

Workforce Disability Equality Standard Report Data Summary

April 2022 – March 2023

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1. Executive Summary

This report provides an overview of the Workforce Disability Equality Standard (WDES) data return for 2022/2023 for St Helens & Knowsley Teaching Hospitals NHS Trust (STHK), in line with the requirement to annually report the 10 WDES indicators as part of the NHS Standard Contract.

Comparison data is provided for Southport & Ormskirk Hospitals NHS Trust, and national averages where applicable.

2. Introduction

NHS England introduced the Workforce Disability Equality Standard (WDES) in 2019. The WDES exists to highlight any differences between the experiences and treatment of disabled staff and non-disabled staff in the NHS and places an onus on NHS organisations to develop and implement actions to bring about continuous improvements. The main purpose of the WDES is:

- to help NHS organisations to review performance on disability equality, based on the ten WDES indicators
- to produce action plans to close any gaps in workplace experience between disabled and non-disabled staff
- to improve the disabled representation at the Board level of the organisation.

Indicators 1 and 10 refer to the **31st March 2023** snapshot date; Indicators 2-3, 9 refer to the financial year **1st April 2022 to 31st March 2023**; and indicators 4-8 refer to the **November 2022** staff survey.

The 10 WDES indicators are:

1. **Staff Population:** Percentage of Disabled/Non-Disabled staff who are Non-Clinical, Clinical Non-Medical, and Clinical Medical by Agender for Change (AfC) pay bands or grade codes.
2. **Recruitment & Selection:** Relative likelihood of staff being appointed from shortlisting across all posts.
3. **Capability:** Relative likelihood of staff entering the formal capability process, as measured by entry into a capability process.
4. **Harassment:** Percentage of staff experiencing harassment, bullying or abuse from patients et al, managers, colleagues
5. **Discrimination:** Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion
6. **Presenteeism:** Percentage of staff stating that they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties
7. **Being values:** Percentage of staff reporting that they are satisfied with the extent to which their organisation values their work.

8. **Reasonable Adjustments:** Percentage of staff reporting that reasonable adjustments have been provided.
9. **Disabled staff voice:** activities to engage disabled staff and facilitate staff voice
10. **Board:** Proportion of disabled staff on the Trust Board.

2.1. Scope

The following data principles are applied to the WDES data:

- Data relates to the total substantive workforce on the relevant snapshot date, with the exception of Indicator 1 which disaggregates the data by Non-Clinical, Clinical Non-Medical and Clinical-Medical, and by Pay Band.
- Bank staff are not included.
- Lead Employer doctors are not included
- WDES data is only reported on the broad disability; Yes, or No categories.

The WDES submission does not provide an in-depth analysis of the different demographics of the NHS workforce or the different source population and talent pipelines that make up the career groups.

3. WDES Indicators

3.1. Staff Profile Workforce Overview

In the snapshot date of March 2023, St Helens and Knowsley Teaching Hospitals NHS Trust (STHK) employed 6965 staff which consisted of:

- 4.3% Known Disability
- 85.79% No Known Disability
- 9.88% Not Stated/ unspecified / prefer not to answer.

Overall, the Trust has increased the proportion of known disabled staff from 3.1% (2022) to 4.3% (2023). The Trust is below the national average of 4.9% although the gap has reduced.

Table 1: 5 year trend and benchmarking

	2019	2020	2021	2022	2023
STHK	3.2%	2.8%	3.0%	3.1%	4.3%
S&O	8.5%	2.7%	3.1%	3.3%	4.3%
National	3.2%	3.6%	3.9%	4.3%	4.9%

3.2. Indicator 1: Workforce Staff Data

Indicator 1 is a review of the staff population by Non-Clinical Workforce by Agenda for Change (AfC) pay bands; Clinical Workforce not Medical by AfC pay bands; and Clinical Workforce Medical and Dental.

