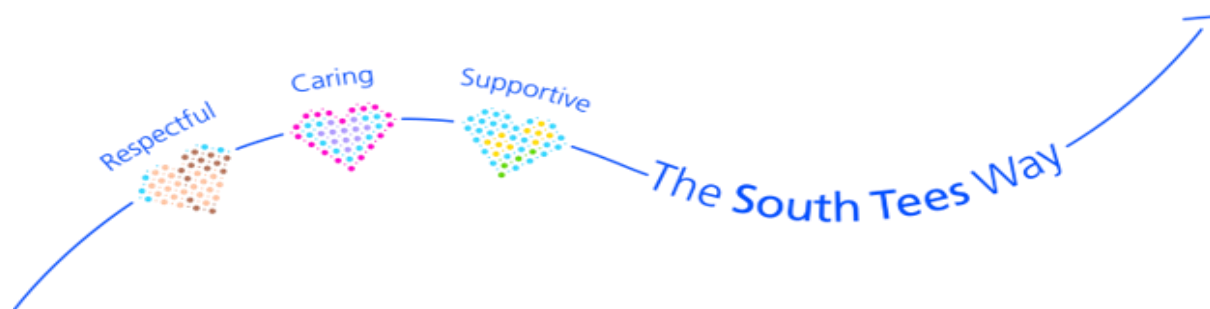


# Workforce Disability Equality Standard (WDES)

Annual Report 2022/23



## **Executive Summary**

Welcome to the Workforce Disability Equality Standard (WDES) Annual Report 2022/23. The WDES enables the Trust to publish data on the employment experiences of our disabled colleagues.

During this year, the Trust has taken a number of actions to reduce inequality and develop an inclusive culture for our current and future workforce who are disabled.

There have been some positive findings in this report and there are also areas where we require further analysis to fully understand the results to help us to do so we have focussed on the staff survey results. South Tees Hospitals NHS Foundation Trust is committed to tackling disability discrimination and to working towards reducing inequalities to ensure fair and equal opportunities for progression and development. We will apply key actions to understand and address inequities that are highlighted in the data.

	2022/23		2021/22		20/21	
	Headcount	%	Headcount	%	Headcount	%
<b>Total workforce</b>	<b>10010</b>		<b>9768</b>		<b>9679</b>	
<b>Disabled staff</b>	<b>433</b>	<b>4.57%</b>	<b>339</b>	<b>3.47%</b>	<b>254</b>	<b>2.62%</b>
<b>non-disabled staff</b>	<b>7473</b>	<b>75.25%</b>	<b>6996</b>	<b>71.62%</b>	<b>6292</b>	<b>65.01%</b>
<b>not declared disability status</b>	<b>2104</b>	<b>20.18%</b>	<b>2433</b>	<b>24.91%</b>	<b>3133</b>	<b>32.37%</b>

### **Aims**

Compare the workplace and career experiences of the Trusts disabled and non-disabled staff using the data drawn from WDES reporting in 22/23.

Present high-level findings and analysis of the WDES data.

Highlight trends identified in the staff survey.

Suggest actions that will improve experiences of disabled staff.

Continue to raise awareness of disability equality within the Trust's workforce and outline some of the challenges that disabled staff experience in the workplace.

