

Report Title	Workforce Disability Equality Standard (WDES) 2023/24					
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Executive Sponsor	Debbie Herring, Interim Chief People Officer					
Financial Level	£3m+ <input type="checkbox"/>	£1m-£3m <input type="checkbox"/>	£100-£1m <input type="checkbox"/>	>£100K <input type="checkbox"/>	>£50k <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Quality Impact	Was a Quality Impact Assessment undertaken				<input type="checkbox"/>	N/A
Equality Impact	Was an Equality Impact Assessment undertaken				<input type="checkbox"/>	N/A
Triple Aim	<input type="checkbox"/> Better health and wellbeing of the people of England					
	<input checked="" type="checkbox"/> Better quality of health care services for the purposes of the NHS					
	<input type="checkbox"/> More sustainable and efficient use of resources by NHS bodies					
Governance Pathway	People and Organisation Development Committee				24/10/24	

Purpose	For Information	<input type="checkbox"/>	For Assurance	<input type="checkbox"/>	For Decision	<input checked="" type="checkbox"/>
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Executive Summary

This report shares the ten Workforce Disability Equality Standard (WDES) metrics for 2023/24, which the Trust is required to report on annually under the NHS Standard Contract.

The Trust has improved its performance against eight (8) of the 10 WDES metrics, and against parts of Metric, 4 which includes 4a, 4c and 4d. However, the Trust is performing below the 2022/23 national average on 9 metrics out of 10 metrics .

Metrics 1-3 and Metric 10 are taken from 2023/24 Trust workforce data. They show:

- ❖ WDES 1: 4.9% of the Trust's staff are disabled.
- ❖ WDES 2: the relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled candidates is 1.56%.
- ❖ WDES 3: the relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff is 0%.
- ❖ WDES 10: Disabled board membership is 2%, this metric measures the difference between the organisations' Board voting membership and its overall workforce. Metrics 4-9a are taken from the Trust's 2023 NHS Staff Survey report. They show:
- ❖ WDES 4: 31.3% of disabled staff have experienced harassment, bullying or abuse (HBA) from patients, 17.8% from managers, and 25.9% from other colleagues. 53% of disabled staff said that the last time they experienced HBA they reported it.

- ❖ WDES 5: 41.8% of disabled staff believe the Trust provides equal opportunities for career progression or promotion, compared to 49.5% of non-disabled staff.
- ❖ WDES 6: 30.5% of disabled staff have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties, compared to 20.3% of non-disabled staff.
- ❖ WDES 7: 20.8% of disabled staff are satisfied with the extent to which the Trust values their work, compared to 35.2% of non-disabled staff.
- ❖ WDES 8: 74.48% of disabled staff say the Trust has made reasonable adjustments to help them carry out their work.
- ❖ WDES 9a: the staff engagement score for disabled staff is 5.98 compared to 6.58% for non-disabled staff.

This report also shares actions taken and actions planned to improve disability equality at the Trust.

Action Requested

- approve publication of the report on the Trust's external website by 31 October 2024.

Next Steps

Publication of report on the Trust's external website by 31 October 2024.

Commence actions and begin reporting against progress.

1 Introduction/Background

The Workforce Disability Equality Standard (WDES) was introduced in 2019 to help NHS organisations, and other organisations providing NHS services, compare the workplace and career experiences of their disabled and non-disabled staff.

As an NHS Trust, we review the ten statutory WDES metrics on an annual basis. The actions planned as a result are designed to help us close the gaps in workplace experience between our disabled and non-disabled staff, and improve disabled staff representation at senior management and Board level.

The actions planned are part of the Trust's Equality, Diversity and Inclusion Improvement Plan 2023-25. The plan sets out the Trust's vision, objectives and actions to tackle inequalities and improve human rights across our workplaces and services.

2 Considerations/argument

2.1 2022/23 to 2023/24 data comparison

The table below shows the Trust's 2023/24 performance against each of the ten WDES metrics, compared to 2022/23 data at national and Trust level.

Green or red in the right-hand column indicates the Trust's direction since 2022/23. The Trust has improved its performance against eight (8) of the 10 WDES metrics, and against parts of Metric, 4 which includes 4a, 4c and 4d. However, the Trust is performing below the 2022/23 national average on 9 metrics out of 10 metrics .

2.2 Disability equity is the protection of people from discrimination based on their disability.

2.3 External equity green and red indicate either improved or reduced performance for COCH when compared to national average.

