

Oxford Health NHS FT

Equality, Diversity & Inclusion

Workforce Disability Equality Standard (WDES) 2022

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**

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

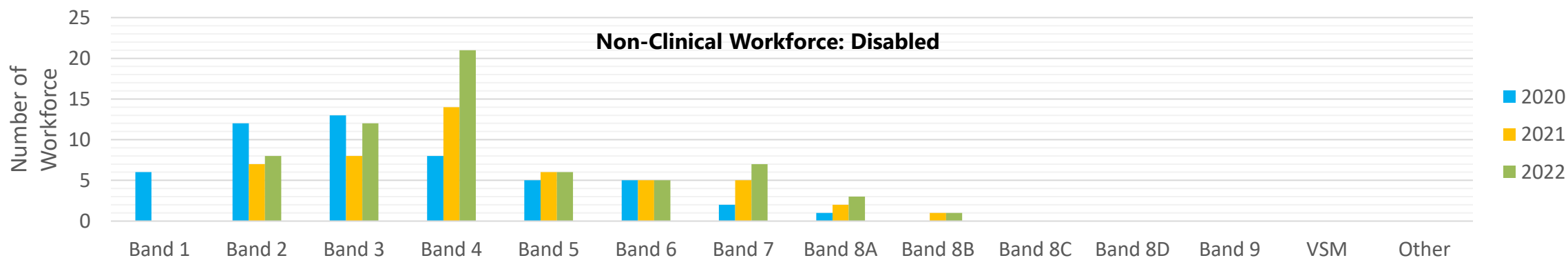
- a) The staff engagement score for Disabled staff, compared to non-disabled staff.
- b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

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.

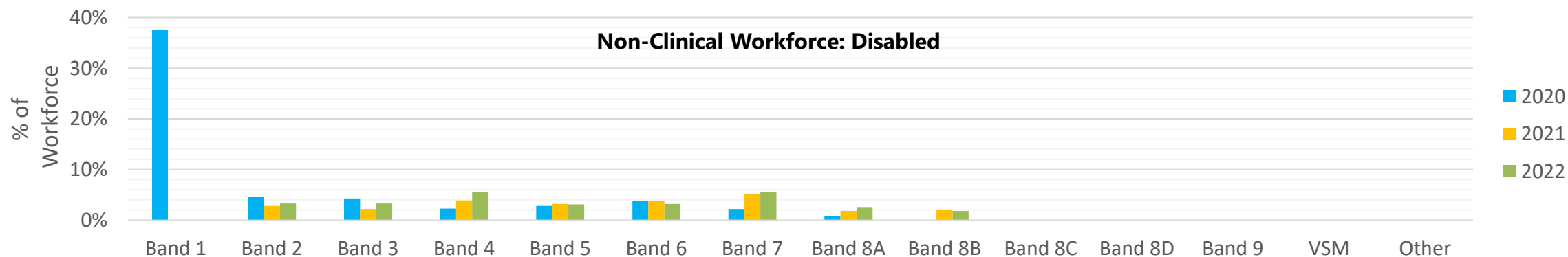
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Non Clinical Workforce	Disabled 2020	Disabled 2021	Disabled 2022	Non-Disabled 2020	Non-Disabled 2021	Non-Disabled 2022	Unknown 2020	Unknown 2021	Unknown 2022
Band 1	6	0	0	8	5	1	2	1	0
Band 2	12	7	8	168	177	177	81	67	58
Band 3	13	8	12	246	290	299	46	62	54
Band 4	8	14	21	296	309	322	45	36	38
Band 5	5	6	6	154	165	171	18	15	18
Band 6	5	5	5	104	108	131	22	18	18
Band 7	2	5	7	76	80	101	13	13	17
Band 8a	1	2	3	101	89	92	23	19	21
Band 8b	0	1	1	46	37	43	15	10	11
Band 8c	0	0	0	33	32	39	5	4	5
Band 8d	0	0	0	6	7	7	4	4	3
Band 9	0	0	0	3	1	4	0	0	0
VSM	0	0	0	11	8	9	6	5	7
Other	0	0	0	1	5	0	1	4	0



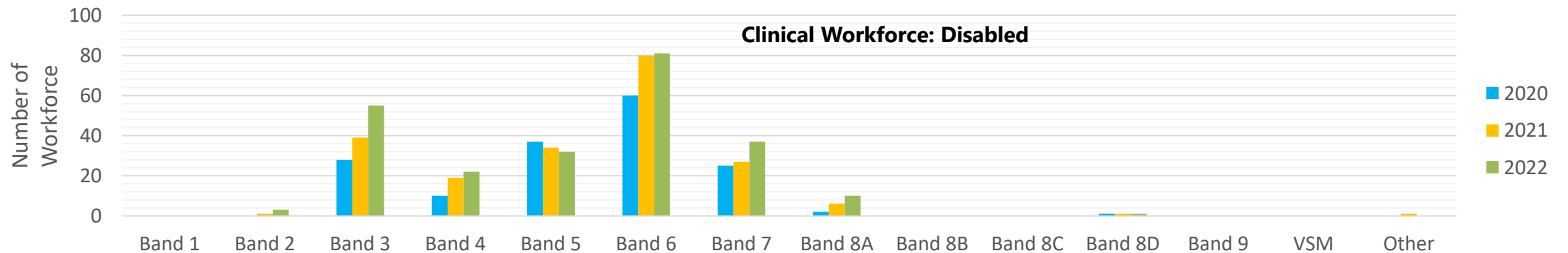
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Non Clinical Workforce	Disabled 2020	Disabled 2021	Disabled 2022	Non-Disabled 2020	Non-Disabled 2021	Non-Disabled 2022	Unknown 2020	Unknown 2021	Unknown 2022
Band 1	37.5%	0.0%	0.0%	50.0%	83.3%	100.0%	12.5%	16.7%	0.0%
Band 2	4.6%	2.8%	3.3%	64.4%	70.5%	72.8%	31.0%	26.7%	23.9%
Band 3	4.3%	2.2%	3.3%	80.7%	80.6%	81.9%	15.1%	17.2%	14.8%
Band 4	2.3%	3.9%	5.5%	84.8%	86.1%	84.5%	12.9%	10.0%	10.0%
Band 5	2.8%	3.2%	3.1%	87.0%	88.7%	87.7%	10.2%	8.1%	9.2%
Band 6	3.8%	3.8%	3.2%	79.4%	82.4%	85.1%	16.8%	13.7%	11.7%
Band 7	2.2%	5.1%	5.6%	83.5%	81.6%	80.8%	14.3%	13.3%	13.6%
Band 8a	0.8%	1.8%	2.6%	80.8%	80.9%	79.3%	18.4%	17.3%	18.1%
Band 8b	0.0%	2.1%	1.8%	75.4%	77.1%	78.2%	24.6%	20.8%	20.0%
Band 8c	0.0%	0.0%	0.0%	86.8%	88.9%	88.6%	13.2%	11.1%	11.4%
Band 8d	0.0%	0.0%	0.0%	60.0%	63.6%	70.0%	40.0%	36.4%	30.0%
Band 9	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
VSM	0.0%	0.0%	0.0%	64.7%	61.5%	56.3%	35.3%	38.5%	43.8%
Other	0.0%	0.0%	-	50.0%	55.6%	-	50.0%	44.4%	-