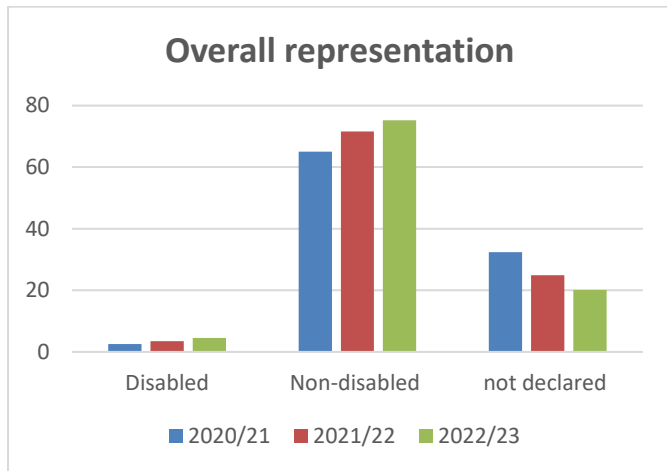
## WDES Indicator 2022

WDES Indicators 2022				2020	2021	2022	
1	Percentage of staff with a disability or long- term health condition			2.62	3.47	4.57	
2	Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts			0.82	1.58	1.31	
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.			2.48	0.00	0.00	
				2018	2019	2020	
4a	Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months.	Disabled & LTHC staff	33.8	31.7	28.4	27.1	28.9
		Non -disabled staff	27.2	25.3	22.8	23.2	23.7
4b	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months.	Disabled & LTHC staff	12.9	15.9	17.0	14.4	13.9
		Non -disabled staff	8.2	10.7	10.8	8.7	7.8
4c	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from colleagues in the last 12 months.	Disabled & LTHC staff	31.0	26.4	28.2	24.5	25.2
		Non -disabled staff	15.4	16.3	16.0	15.2	17.1
4d	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.	Disabled & LTHC staff	46.4	42.2	49.6	50.4	49.4
		Non -disabled staff	38.0	40.3	41.6	42.3	45.5
5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled & LTHC staff	47.1	47.3	44.2	53.5	51.5
		Non -disabled staff	56.2	51.6	53.9	58.4	59.0
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.	Disabled & LTHC staff	44.0	35.8	30.5	29.9	26.8
		Non -disabled staff	24.2	25.0	23.1	22.8	19.1
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.	Disabled & LTHC staff	31	22.9	29.2	32.7	34.2
		Non -disabled staff	34.3	37.7	41.8	40.7	39.8
8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Disabled & LTHC staff	72.7	66.5	77.3	75.6	69.6
9	Staff Engagement Score	Disabled & LTHC staff	6.6	6.5	6.9	6.9	6.8
		Non -disabled staff	6.2	6.1	6.4	6.6	6.5
10	Disabled / LTC Board Membership		-2.9	-2.6	-2.6	-3.3	-4.3

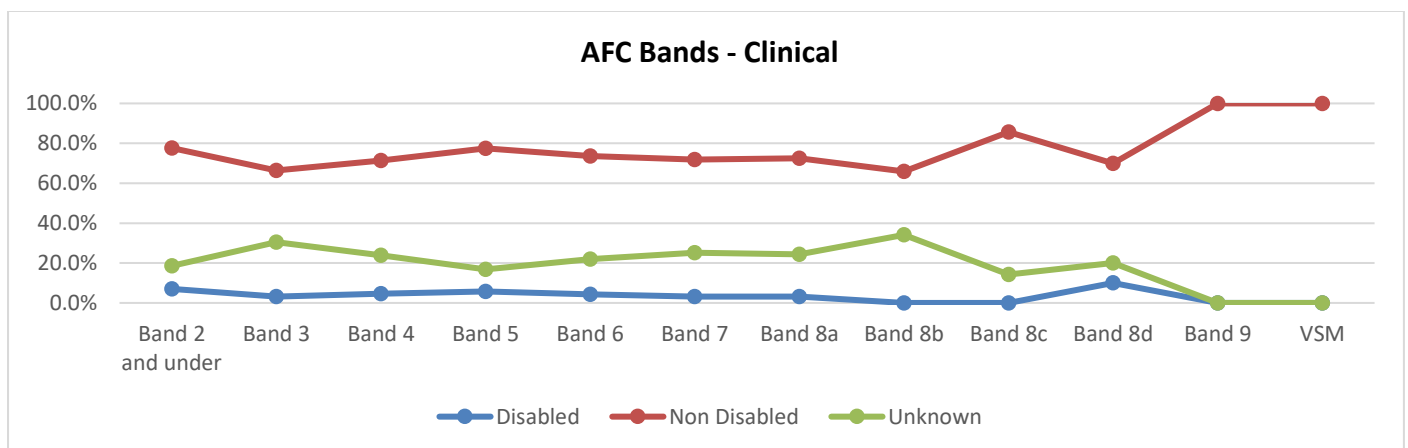
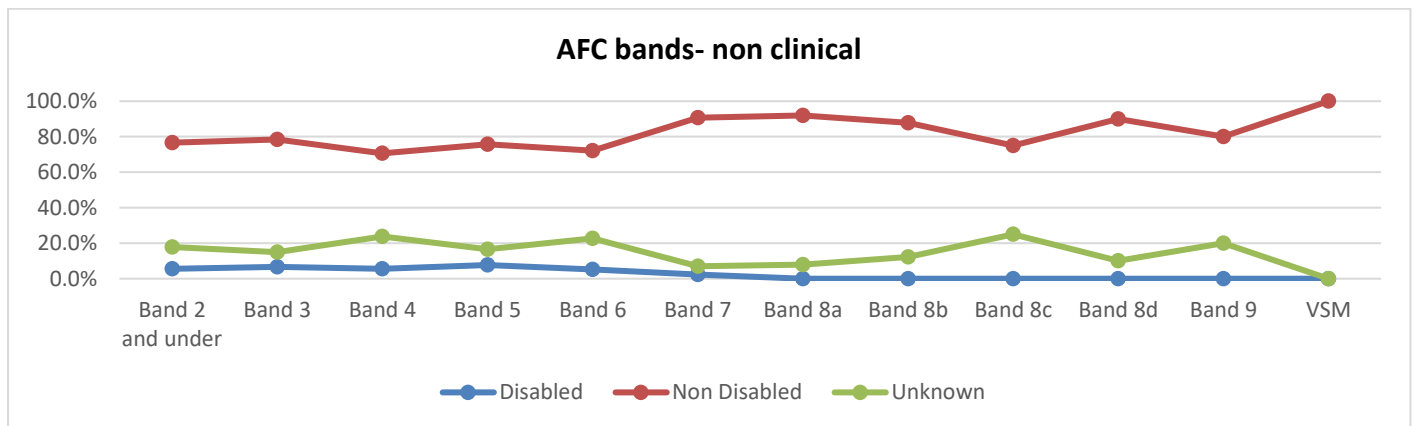
## Key Findings 2022