From March 2022 to March 2023, there was an increase in the number and proportion of known disabled staff as follows:

- The total workforce from 207 (3.1%) to 301 (4.3%).
- Non-Clinical staff from 71 (3.9%) to 102 (5.3%)
- Clinical Non-Medical roles from 129 (3.0%) to 190 (4.3%)
- Clinical Medical & Dental roles from 7 (1.3%) to 9 (1.5%)

Despite the increase for non-clinical AfC and clinical AfC staff, STHK remains below the national average for all staff groups, The gaps has increased for Clinical Medical and Dental.

Table 2: % Disabled by Staff Pay Group

Staff Headcount March 2023	STHK Disabled	S&O Disabled	National Disabled
Total Workforce	4.3%	4.3%	4.9%
Non-Clinical AfC Workforce	5.3%	4.8%	5.8%
Clinical AfC Workforce	4.3%	4.4%	5.0%
Medical and Dental Workforce	1.5%	1.4%	2.2%

Indicator 1a) Non-Clinical workforce

- The total number of STHK Disabled Non-Clinical staff increased from 71 to 102, with an increase in the number and proportion of Disabled staff on bands 2 to 8a, and 8d.
- There were no known disabled staff on Bands 8b, 9 or VSM.

Table 3: % Disabled Non-Clinical Workforce

	2021-2022		2022-2023	
	% Disabled	% No Known Disability	% Disabled	% No Known Disability
Band 1-4	4.2	95.8	5.7	94.3
Band 5-7	2.1	97.9	3.7	96.3
Band 8a/8b	4.4	95.6	4.1	95.9
Band 8c-VSM	7.9	92.1	7.9	92.1
Average	3.9	96.1	5.3	94.7

Indicator 1b) Clinical workforce: Non-Medical

- The total number of STHK Disabled Clinical Non-Medical staff increased from 129 (3%) to 190 (4.3%), with an increase in the number and proportion of disabled staff on bands 2-8a.
- There were no known disabled staff on Bands 8b, 8c, 9 and VSM.

Table 4: % Disabled Clinical Non-Medical Workforce

	2021-2022		2022-2023	
	% Disabled	% No Known Disability	% Disabled	% No Known Disability
Band 1-4	2.0	98.0	4.0	96.0
Band 5-7	3.7	96.3	4.5	95.5
Band 8a/8b	1.8	98.2	2.9	97.1
Band 8c-VSM	5.0	95.0	5.6	94.4
Average	3.0	97.0	4.3	95.7

Indicator 1c) Clinical workforce: Medical & Dental

The proportion of STHK Clinical Medical & Dental staff who have disclosed a disability is low, at only 7 (1.3%) in 2022, and increasing slightly to 9 (1.5%) in 2023.

Table 5: % Disabled Clinical Medical & Dental Workforce

	2021-2022		2022-2023	
	% Disabled	% No Known Disability	% Disabled	% No Known Disability
Consultants	0.3	99.7	1.0	99.0
Non-consultant	3.8	96.3	2.6	97.4
Trainees	1.7	98.3	2.0	98.0
Average	1.3	98.7	1.5	98.5

Medical data does not include Lead Employer staff, including Lead Employer doctors who are on placement within the Trust.

3.3. Indicator 2: Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

Indicator 2 is an assessment of the Trusts recruitment and selection practices, and whether disabled applicants are as likely as non-Disabled applicants to be successfully shortlisted and appointed.

This indicator is assessed at “whole organisation” level and does not disaggregate the recruitment trends by job group or department. The methodology used for the 2022/2023 data is not directly comparable to the previous year, therefore like-for-like comparison is not possible. The previous years data is provided for information.

Table 6: Relative likelihood of Disabled staff being appointed from shortlisting compared to non-disabled staff

	STHK	S&O	National
2021-2022	1.2	1.1	1.1
2022-2023	1.4	TBC	1.0

A figure below 1.00 indicate that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting/ S&O data has been removed for quality checking.

- Disabled applicants who are shortlisted are less likely to be offered a post compared to non-Disabled applicants.