Metric	National average 2022/23	COCH 2022/23	COCH 2023/24	Progress indicator 2022/2023 2023/2024	External Equity Gap 2022/2023 2022/2023
1. Percentage of disabled staff	4.9	4.0	4.9	0.9	
2. Relative likelihood of non-disabled applicants being appointed from shortlisting compared to disabled applicants.	0.99	1.28	1.56	0.28	
3. Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff.	2.17	0	0		
4. a) Percentage of disabled staff experiencing harassment, bullying or abuse(HBA) at work from the public in the last 12 months.	33.2	35.1	31.3	-3.8	
b) Percentage of disabled staff experiencing HBA from managers in the last 12 months.	16.1	17.7	17.8	0.1	
c) Percentage of disabled staff experiencing HBA from other colleagues in the last 12 months.	24.8	27.0%	25.9	-1.1	
d) Percentage of disabled staff saying that the last time they experienced HBA they reported it.	51.3	46.0	53	7	
5. Percentage of disabled staff who believe that the Trust provides equal opportunities for career progression or promotion.	52.1	41.1	41.8	0.7	

6. Percentage of disabled staff who have felt pressure from their manager to come to work despite not feeling well enough.	27.7	32.8	30.5	-2.3	
7. Percentage of disabled staff who are satisfied with the extent that the Trust values their work.	35.2	25.3	20.8	-4.5	
8. Percentage of disabled staff saying that the Trust has made reasonable adjustment(s) to enable them to carry out their work.	73.4	73.01	74.48	1.47	
9. a) The staff engagement score for disabled staff.	6.4	6.0	5.98	-0.02	
10. Percentage disabled Board membership.	5.7	-4	2	-2	

2.4 Action taken

The Trust's 2022/23 WDES report actions to tackle disparities in workplace experience:

- 1. Continue to attract applicants with disabilities by maintaining Disability Confident membership and look to commit to the next level.** Re-accreditation application December 2023.
- 2. Developed and launched Civility Charter alongside Equality Strategy and Wellbeing Via a Civility Roadshow.** Civility roadshow commenced in November 2023 and a civility pocket booklet has been provided to all staff in October 2024. Our Civility statement now read as follows:
“ Our Civility Statement: ‘We will always treat everyone with respect and kindness, be polite and professional, listen and help each other whenever we can’.
- 3. Board members were nominated as sponsors to Disability Staff Network, Neurodiversity Staff Network and Carers Staff Network.** Appointed December 2023
- 4. Engage Managers in Reasonable Adjustment Training** Reasonable Adjustment was embedded into disciplinary policy, sickness policy training. This is still ongoing. Resulting in evidence of improvement in metric 8.
- 5. Commenced concerted effort to improve wellbeing through engagement and listening events via the wellbeing hub.** We opened a dedicated wellbeing hub in May 2024 and several wellbeing materials and training has been delivered Via Workforce Wellbeing Lead.

3 Implications

The actions planned are part of the Trust's Equality, Diversity and Inclusion strategy 2023-2026. The table below sets out each action alongside its accountable and responsible lead and the WDES metrics it is designed to impact.

Action	Accountable	Responsible lead	Target WDES metrics									
			1	2	3	4	5	6	7	8	9	10
1. Launch of EDI Ally Network, to support disability equality work across the Trust	Chief People Officer	EDI Lead-Business Partner and EDI Coordinator	X						X	X	X	
2. Publish first Disability Pay Gap Report	Chief People Officer Workforce Lead Head of HR	EDI Lead-Business Partner and EDI Coordinator	X	X			X					X
3. Develop enhanced mandatory EDI training, to improve staff understanding of EDI principles, e.g. social model of disability	Chief People Officer, Deputy Chief People Officer	Head of HR Senior OD Practitioner , Education Director EDI Lead – Business Partner EDI Coordinator and Lead for Service Users and Carers			X	X		X		X		
4. Introduction of enhanced Staff Network Framework to improve the efficacy and reach of the Disability Staff Network, the Neurodivergent Staff Network, and the Mental Health Staff Network.	Chief People Officer and designated Board Sponsor	EDI Lead Business Partner and EDI Coordinator					X		X			X
5. Request quarterly update on health and wellbeing initiatives for marginalised staff	Chief People Officer Deputy Chief People Officer	Head of HR EDI Lead – Business Partner			X				X			
6. Co-deliver staff survey on satisfaction with reporting harassment and discrimination	Chief People Officer	Senior OD Practitioner /Project Managers EDI – Business Partner				X						X
7. Deliver tailored Active Bystander training		Senior OD Practitioner EDI Lead-Business Partner and				X			X		X	

		EDI Coordinator							
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4 Conclusion

The Trust is dedicated to becoming an inclusive employer of choice for disabled candidates, and to improving the workplace experiences of its disabled staff.

The actions planned, outlined in section 3, are part of the Trust's overarching Equality, Diversity and Inclusion Strategy 2023- 2026 as aligned to the NHS Improvement Plan 2023 and will further improve the Trust's performance against the 10 statutory WDES indicators.