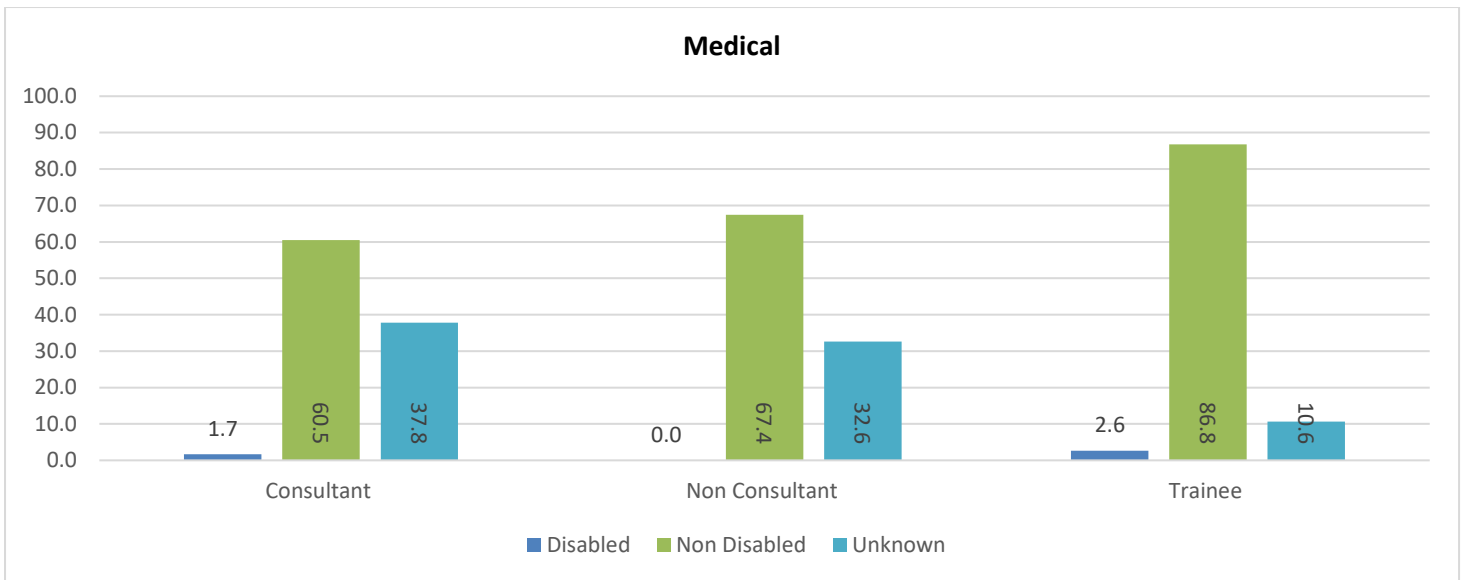
The key priorities in respect of the WDES indicators for 2022 are detailed below:

### Metric 1 - Staff with a disability

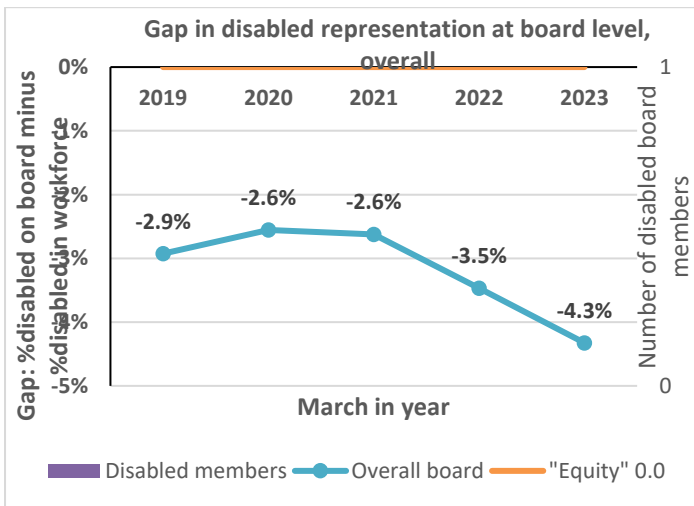


There has been an increase in staff who have declared their disability status to 4.57%. The national figure is currently at 16%. Those who have not declared is lower than previous years but there are still 20.18% of staff who are not declaring their status.





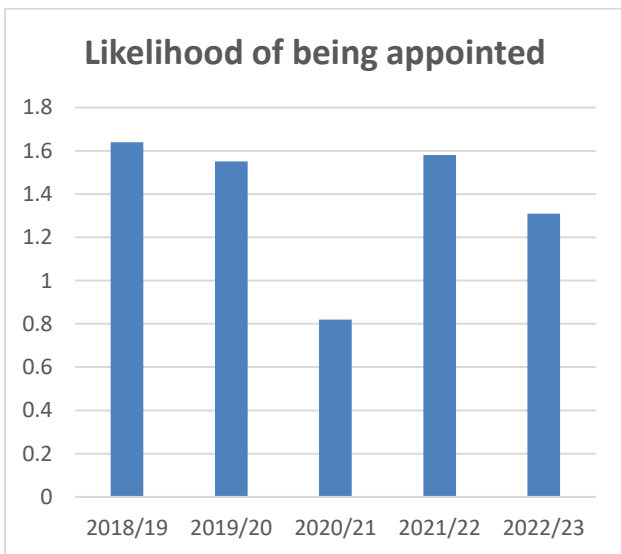
### Metric 10 - Board Responsibility



The difference between disabled representation on the board and in the workforce was -4.3%.

Disabled members were underrepresented on the board by one member in terms of headcount.