3.4. Indicator 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.

Indicator 3 is an assessment of whether disabled staff are more likely to be subject to formal capability processes compared to non-disabled staff for non-health related reasons, based on a 2-year average (2021/22 + 2022/23).

1 out of 300 Disabled staff entered formal Capability proceedings (0.33% of the Disabled workforce) compared to 4 out of 5,965 Non-disabled staff (0.07% of the Non-disabled workforce). This results in a likelihood ration of 4.97, a decrease from 9.96 the previous year. .

Table 7: Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff

	STHK	S&O	National Average
2020/21 + 2021/22	9.96	0.00	-
2021/22 + 2022/23	4.97	0.00	2.17

A figure above 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.

3.5. Indicator 4a) 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

The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months was higher for Disabled staff (33.6%) than for Non-disabled staff (23.6%).

However, the proportion of disabled staff reporting this decreased by 1.92 points compared to an increase in the proportion of non-disabled staff.

Table 8: Harassment by Patients et al

	STHK All	STHK Disabled	STHK No Disability	S&O Disabled	S&O No Disability	National Disabled
2021	25.90	35.55	22.62	35.18	24.17	33.0
2022	26.19	33.63	23.63	33.88	26.79	32.2

3.6. Indicator 4b) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers (Staff Survey)

The percentage of staff experiencing harassment, bullying or abuse from line managers in last 12 months was significantly higher for Disabled staff (12.0%) than for Non-disabled staff (6.0%).

However, the proportion of disabled staff reporting this decreased by 6.17 points compared to a 1.78 point decrease for non-disabled staff.

Table 9: Harassment by Managers

	STHK All	STHK Disabled	STHK No Disability	S&O Disabled	S&O No Disability	National Disabled
2021	10.33	18.12	7.48	18.39	11.34	16.97
2022	7.53	11.95	5.95	17.43	12.33	16.10

3.7. Indicator 4c) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Colleagues (Staff Survey)

The percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months was higher for Disabled staff (22.3%) than for Non-disabled staff (12.1%).

However, the proportion of disabled staff reporting this decreased by 0.46 points.

Table 10: Harassment by Colleagues

	STHK All	STHK Disabled	STHK No Disability	S&O Disabled	S&O No Disability	National Disabled
2021	14.98	22.76	12.36	29.57	16.87	25.00
2022	14.69	22.30	12.13	27.16	21.45	24.77

3.8. Indicator 4d) Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it (Staff Survey)

The percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it was similar for Disabled staff (54.6%) and for Non-disabled staff (51.2%).

However, the proportion of disabled staff reporting this increased by 3.23 points compared to a 1.88 point increase for non-disabled staff.

Table 11: Reporting Harassment

	STHK All	STHK Disabled	STHK No Disability	S&O Disabled	S&O No Disability	National Disabled
2021	50.1	51.38	49.36	51.11	42.58	49.86
2022	52.2	54.61	51.24	46.43	44.93	51.30

3.9. Indicator 5: Percentage of Disabled staff compared to non-disabled staff believing that their organisation provides equal opportunities for career progression or promotion. (Staff Survey)

The percentage of staff who believe that the Trust provides equal opportunities for career progression or promotion was lower for Disabled staff (58.9%) than for Non-disabled staff (65.4%).

However, the proportion of disabled staff reporting this increased by 4.42 points.

Table 12: Career Opportunities

“Yes”	STHK All	STHK Disabled	STHK No Disability	S&O Disabled	S&O No Disability	National Disabled
2021	65.52	54.50	65.45	42.95	52.64	51.30
2022	63.58	58.92	65.35	41.56	51.87	52.10

3.10. Indicator 6: Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties (presenteeism)(Staff Survey)

The percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties (presenteeism) was significantly higher for Disabled staff (26.2%) than for Non-disabled staff (17.9%).

However, the proportion of disabled staff reporting this decreased by 8.27 points compared to a 4.28 decrease for non-disabled staff.

