

2020 Workforce Disability Equality Standard (WDES) Summary Report and Outline Action Plan

WDES Summary Report – Data as of 31st March 2020

WDES Indicator		2020 Data						Analysis and Commentary	Action Plan (2020-23)		
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.	Band/Grade	Disabled		Non - Disabled		Not known		<p>4 per cent of the Christie workforce has reported that they have a disability on ESR. This compares to 17.2 per cent who reported that they had a disability in the 2018 Christie’s National Staff Survey. This is 4.8 times higher than what is recorded on ESR. The under reporting of disability by staff is common place in the wider NHS.</p> <p>In both the non-clinical and clinical Agenda for Change (AfC) bands there are no staff with a recoded disability above at VSM level and lower percentages above Band 7.</p>	<ul style="list-style-type: none"> • Undertake a joint campaign with the Staff Side trade unions to increasing disability reporting rates amongst staff • To build in an annual reminder in the PDR process for staff to review and update their personal data on ESR including their disability information. • To develop a disabled staff development programme • To gain Level 2 of the Disability Confident standard 	
			2019	2020	2019	2020	2019	2020			
		Workforce	4%	4%	84%	87%	12%	9%			
		Non-Clinical									
		Band 1	4%	5.7%	84%	74.3%	12%	20.0%			
		Band 2	5%	2.9%	52%	86.4%	14%	10.7%			
		Band 3	3%	6.0%	84%	81.5%	13%	12.5%			
		Band 4	5%	2.3%	82%	83.5%	13%	10.5%			
		Band 5	3%	4.1%	90%	88.9%	8%	7.8%			
		Band 6	5%	4.5%	86%	88.6%	9%	7.3%			
		Band 7	4%	3.0%	92%	93.1%	4%	3.4%			
		Band 8a	2%	0%	86%	87.9%	13%	9.1%			
		Band 8b	13%	7.1%	83%	95.2%	4%	4.8%			
		Band 8c	7%	14.3%	93%	92.9%	0%	0%			
		Band 8d	0%	0%	100%	85.7%	0%	0%			
		Band 9	0%	0%	63%	85.7%	38%	14.3%			
VSM	0%	0%	100%	100%	0%	0%					
Band 1-4	4%	5.0%	83%	83.4%	13%	11.5%					
Band 5-7	4%	3.5%	89%	90.0%	13%	6.5%					
Band 8a - 8b	5%	2.3%	85%	89.7%	10%	8.0%					
Band 8c +	3%	5.3%	87%	92.1%	10%	2.6%					

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	Clinical						<p>The percentage of medical workforce reporting that they have a disability is generally lower than the rest of the workforce. Amongst consultants less than 1 per cent reporting that they have a disability. This increases to 2.4 per cent for non-consultant career grades. Both grades have shown a reduction on 2019 levels.</p> <p>9 per cent of the workforce has not provided information on whether they have disability or not. This is a 3 per cent reduction on 2019 level.</p>	<p>over the medium term with the long term aim that Level 3 is achieved</p>	
	Band/Grade	Disabled		Non - Disabled		Not known			
		2019	2020	2019	2020	2019			2020
	Band 2	2%	1.5%	78%	81.3%	20%			17.2%
	Band 3	4%	2.2%	79%	82.7%	17%			15.1%
	Band 4	4%	3.9%	84%	88.2%	13%			7.8%
	Band 5	4%	4.7%	90%	90.6%	6%			4.7%
	Band 6	4%	4.1%	86%	88.3%	10%			7.6%
	Band 7	3%	2.8%	83%	88.0%	15%			9.2%
	Band 8a	3%	2.1%	82%	84.1%	15%			13.8%
	Band 8b	3%	0%	94%	97.2%	3%			2.8%
	Band 8c	7%	0%	86%	93.3%	7%			6.3%
	Band 8d	0%	16.7%	100%	83.5%	0%			0%
	Band 9	0%	0%	100%	100%	0%			0%
	VSM	0%	0%	67.0%	100%	33.0%			0%
	Medical and Dental Consultants	1%	0.6%	78%	82.1%	21%			17.3%
	Non-Consultant career grades	3%	2.4%	84%	91.6%	13%			6.0%
	Medical and Dental Trainees	0%	0%	0%	0%	0%			0%
Bands 2-4	3%	2.4%	80%	83.3%	16%	14.3%			
Bands 5-7	4%	4.0%	86%	88.6%	10%	7.4%			
Band 8a -8b	3%	1.7%	85%	86.8%	12%	11.5%			
Band 8c +	4%	4.0%	88%	92.0%	8%	4.0%			
2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.	<p>The relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts is 1.67. This figure has deteriorated from 1.04 in 2019.</p> <p>Please note that a figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.</p>						<p>Disabled people are less likely to be appointed from a shortlist than non-disabled people. Over the last 12 months disabled people have become less likely to be appointed.</p>	<ul style="list-style-type: none"> Review the Trust's recruitment and selection processes to ensure that there is no (direct or indirect) discrimination against disabled applicants