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

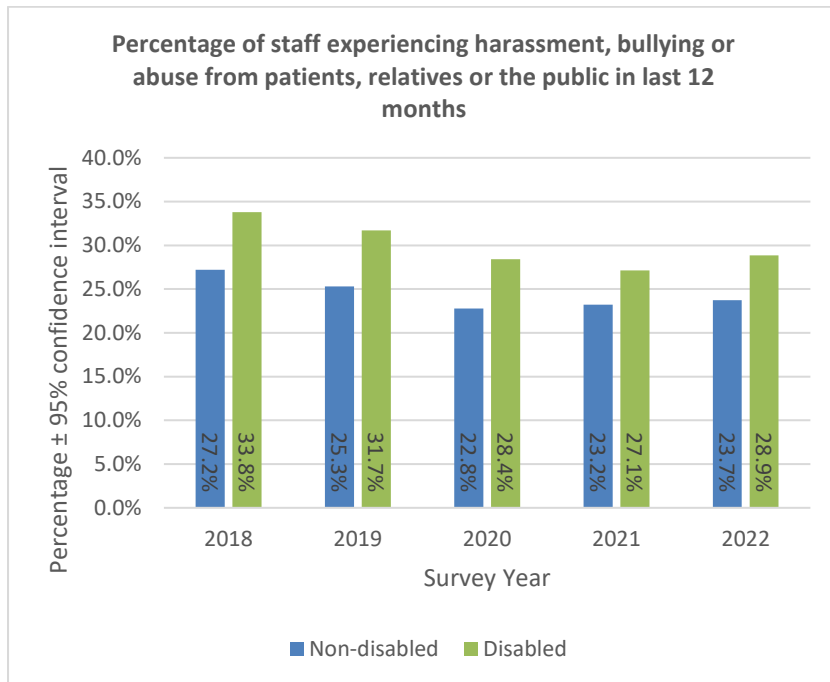


1,416 out of 6,887 non-disabled candidates were appointed from shortlisting (20.6% of non-disabled candidates) compared to 86 out of 546 Disabled candidates (15.8% of Disabled candidates). Therefore the likelihood ratio was 1.31; higher than 1.0 (which is "equity") to a small degree.

**Metric 3 - The relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff.**

There have been no formal capability cases involving staff with a declared disability of long-term health condition.

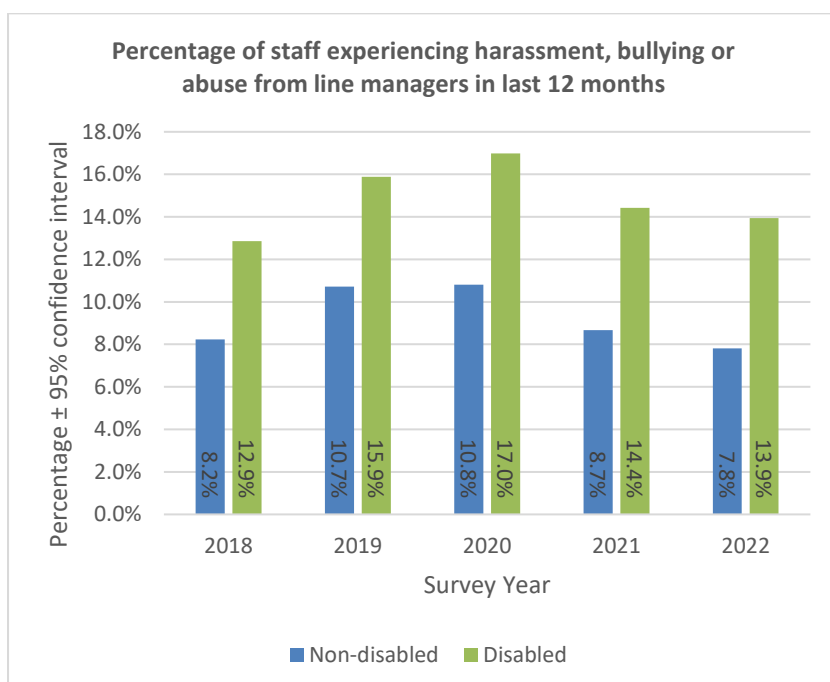
**Metric 4a - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.**



The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months was significantly higher for Disabled staff (28.9%) than for non-disabled staff (23.7%).

Staff are required to log all incidents through DATIX. The Keeping Staff safe group review, on a monthly basis, by themes and trends and escalate as appropriate for further action. We will further develop the staff safety group to reduce and eliminate incidents and improve staff safety from aggression and violence.

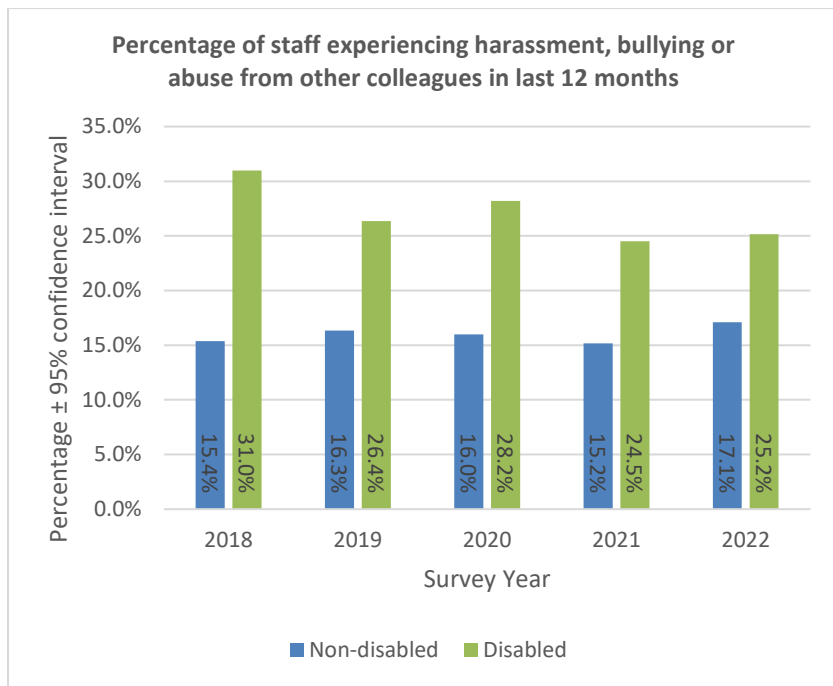
**Metric 4b - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months.**