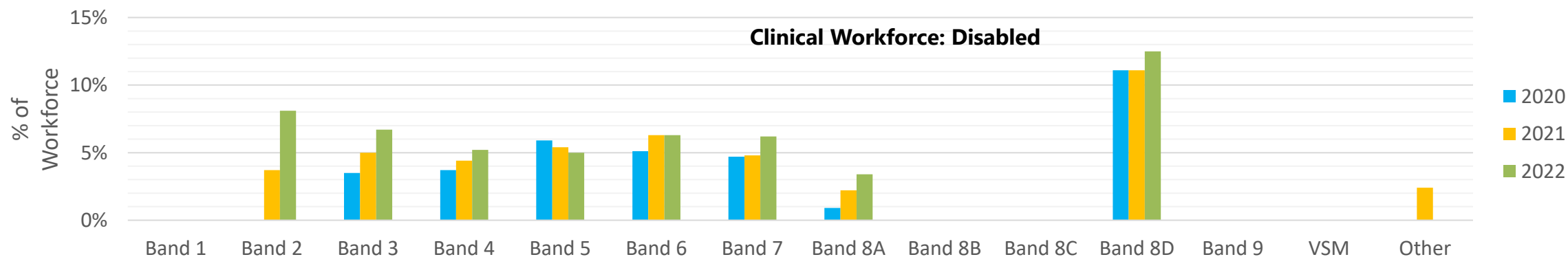
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Clinical Workforce	Disabled 2020	Disabled 2021	Disabled 2022	Non-Disabled 2020	Non-Disabled 2021	Non-Disabled 2022	Unknown 2020	Unknown 2021	Unknown 2022
Band 1	0	0	0	0	0	0	0	0	0
Band 2	0	1	3	5	21	31	0	5	3
Band 3	28	39	55	635	634	672	145	111	97
Band 4	10	19	22	211	371	361	50	46	42
Band 5	37	34	32	482	501	525	112	90	88
Band 6	60	80	81	843	933	983	280	255	219
Band 7	25	27	37	410	443	491	95	87	72
Band 8a	2	6	10	179	234	257	35	31	30
Band 8b	0	0	0	43	60	72	15	22	20
Band 8c	0	0	0	53	56	58	7	7	7
Band 8d	1	1	1	6	7	5	2	1	2
Band 9	0	0	0	1	2	2	0	0	0
VSM	0	0	0	1	1	3	0	1	1
Other		1	0		17	1		24	11



