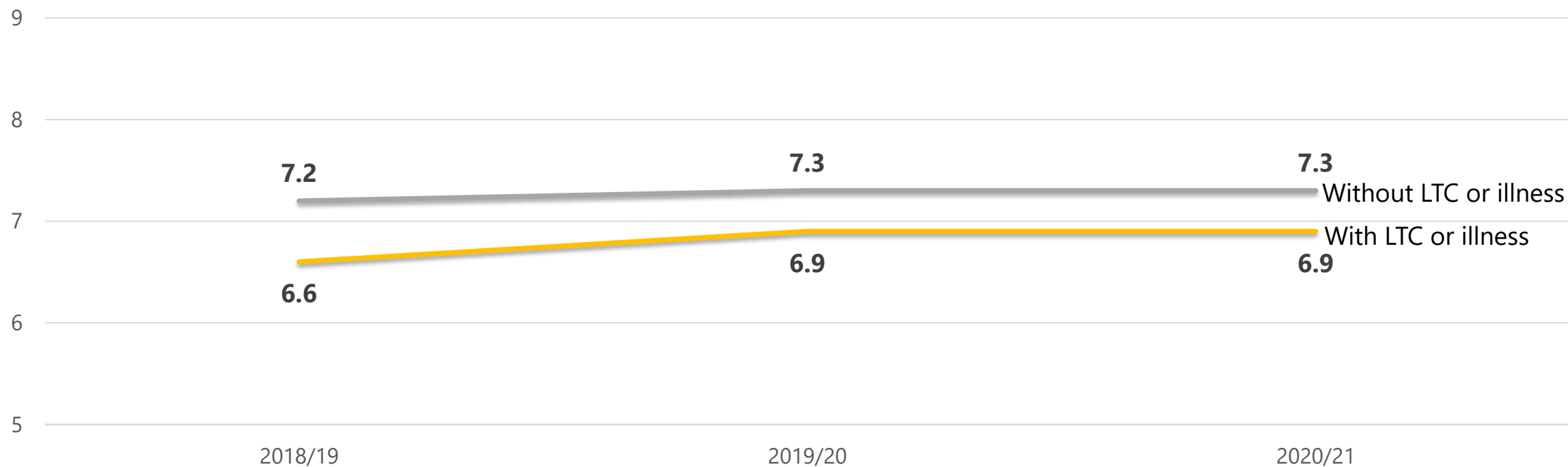


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Staff engagement score (0-10)

	2018/19	2019/20	2020/21
Staff with LTC or illness	6.6 -	6.9 (+0.3)	6.9 (0%)
Staff without LTC or illness	7.2 -	7.3 (+0.1)	7.3 (0%)



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

	2018/19		2019/20		2020/21	
	With LTC or illness	Without LTC or illness	With LTC or illness	Without LTC or illness	With LTC or illness	Without LTC or illness
Often/always look forward to going to work	54%	63%	62%	64%	58%	64%
Often/always enthusiastic about my job	66%	76%	74%	77%	71%	76%
Time often/always passes quickly when I am working	72%	82%	75%	83%	75%	82%
Opportunities to show initiative frequent in my role	68%	76%	67%	77%	71%	78%
Able to make suggestions to improve the work of my team/dept	72%	79%	71%	79%	75%	79%
Able to make improvements happen in my area of work	50%	60%	50%	62%	54%	60%
Care of patients/service users is organisation's top priority	70%	78%	76%	82%	76%	84%
Would recommend organisation as place to work	53%	64%	56%	66%	61%	71%
If friend/relative needed treatment would be happy with standard of care provided by organisation	65%	72%	67%	74%	68%	77%

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Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by voting membership of the Board & by Executive membership of the Board

	2018/19	2019/20	2020/21
Percentage difference between the organisation’s Board voting membership and its overall workforce (Disability representation)	-4%	-4%	-4%
Percentage of disabled members on the Board	0%	0%	0%
Percentage of disabled staff in Overall Workforce	-4%	-4%	-4%

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Action Plan

1

To create a culture where disabled staff feel safe to report incidents of harassment, bullying or abuse from patients, managers and colleagues

2

To investigate why disabled staff feel more pressure from their manager to come to work, despite not feeling well enough to perform their duties

3

To run awareness and information campaigns about the benefits of disclosing a disability to increase disability disclosure rates on ESR