The percentage of staff experiencing harassment, bullying or abuse from line managers in last 12 months was significantly higher for Disabled staff (13.9%) than for non-disabled staff (7.8%).

As this is a priority for the Trust, further analysis of reported cases will be undertaken and working with our FTSU guardians we will look at themes that may be occurring and how we can continue to work to decrease this.

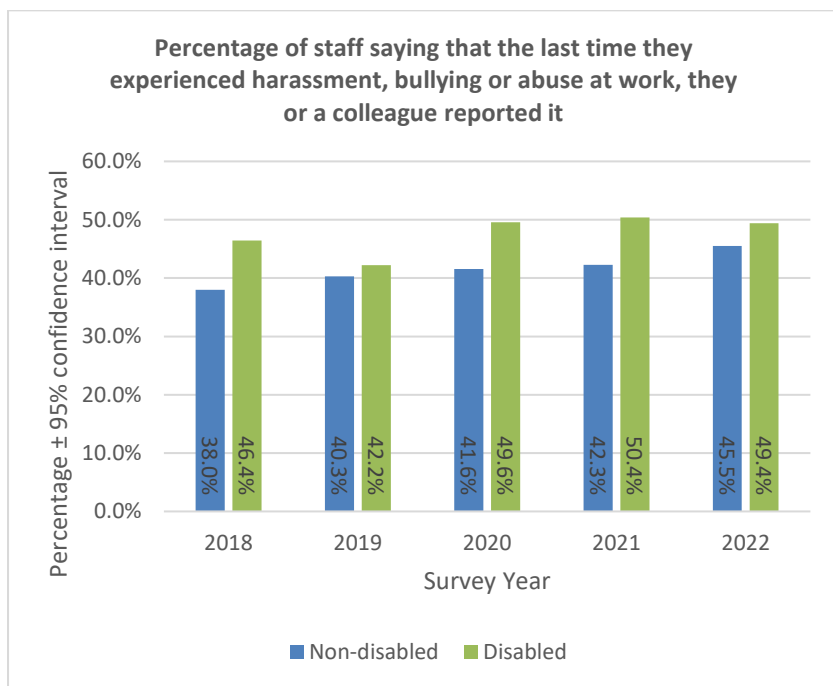
**Metric 4c - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from colleagues in the last 12 months.**



The percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months was significantly higher for Disabled staff (25.2%) than for non-disabled staff (17.1%).

As this is a concern for the Trust, further analysis of reported cases will be undertaken and working with our FTSU guardians we will look at themes that may be occurring.