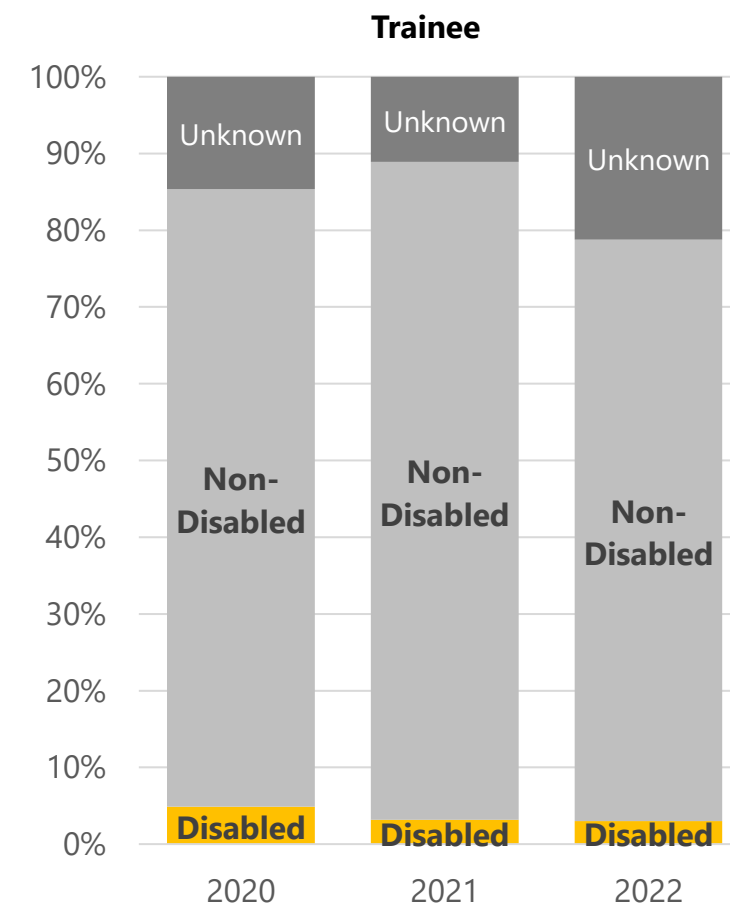
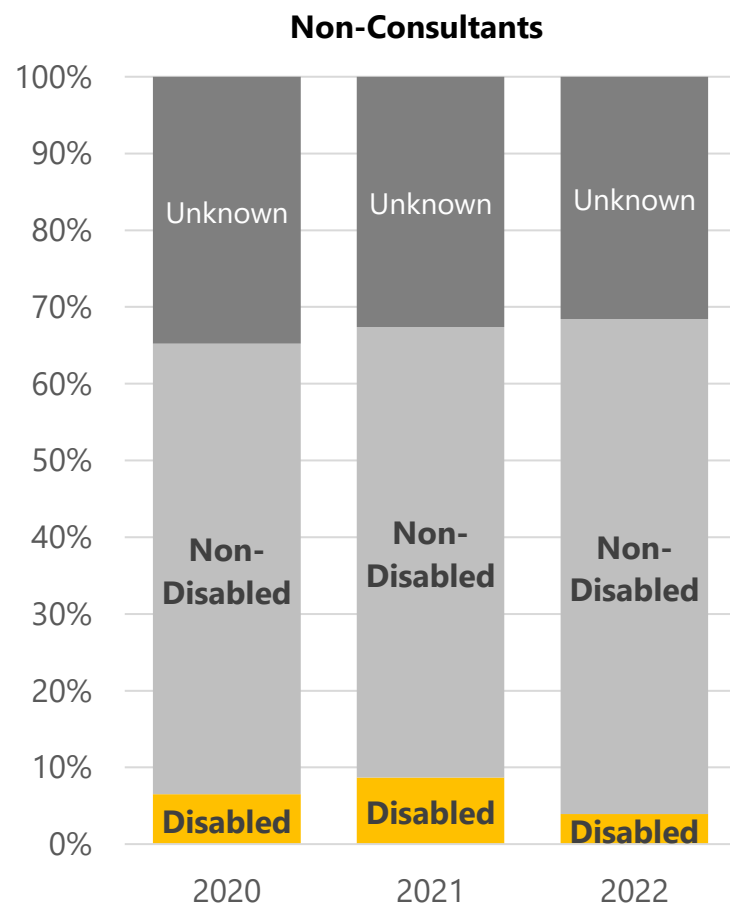
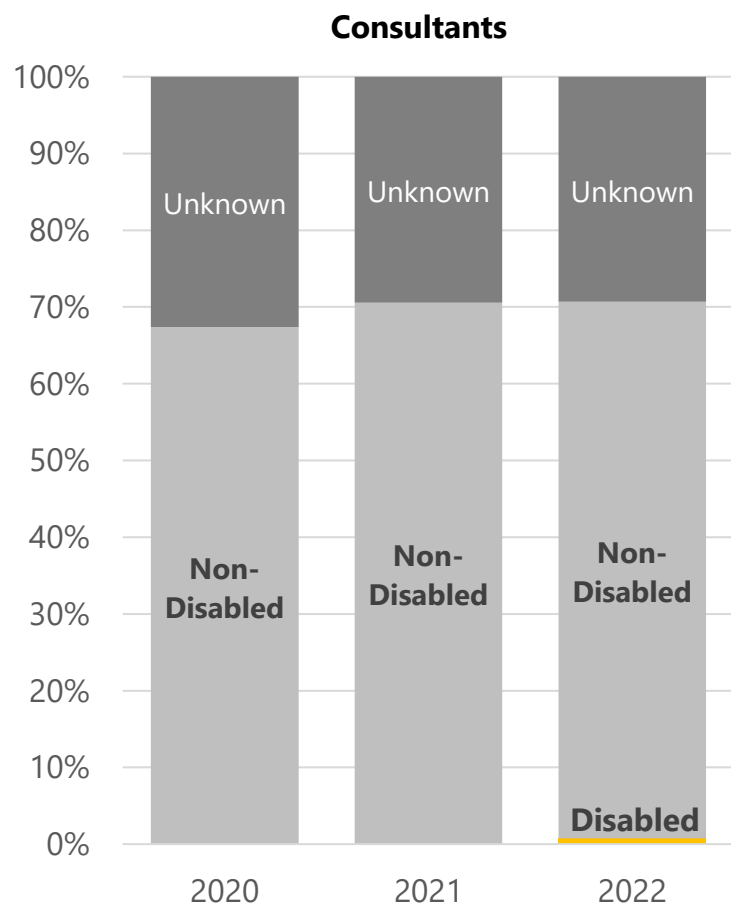
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Clinical Workforce	Disabled 2020	Disabled 2021	Disabled 2022	Non-Disabled 2020	Non-Disabled 2021	Non-Disabled 2022	Unknown 2020	Unknown 2021	Unknown 2022
Band 1	-	-	-	-	-	-	-	-	-
Band 2	0.0%	3.7%	8.1%	100.0%	77.8%	83.8%	0.0%	18.5%	8.1%
Band 3	3.5%	5.0%	6.7%	78.6%	80.9%	81.6%	17.9%	14.2%	11.8%
Band 4	3.7%	4.4%	5.2%	77.9%	85.1%	84.9%	18.5%	10.6%	9.9%
Band 5	5.9%	5.4%	5.0%	76.4%	80.2%	81.4%	17.7%	14.4%	13.6%
Band 6	5.1%	6.3%	6.3%	71.3%	73.6%	76.6%	23.7%	20.1%	17.1%
Band 7	4.7%	4.8%	6.2%	77.4%	79.5%	81.8%	17.9%	15.6%	12.0%
Band 8a	0.9%	2.2%	3.4%	82.9%	86.3%	86.5%	16.2%	11.4%	10.1%
Band 8b	0.0%	0.0%	0.0%	74.1%	73.2%	78.3%	25.9%	26.8%	21.7%
Band 8c	0.0%	0.0%	0.0%	88.3%	88.9%	89.2%	11.7%	11.1%	10.8%
Band 8d	11.1%	11.1%	12.5%	66.7%	77.8%	62.5%	22.2%	11.1%	25.0%
Band 9	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
VSM	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	0.0%	50.0%	25.0%
Other	-	2.4%	0.0%	-	40.5%	8.3%	-	57.1%	91.7%



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	Disabled			Non-Disabled			Disability Unknown or Null		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Consultant	0	0	1	95	91	93	46	38	39
Non-consultant	3	4	3	27	27	49	16	15	24
Trainee	4	2	2	66	54	50	12	7	14



1

Electronic Staff Record

Disclosure rates for disability are very low with only 4.9% declaring a disability. The disability status of 14.6% 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 23.9% of staff declaring a disability. The disability status of 3.7% of the workforce remains unknown.

