



Hertfordshire Community
NHS Trust

Workforce Disability Equality Standard

1 April 2018 – 31 March 2019



1. Background & Context

Hertfordshire Community NHS Trust welcomes the opportunity to publish our first Workforce Disability Equality Standard (WDES) Report 2018/19.

The WDES is a set of ten specific measures (metrics) that enables NHS organisations to compare the experiences of disabled and non-disabled staff. This information will be used to develop our action plan, and enable us to demonstrate progress against the indicators of disability equality.

The WDES is mandated through the NHS Standard Contract and is restricted to NHS Trusts and Foundation Trusts for the first two years of implementation.

The implementation of the WDES will enable us to better understand the experiences of our disabled staff. It will support positive change for existing employees, and enable a more inclusive environment for disabled people working in the NHS.

Information in this report is based on the data from the 2018/19 financial year.

2. Data Analysis – Metrics

Metric 1 shows the percentage of HCT staff who have classified themselves as having a disability compared to those staff who do not have a disability using agenda for change (AfC) pay bands or medical and dental subgroups and very senior managers (including Executive Board members). The percentages are clustered into 4 groups for non-clinical staff and 7 groups for clinical staff. This is due the small numbers of staff in each pay band.

1a) Non Clinical Staff

	Disabled	Non-disabled	Disability unknown or null	Overall staff
Cluster 1 (Bands 1 - 4)	3% (12)	90% (326)	7% (26)	364
Cluster 2 (Band 5 - 7)	4% (5)	94% (122)	2% (3)	130
Cluster 3 (Bands 8a - 8b)	2% (1)	85% (35)	12% (5)	41
Cluster 4 (Bands 8c - 9 & VSM)	0% (0)	81% (22)	19% (5)	27

1b) Clinical Staff

	Disabled	Non-disabled	Disability unknown or null	Overall staff
Cluster 1 (Bands 1 - 4)	2% (14)	82% (459)	16%(90)	563
Cluster 2 (Band 5 - 7)	3% (44)	87% (1299)	11% (158)	1501
Cluster 3 (Bands 8a - 8b)	3% (3)	83% (90)	14% (15)	108
Cluster 4 (Bands 8c - 9 & VSM)	0% (0)	79% (11)	21% (3)	14
Cluster 5 (Medical & Dental Staff, Consultants)	0% (0)	100% (10)	0% (0)	10
Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	10% (3)	86% (25)	3% (1)	29
Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	0% (0)	0% (0)	0% (0)	0

The above tables, metric 1a and metric 1b clearly show that the percentage of disabled staff in both the non-medical and medical workforce is low. It also highlights in both tables that there is a significant percentage of the workforce that record as either unknown or a null response.

Metric 2 - Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

The table below shows the relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

	Disabled	Non-disabled
Number of shortlisted applicants	132	2655
Number appointed from shortlisting	28	603
Relative likelihood of shortlisting/appointed	0.21	0.23
Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff	1.07	

A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.

The table above, metric 2, shows that the likelihood of disabled staff and non-disabled staff being appointed from short listing is very similar for both groups.

Metric 3 explores the relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure

	Disabled	Non-disabled
Number of staff in workforce	82	2399
Number of staff entering the formal capability process	1	10
Likelihood of staff entering the formal capability process	0.01	0.00
Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	2.93	

A figure above 1:00 indicates that disabled staff are more likely than Non-Disabled staff to enter the formal capability process.

Disabled staff are more likely to enter the formal capability process.

National NHS Staff Survey Metrics 4 – 9a

		Disabled	Non-disabled
Metric 4 Staff Survey Q13	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	29.3% (198)	25.5% (1152)
	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	14.6% (198)	9.0% (1129)
	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	18.9% (196)	11.5% (1126)
	% of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	64.0% (75)	59.7% (330)
Metric 5 Staff Survey Q14	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	83.1% (130)	90.6%(786)
Metric 6 Staff Survey Q11	% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	29.2% (137)	18.9% (581)
Metric 7 Staff Survey Q5	% staff saying that they are satisfied with the extent to which their organisation values their work.	42.6% (197)	51.8% (1144)
Metric 8 Staff Survey Q28b	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	75.2% (121)	N/A

Metric 9a.		Disabled	Non-disabled	Overall staff
	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	6.8 (199)	7.1 (1149)	7.1

Disabled staff have a worse experience at work than that of non-disabled staff as reported in the NHS staff survey. The engagement score for disabled staff is 0.3 less than that of non-disabled staff.

Metric 9b - Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)

If no, what actions are planned?

No	<p>As part of the Trust's action plan for health and wellbeing, we plan to develop a disability network to give disabled staff a voice.</p> <p>In addition, we anticipate that our planned work for getting from Disability Confident Scheme level 2 to level 3 [Leader status] will help close the disability equality gap in experience and outcomes.</p>
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Metric 10 - Percentage difference between the Board voting membership and our overall workforce.

	Disabled	Non-disabled	Disability unknown or null	Overall staff
Total Board members	0	8	4	12
<i>of which: Voting Board members</i>	0	7	2	9
<i>: Non Voting Board members</i>	0	1	2	3
Total Board members	0	8	4	12
<i>of which: Exec Board members</i>	0	5	1	6

: Non Executive Board members	0	3	3	6
Number of staff in overall workforce	82	2399	306	2787
Total Board members - % by Disability	0%	67%	33%	
Voting Board Member - % by Disability	0%	78%	22%	
Non Voting Board Member - % by Disability	0%	33%	67%	
Executive Board Member - % by Disability	0%	83%	17%	
Non Executive Board Member - % by Disability	0%	50%	50%	
Overall workforce - % by Disability	3%	86%	11%	
Difference (Total Board - Overall workforce)	-3%	-19%	22%	
Difference (Voting membership - Overall Workforce)	-3%	-8%	11%	
Difference (Executive membership - Overall Workforce)	-3%	-3%	6%	

3. Next steps

Going forward the Trust will agree key priorities of focus and WDES actions with staff and JNC, and offer any support as identified in the NHS staff survey. A key component to making progress against this standard is staff engagement and involvement.

The data contained in this report will be submitted to NHS England via SDSCS by 1 August and published on our website along with an action plan by 30 September 2019.