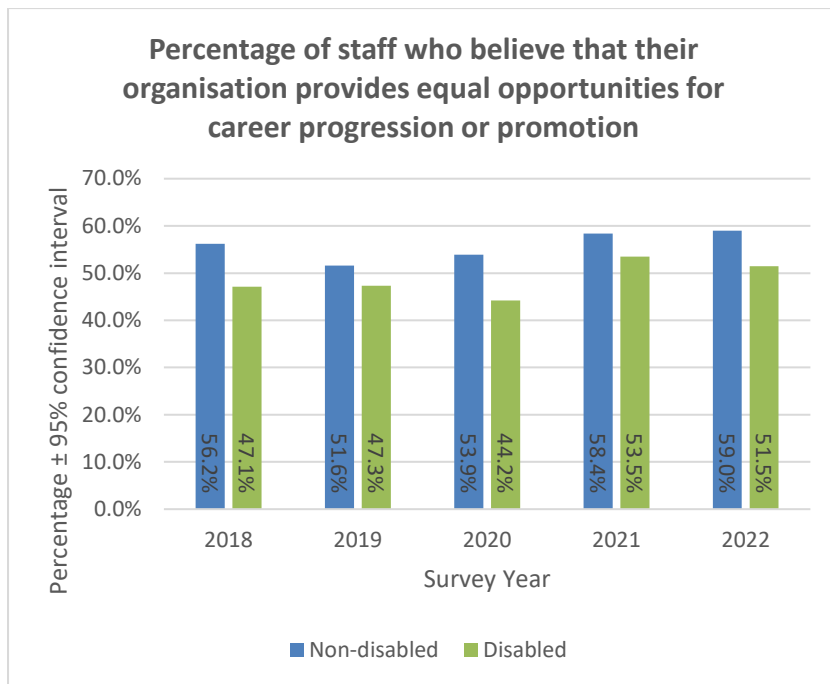
**Metric 4d - Percentage of disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.**



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 (49.4%) and for non-disabled staff (45.5%).

Staff are required to log all incidents through DATIX. The Keeping Staff safe group review, on a monthly basis, by themes and trends and escalate as appropriate for further action. We will further develop the staff safety group to reduce and eliminate incidents and improve staff safety from aggression and violence.

**Metric 5 - Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.**



The percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion was lower for Disabled staff (51.5%) than for non-disabled staff (59.0%).

**Metric 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)**



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 (26.8%) than for non-disabled staff (19.1%).

The well-being attendance team are able to offer support and guidance to all colleagues and attend the disability and long-term health conditions network to gain further insight into issues raised by colleagues in attendance.



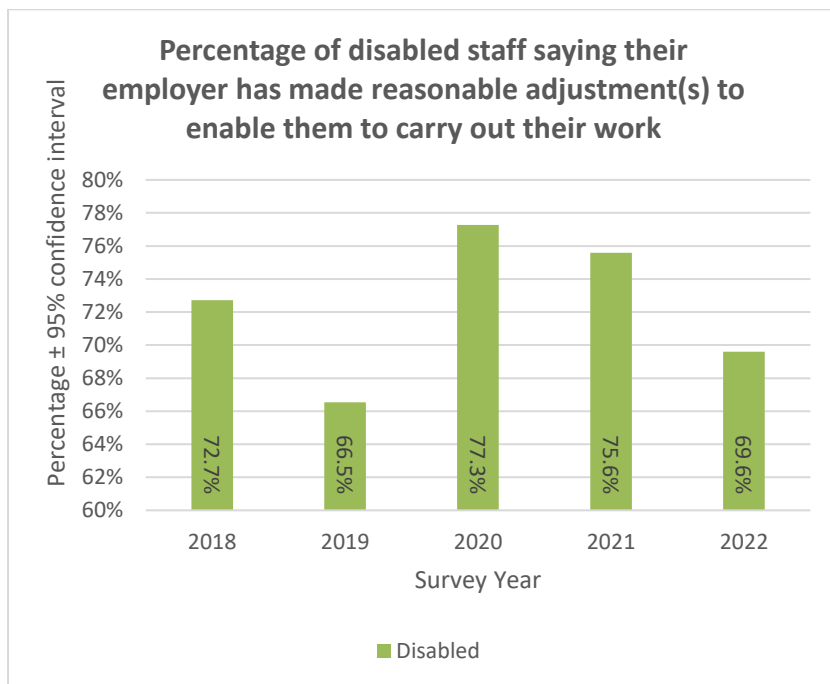
**Metric 7 - Percentage of staff satisfied with the extent to which their organisation values their work.**



The percentage of staff satisfied with the extent to which their organisation values their work was lower for Disabled staff (34.2%) than for non-disabled staff (39.8%).