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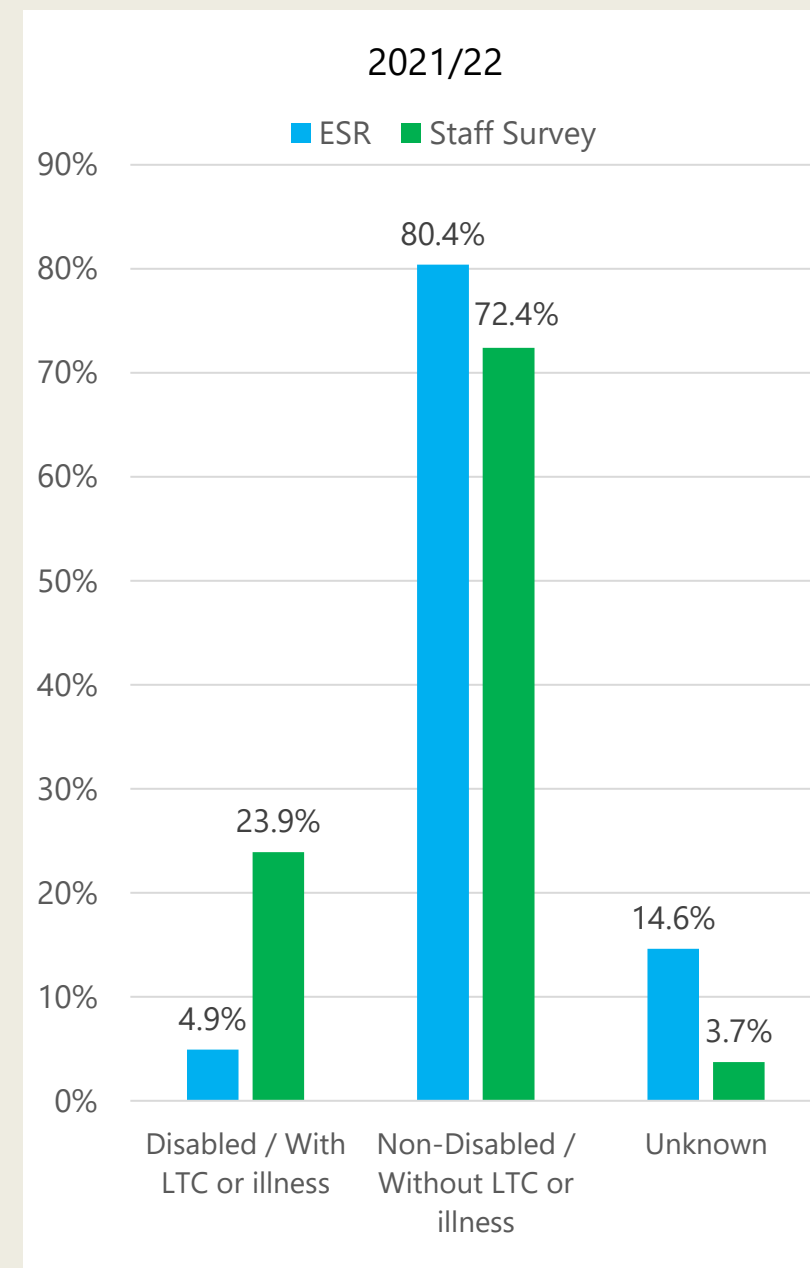
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	Electronic Staff Record (ESR)		Staff Survey	
	2020/21	2021/22	2020/21	2021/22
Disabled / Staff with LTC or illness	262 (4.4%)	310 (4.9%)	737 (21.3%)	789 (23.9%)
Non-Disabled / Staff without LTC or illness	4765 (79.1%)	5049 (80.4%)	2571 (74.2%)	2390 (72.4%)
Unknown	998 (16.6%)	919 (14.6%) ↓	156 (4.5%)	121 (3.7%) ↓
TOTAL	6025	6278	3464	3300

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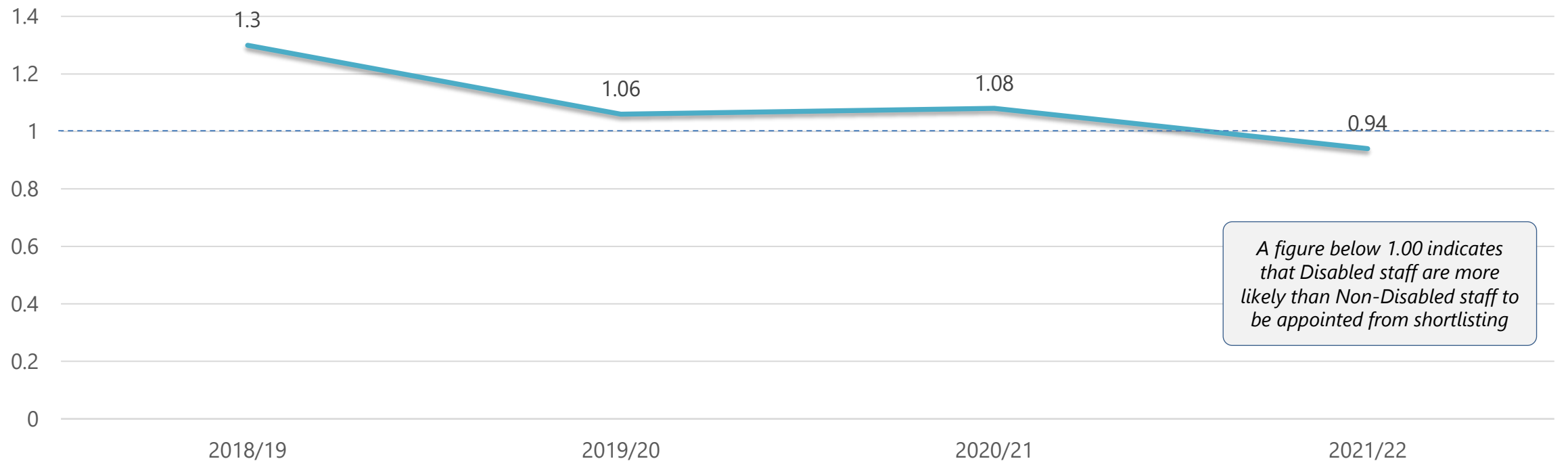
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Relative likelihood of non-disabled staff being **appointed from shortlisting** compared to disabled staff
 A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting

2018/19	2019/20	2020/21	2021/22
1.30 times more likely	1.06 times more likely	1.08 times more likely	0.94 times more likely
-	-0.24	+0.02	-0.14