Table 13: Presenteeism

	STHK All	STHK Disabled	STHK No Disability	S&O Disabled	S&O No Disability	National Disabled
2021	26.39	34.50	22.15	34.12	21.04	29.93
2022	20.75	26.23	17.87	26.86	20.36	27.70

3.11. Indicator 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 (Staff Survey)

The percentage of staff satisfied with the extent to which their organisation values their work was lower for Disabled staff (34.8%) than for Non-disabled staff (47.4%).

However the proportion of disabled staff reporting this decreased by 2.01 points compared to a 0.88 decrease for non-disabled staff.

Table 14: Feeling Valued

	STHK All	STHK Disabled	STHK No Disability	S&O Disabled	S&O No Disability	National Disabled
2021	45.4	36.80	48.32	30.03	40.51	35.08
2022	44.1	34.79	47.44	27.69	40.67	35.02

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

The proportion of disabled staff reporting this increased by 1.93 points.

Table 15: Reasonable Adjustments

	STHK Disabled	S&O Disabled	National Disabled
2021	68.97	74.46	72.23
2022	70.90	72.26	73.40

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

The score for the staff engagement theme is derived from the nine questions (Q2a, Q2b, Q2c, Q3c, Q3d, Q3f, Q23a, Q23c and Q23d), grouped into three themes: motivation; involvement; and advocacy.

Disabled staff (6.9) have a lower score than that for Non-disabled staff (7.3).

Table 16: Staff Engagement

	STHK Disabled	STHK No Disability	S&O Disabled	National Disabled
2021	6.76	7.26	6.24	6.47
2022	6.88	7.33	6.13	6.43

3.14. Indicator 9b: Has your Organisation taken action to facilitate the voices of Disabled staff in your organisation to be heard (yes or no)?

Indicator 9b is an open question asking how the Trust engaged disabled staff. The Trust reported doing the following:

- The Trust supports the Building Abilities Network staff network, which is open to disabled staff and allies.
- The network is represented on a number of groups including a regular Staff Network Chair meeting with the Equality, Diversity & Inclusion Team; membership of the Equality, Diversity & Inclusion Steering Group; the Equality, Diversity & Inclusion Strategic Advisory Group; and the People Council.
- The network has been actively consulted on a number of projects including the WDES Innovation Fund Project to review the Reasonable Adjustments Policy, and to develop a new Reasonable Adjustments Passport; the development of the ED&I Operational Plan and Action Plan for 2022-2025; all business tabled at the ED&I Steering Group and ED&I Advisory Group; and the development of an annual calendar of events, and events/comms to support the aims of the staff network.

3.15. Indicator 10: Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated

At March 2023, the difference between Disabled representation on the board and in the workforce was +1.9%..

Table 17: Trust Board

	STHK Disabled	S&O Disabled	National Disabled
2021	0.00	0.00	4.58
2022	6.25	7.14	5.70

4. Conclusion

Overall the proportion of known disabled staff at the Trust continues to improve, including a reduction in the gap between the national average, with the area with the smallest disclosure rate being Medical and Dental staff.

Disabled staff overall are less satisfied than non-disabled staff in the staff survey responses, though several improvements have been made in staff responses.

Key challenges remain to support disabled staff in the workplace and ensure that they have equal access to opportunities and experience equal levels of satisfaction to non-disabled staff.

5. Action Plan

To address the issues identified within the WDES data analysis, a single action plan for Mersey & West Lancashire Teaching Hospital NHS Trust (MWL) has been developed, as follows:

Area of Activity	Main Action	Success Measures	Deadline
To streamline the reasonable adjustment request process	<ul style="list-style-type: none"> Update the equality monitoring data protection statements and disclosure processes To create an online RA request form and embed in onboarding processes To create disability guidance documents for employees and managers 	<ul style="list-style-type: none"> Increase in number of known disabled staff in ESR to 5.5% 50 disability advance cases in year 1 provided by EDI Team 	March 2024
To ensure that all applicants, staff and managers, have clear processes to follow to request and agree reasonable adjustment; and standard processes to implement agreed adjustments.	<ul style="list-style-type: none"> To map disability disclosure processes for different type of employee/worker (Employer, Bank, Apprentice, International batch recruitment etc) To create processes / process diagrams / guidance for staff / manager / HR on the various reasonable adjustment processes. 	<ul style="list-style-type: none"> Each employee life cycle / stage mapped out, agreements in place. Standard Operating Procedures agreed and guidance published Increase in number of known disabled staff in ESR to 5.5% 	July 2024 Dec 2024
To implement a central disability reasonable adjustment advise service by the EDI Team	<ul style="list-style-type: none"> To implement an advice function by the EDI Team to disabled staff, managers, HRBP's, and OH. To make staff aware of this service via internal comms, website, guidance, and training. 	<ul style="list-style-type: none"> Increase in number of known disabled staff in ESR to 5.5% 50 disability advance cases in year 1 provided by EDI Team Staff Survey score improvements by disabled staff 	March 2024 October 2024
To rollout disability reasonable adjustment policy, passport and EDI advice service to Southport and Ormskirk Hospitals following merger	<ul style="list-style-type: none"> To update S&O webpages with RA/EDI Team information To extend disability training to S&O managers To roll out disability comms to S&O Deliver new disability training sessions for S&O 	<ul style="list-style-type: none"> Increase in number of known disabled staff in ESR Complete Complete To deliver 10 training sessions to S&O 	Aug 2023 July 2023 Ongoing Dec 2024
Proportion of known disabled board members	To work with corporate services to review the completion of EDI Monitoring Data of the Board and whether ESR has been updated recently	Complete	March 2024
Awareness of types of disability and common reasonable adjustments	To create and publish guidance documents on common disabilities and reasonable adjustments. Topics to include Dyslexia, ADHD, Autism, VI, HI, Physical impairment.	Complete	Dec 2023

Area of Activity	Main Action	Success Measures	Deadline
To support partners to become disability confident	To offer information, advice and guidance on becoming disability confident to partner organisations who have not yet started their disability confident journey/would like to progress	X4 relationships completed	Dec 2024
To engage with the DWP/Job Centre and local disability groups to promote jobs and careers at MWL.	<ul style="list-style-type: none"> Investigate Step into NHS programme with DWP To work with “Supported Employment Services” at St Helens Council (and similar initiatives in Sefton/Knowsley/Liverpool City Region) to promote career opportunities and development relationships 	<p>Complete</p> <p>Relationships formalised</p>	Dec 2024
To promote apprenticeships, volunteering and work experience to disabled people	<ul style="list-style-type: none"> To join the Apprenticeship Diversity Champions Network To promote opportunities through networks 	<ul style="list-style-type: none"> Membership completed Increased in disabled apprentices, volunteers, work experiences participants 	Mar 2025
Reasonable Adjustment Policy and Passport	<ul style="list-style-type: none"> To review policy after year 1, and usability of passport Improve processes 	<ul style="list-style-type: none"> Reviews complete Increase in number of known disabled staff in ESR to 5.5% 	Mar 2024
Increase the use of Disability Leave in Employee Online/eRoster/ESR	<ul style="list-style-type: none"> Include Disability Leave in Managers Training Provide guidance for staff and line managers on when to use disability leave. To review eRoster/ESR to determine whether the category of disability leave is clear in the system 	X10 staff recorded as using disability leave	May 2024
Estates information	<ul style="list-style-type: none"> To work with estates to identify and make readily available information on the accessibility of the Trusts buildings for patients, visitors and staff To draft a proposal to increase the number of changing places toilets at the Trust 	<ul style="list-style-type: none"> Information collated and publicly provided Changing Places strategy agreed 	Dec 2024
Funding and Procurement of RA	<ul style="list-style-type: none"> To work with Finance and IT to review the procurement, buying and catalogue processes for RA purchases. To review funding arrangement for RA, in particular A2W recharge 	<ul style="list-style-type: none"> Recommendations for improvement identified and implements. Decrease in wait time for RA purchases 	July 2024