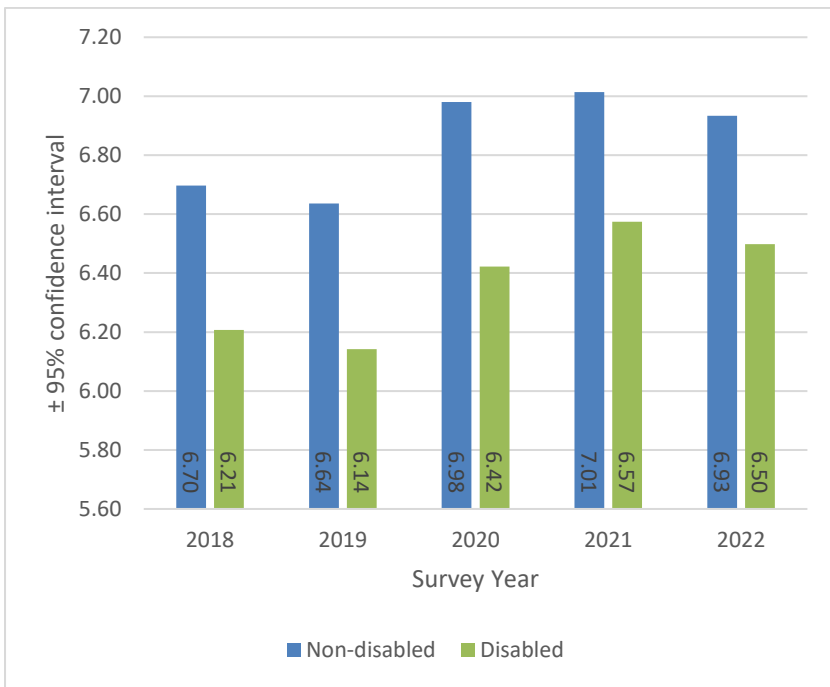
This is a small increase from last year and has seen a consistent and gradual increase from 2019.

**Metric 8 - Percentage of disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work.**



The attendance management policy is currently under review which will provide better guidance for managers in respect of reasonable adjustments and this will be included in the DI training that will be rolled out for managers in January of 2024.

### Metric 9 – Staff engagement.



Although the engagement score is slightly lower, it remains relatively consistent with previous years.

## South Tees Hospitals Action Plan and Key Priorities for 2023//24

South Tees Hospitals NHS Foundation Trust is committed to fully meeting the requirements of the Workforce Disability Equality Standard. Our action to improve the WDES indicators is aligned to our strategic goals specifically to make South Tees the best place to work. Our commitment and priorities are aligned to the NHS People Plan, the national NHS People Promise and the NHS Equality, Diversity and Inclusion plan.

These have been identified as key priority areas compared to the national average.

Priority Metric	Trust	National Average
Metric 10: Disabled representation on the board	0.0%	5.7%
Metric 2: Likelihood of appointment from shortlisting	1.31	0.99
Metric 8: Reasonable adjustments	69.6%	73.4%

Implementation of a restorative and just culture approach across the organisation is now taking place ensuring that a training package is available for managers and all People policies will be updated to reflect this restorative just culture approach. This restorative practice, along with our Civility Training, is intended to reduce bullying, harassment and discrimination across the organisation.

We are seen as committed disability confident and will be working to attain the next level by undertaking a gap analysis to scope next steps towards becoming a disability confident employer.

We will continue to provide comprehensive psychological support for all individuals who report that they have been a victim of bullying, harassment, discrimination or violence.

We will continue to create protected time within the annual cycle of business for networks to collaborate together and share good practice and to offer colleagues with a disability or long-term health condition a safe space to share their lived experiences. The network aims to assist in the education and development of awareness of discrimination and to support equality throughout the Trust.

The Trust's attendance management policy is currently under review and will incorporate comprehensive guidance for all managers to be able to support colleagues who request help with a disability or long-term health condition.

To better enhance access to career progression, training and development opportunities, we will review our values-based recruitment by embedding a structured interview template which aims to reduce bias and ensure that every candidate has an equal opportunity for development and progression.

We will review our access to career progression, training and development opportunities.

We will continue to review data by protected characteristic on bullying, harassment, discrimination and violence and work proactively to eliminate these from the workplace through the actions identified above.

We will continue to deliver our unconscious bias training and this will be further enhanced by detailed EDI training that will be part of our Management Essential Programme.

Bespoke cohorted leadership and management training programmes will be delivered which are specifically targeted at senior medical and operational staff to develop a cultural baseline skillset.

We have supported 4 members of staff within our academic centre to undertake dyslexia accredited training to be able to support colleagues in the workplace. Resources can be obtained from our Library which is available to staff who require further support.

We have developed training to raise awareness about neuro diversity which is now available for staff.