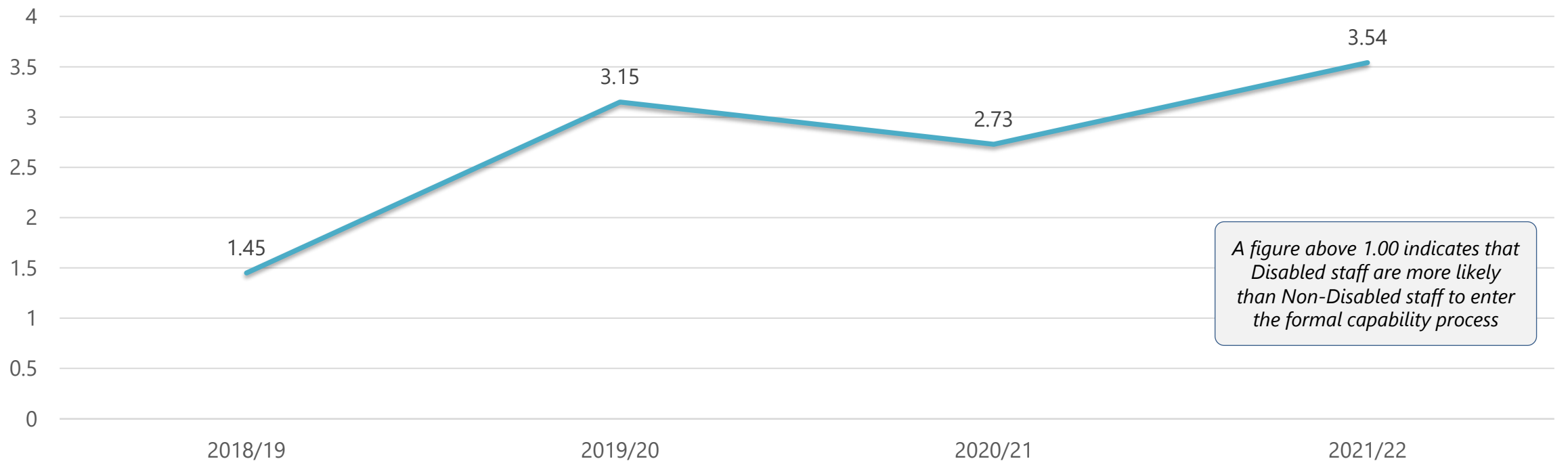


A figure below 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting

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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	2021/22
1.45 times more likely	3.15 times more likely	2.73 times more likely	3.54 times more likely
-	+1.70	-0.42	+0.81



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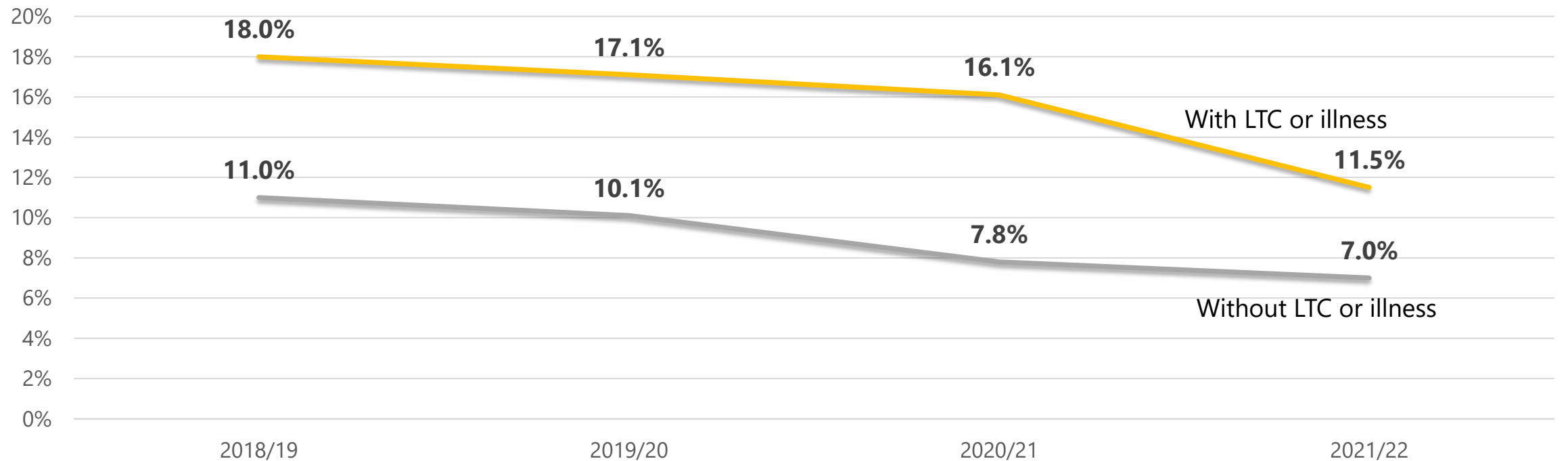
Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from Patients/service users, their relatives or other members of the public

	2018/19	2019/20	2020/21	2021/22
Staff with LTC or illness	36.1% -	32.7% (-3.4%)	33.1% (+0.4%)	27.7% (-5.4%)
Staff without LTC or illness	26.1% -	26.1% (0%)	23.2% (-2.9%)	22.6% (-0.6%)



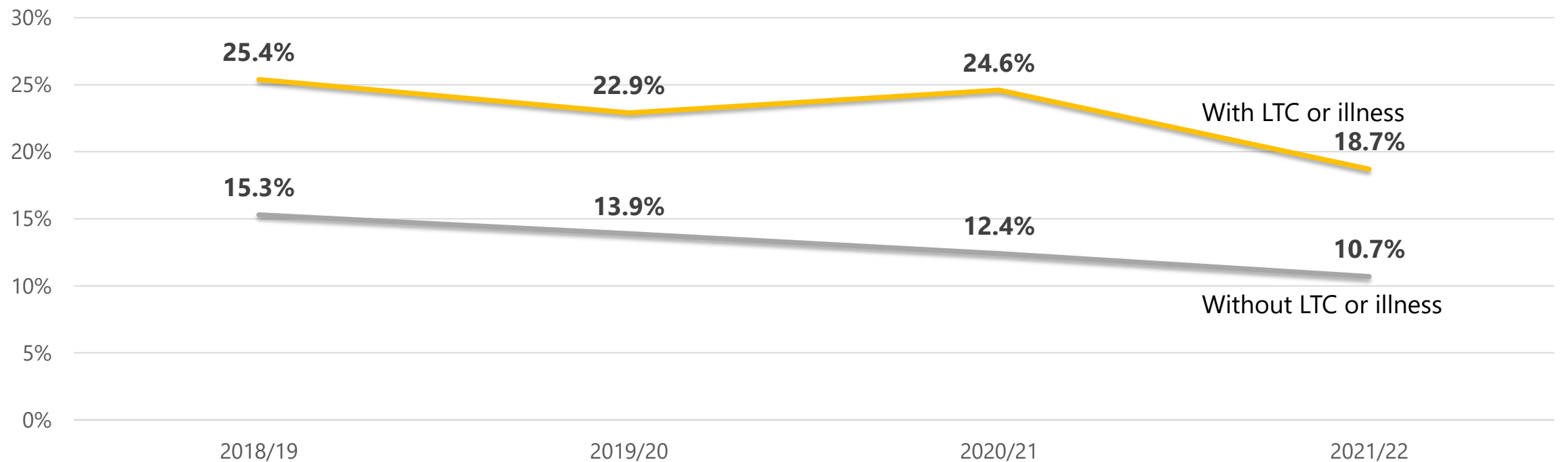
Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from Managers

	2018/19	2019/20	2020/21	2021/22
Staff with LTC or illness	18.0% -	17.1% (-0.9%)	16.1% (-1.0%)	11.5% (-4.6%)
Staff without LTC or illness	11.0% -	10.1% (-0.9%)	7.8% (-2.3%)	7.0% (-0.8%)



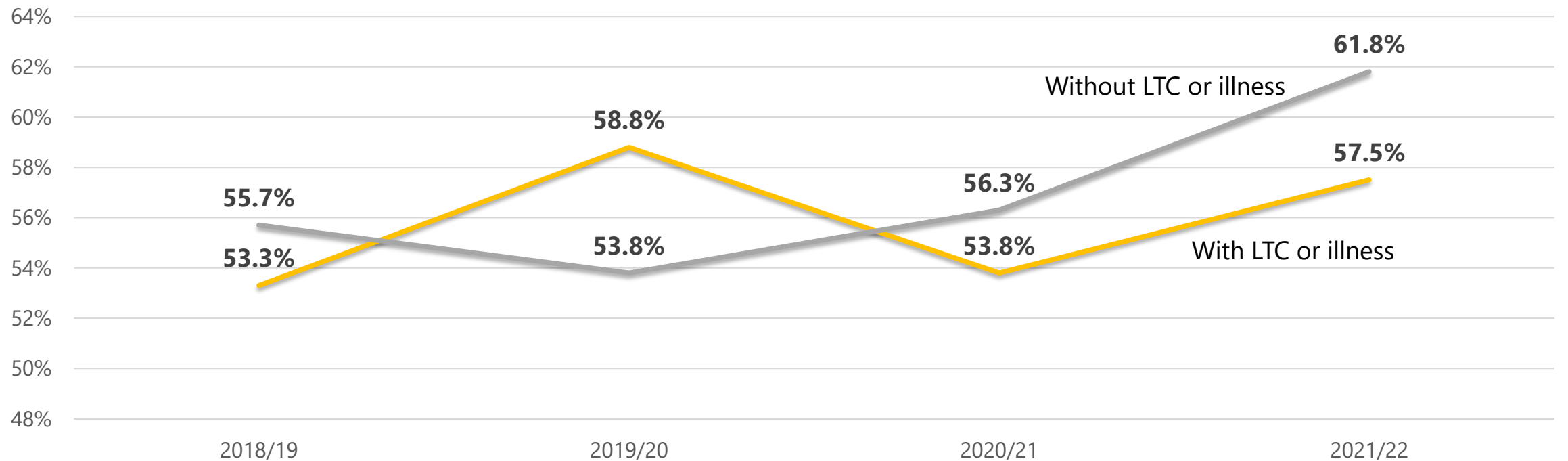
Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from other Colleagues

	2018/19	2019/20	2020/21	2021/22
Staff with LTC or illness	25.4% -	22.9% (-2.5%)	24.6% (+1.7%)	18.7% (-5.9%)
Staff without LTC or illness	15.3% -	13.9% (-1.4%)	12.4% (-1.5%)	10.7% (-1.7%)



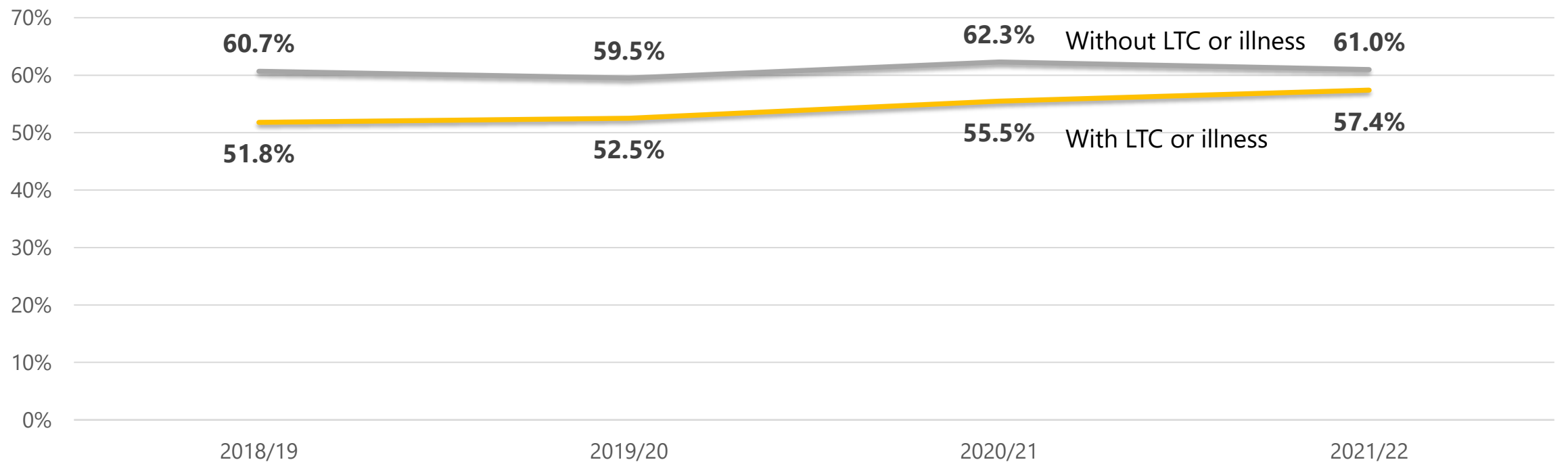
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, **they or a colleague reported it**

	2018/19	2019/20	2020/21	2021/22
Staff with LTC or illness	53.3% -	58.8% (+5.5%)	53.8% (-5.0%)	57.5% (+3.7%)
Staff without LTC or illness	55.7% -	53.8% (-1.9%)	56.3% (+2.5%)	61.8% (+5.5%)



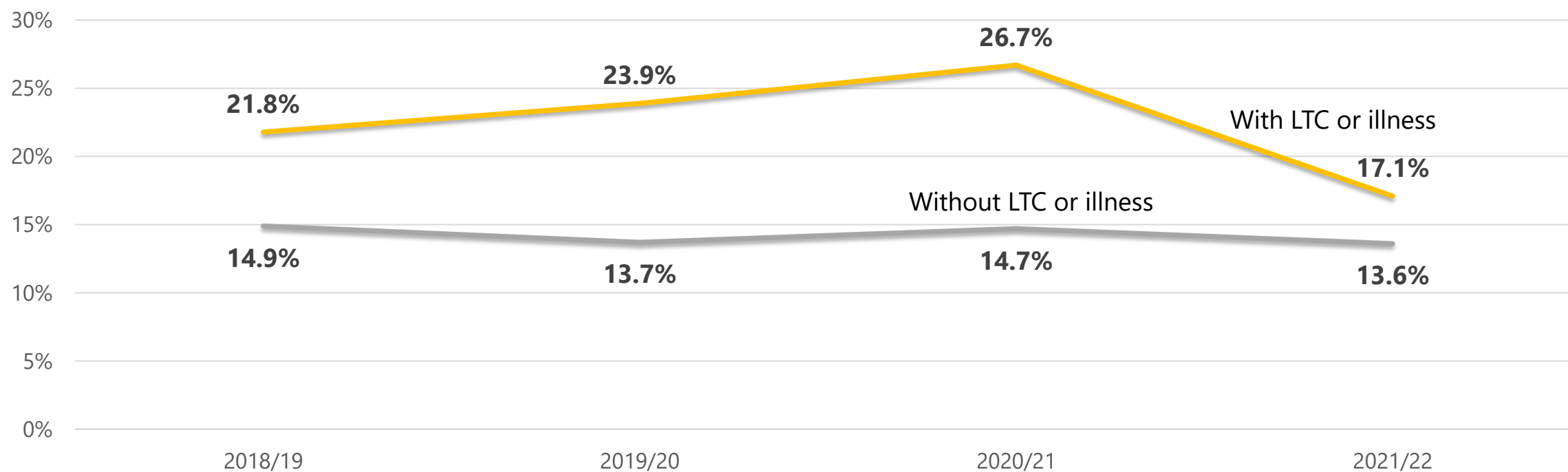
Percentage of staff who believe that their organisation provides **equal opportunities** for career progression or promotion

	2018/19	2019/20	2020/21	2021/22
Staff with LTC or illness	51.8% -	52.5% (+0.7%)	55.5% (+3.0%)	57.4% (+1.9%)
Staff without LTC or illness	60.7% -	59.5% (-1.2%)	62.3% (+2.8)	61.0% (-1.3%)



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

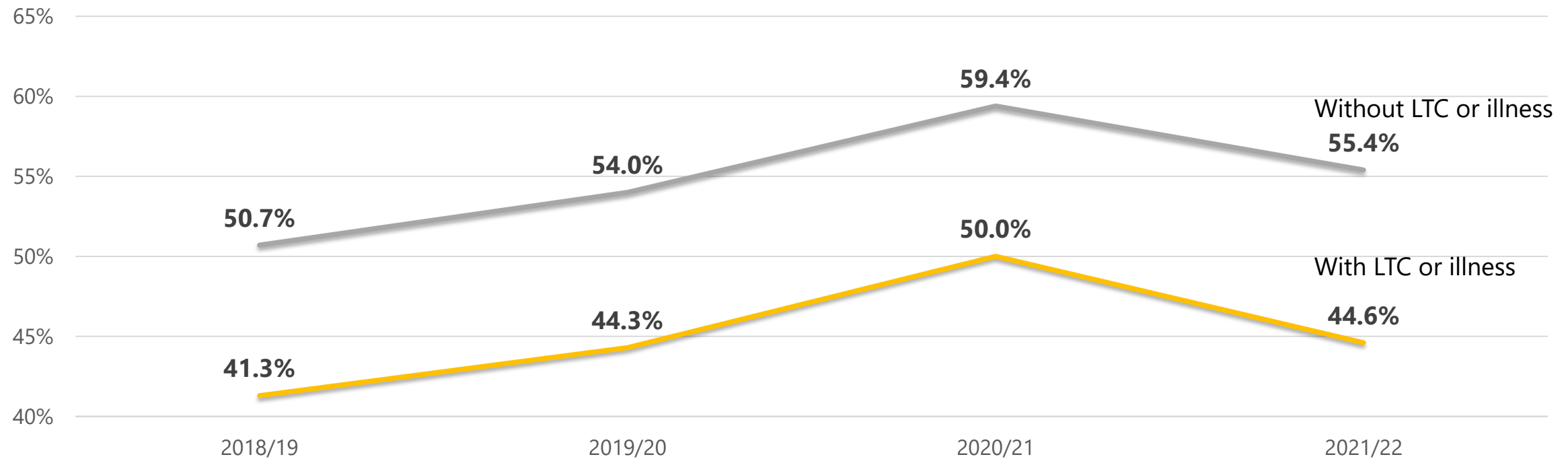
	2018/19	2019/20	2020/21	2021/22
Staff with LTC or illness	21.8% -	23.9% (+2.1%)	26.7% (+2.8%)	17.1% (-9.6%)
Staff without LTC or illness	14.9% -	13.7% (-1.2%)	14.7% (+1.0%)	13.6% (-1.1%)



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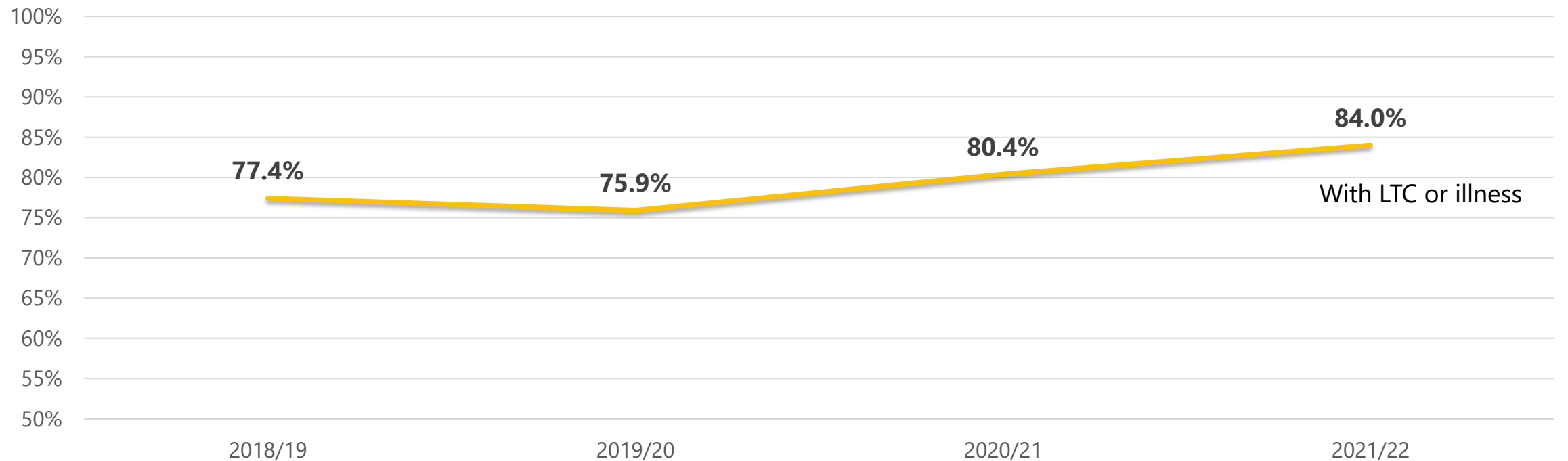
Percentage of staff satisfied with the extent to which the **organisation values** their work

	2018/19	2019/20	2020/21	2021/22
Staff with LTC or illness	41.3% -	44.3% (+3.0%)	50.0% (+5.7%)	44.6% (-5.4%)
Staff without LTC or illness	50.7% -	54.0% (+3.3%)	59.4% (+5.4%)	55.4% (-4.0%)



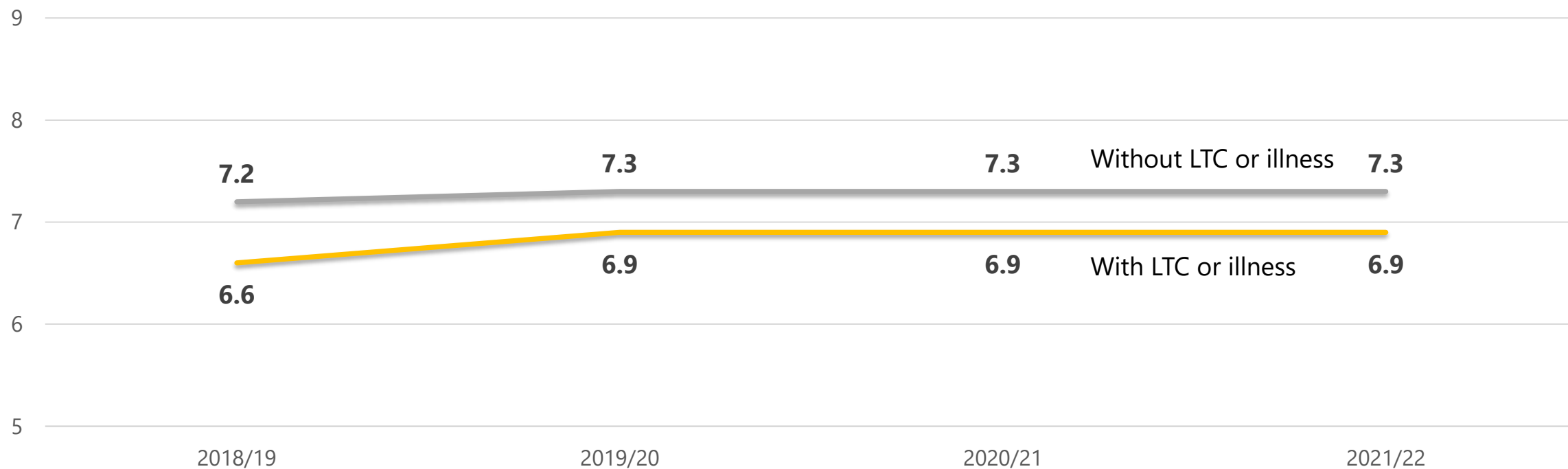
Percentage of staff with a long lasting health condition or illness saying that their employer has made **adequate adjustment(s)** to enable them to carry out their work

	2018/19	2019/20	2020/21	2021/22
Staff with LTC or illness	77.4% -	75.9% (-1.5%)	80.4% (+4.5%)	84.0% (+3.6%)



Staff engagement score (0-10)

	2018/19	2019/20	2020/21	2021/22
Staff with LTC or illness	6.6 -	6.9 (+0.3)	6.9 (0%)	6.9 (0%)
Staff without LTC or illness	7.2 -	7.3 (+0.1)	7.3 (0%)	7.3 (0%)



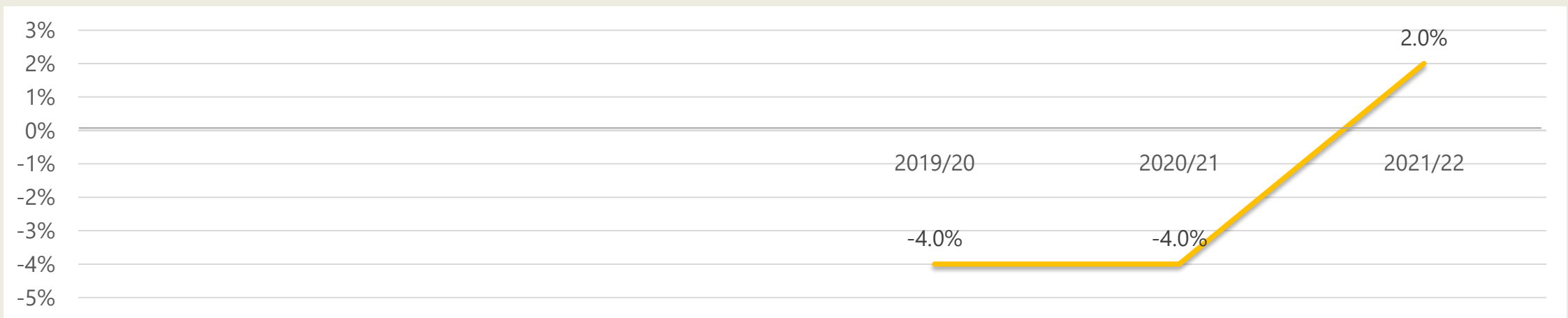
The engagement score is a composite score which is drawn from 9 individual questions in the NHS Staff Survey

	2019/20		2020/21		2021/22	
	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	62%	64%	58%	64%	55% ↓	61%
Often/always enthusiastic about my job	74%	77%	71%	76%	67% ↓	74%
Time often/always passes quickly when I am working	75%	83%	75%	82%	73% ↓	81%
Opportunities to show initiative frequent in my role	67%	77%	71%	78%	76% ↑	80%
Able to make suggestions to improve the work of my team/dept	71%	79%	75%	79%	73% ↓	79%
Able to make improvements happen in my area of work	50%	62%	54%	60%	55% ↑	62%
Care of patients/service users is organisation's top priority	76%	82%	76%	84%	80% ↑	84%
Would recommend organisation as place to work	56%	66%	61%	71%	61% —	69%
If friend/relative needed treatment would be happy with standard of care provided by organisation	67%	74%	68%	77%	66% ↓	72%

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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

	2019/20	2020/21	2021/22
Percentage difference between the organisation’s Board voting membership and its overall workforce (Disability representation)	-4%	-4%	2%
Percentage of disabled members on the Board	0%	0%	7%
Percentage of disabled staff in Overall Workforce	4%	4%	5%



A disability equality work programme is being developed to work on the following WDES indicators as Quality Improvement (QI) Projects:

- 1) **Indicators 1 and 2:** To improve workforce diversity and equal representation of disabled staff across all AfC bands and occupational groups
- 2) **Indicator 3:** To de-bias the disciplinary process
- 3) **Indicator 7:** To improve the perception and experience of disabled staff to feel that the organisation values their work
- 4) **Indicator 9:** To improve the engagement scores for disabled staff