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							and reasonable adjustments are fully available when required. <ul style="list-style-type: none"> • Target disabled applicants when remote working is fully developed 	
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.	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure is 1.81 . This is an improvement on 2019 levels which were 3.84 . Please note a figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.				Disabled staff (who have their disability recorded on ESR) are nearly twice as likely to be subject for formal capability procedures compared to non-disabled staff in the Christie. While this is an improvement on 2019 levels the Trust still needs to improve the disproportionate levels of disabled staff being subject to the formal capability process.	<ul style="list-style-type: none"> • Promote the Disability in Employment Policy throughout the Trust to people managers • Develop the Disability in Employment Manager’s Guide • Deliver Disability in Employment training for people managers • Ensure there is non-discrimination staff guidance included the updated Capability Policy. 	
4a	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (1) Patients/ service users, their relatives or other members of the public	Source of harassment, bullying or abuse	Disabled		Non-disabled		Reported rates of bullying and harassment from patients etc. (within the Staff Survey) is 1.5 times higher for disabled staff compared to non-disabled staff. This is a slight increase on the 2019 ratio of 1.4. Reported rates of bullying and harassment from managers (within the Staff Survey) are	<ul style="list-style-type: none"> • Monitor the implementation of the Positive Working Relationships Policy • Develop a standard operation procedure (SOP) under the Violence and Aggression Policy with a view to
Patients/service users, their relatives or members of the public within the last 12 months		2019	2020	2019	20120			
		14.1%	18.4%	9.8%	11.8%			
Managers within the last 12 months	17.4%	13.7%	9.7%	8.9%				

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	(2) Managers (3) Other colleagues					1.7 times higher for disabled staff when compared to non-disabled staff. This is a slight reduction the 2019 level of 1.8.	reducing harassment from patients/service user and members of the public; and to make patients more aware of what is unacceptable behaviour towards staff and other patients. <ul style="list-style-type: none"> • Continue to develop and deliver the Respect Campaign with the Trust and extend to patients and the public • Undertake a campaign to improve staff incident reporting of harassment abuse and discrimination by patients, relatives and members of the of the public
	Other colleagues	22.7%	22.7%	13.8%	13.2%	Reported rates of bullying and harassment from other colleagues (within the Staff Survey) are 1.7 times higher for disabled staff than compared to non-disabled staff. This is a slight reduction on the 2019 ration of 1.8 times.	
4b	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 Staff		Non-Disabled Staff		There is higher rate of reporting of bullying, harassment or abuse when it involves a disabled member of staff compared to non-disabled staff. The current gap is +11.5% . The gap has increased significantly from +3.3% .	<ul style="list-style-type: none"> • Within the Anti-Bullying and Harassment Listening Project include actions to improving reporting rates for all staff
		2019 48.5%	2020 58.8%	2019 45.2%	2020 47.3%		

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5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled Staff		Non-Disabled Staff		Disabled staff are less likely to believe that the Christie provides equal opportunities for career progression. The current gap is 7.8% which has widened slightly from last year's gap of 7.2.	<ul style="list-style-type: none"> • Hold a series of focus groups for disabled staff on their experiences of working with a disability at the Christie • Establish a Disable Staff Network for the Christie
		2019	2020	2019	2020		
		83.9%	82.9%	91.1%	90.7%		
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 Staff		Non-Disabled Staff		Disabled staff felt more under pressure from their managers to come to work compared to non-disabled staff. Although the overall levels of staff reporting feeling under pressure to come into work when not feeling well for both groups of staff fell, the current gap has widened to 3.8% compared to 2019's gap of 2.4% .	<ul style="list-style-type: none"> • Hold a series of focus groups for disabled staff on their experiences of working with a disability at the Christie • Establish a Disable Staff Network for the Christie • Promote greater understanding of the provisions of the new Disability in Employment Policy amongst people managers and staff
		2019	2020	2019	2020		
		24.6%	23.8%	22.2%	20.0%		
7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which	Disabled Staff		Non-Disabled Staff		Disabled staff are less satisfied with the extent to which the Trust values their work compared to non-disabled staff. The overall	<ul style="list-style-type: none"> • Hold a series of focus groups for disabled staff on their experiences of working with a
		2019	2020	2019	2020		
		46.1%	43.2%	56.3%	55.5%		

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	their organisation values their work.					level of staff stating that they are satisfied with the extent that Trust values their work has fallen for both groups of staff. The current gap is 12.3% which is bigger than the 2019 gap of 10.2% .	disability at the Christie <ul style="list-style-type: none"> • Deliver Managing a Diverse Workforce Training for people managers within the Trust • Develop guidance for people managers on Managing Disability in Employment
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	2019 76.6%		2020 80.6%		Around a fifth of disabled staff (19.4%) feel that the Trust has not made adequate adjustments to enable them to carry out their work. This is an improvement of 4% on the previous year's figure.	<ul style="list-style-type: none"> • Promote the Disability in Employment Policy throughout the Trust to people managers • Deliver Disability in Employment training to Trust people managers
9a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Disabled Staff		Non-Disabled Staff		Disabled staff have a lower engagement score than non-disabled staff. The current gap is 0.4 . There has been no change from 2019.	<ul style="list-style-type: none"> • Staff survey action plan will address this on a divisional basis.
		2019 7.2	2020 7.2	2019 7.6	2020 7.6		
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)	Yes. The Christie undertook a bullying and harassment listening project earlier this year (2019) and disabled staff provided insight to their experiences of bullying and harassment within the Trust. There are also disabled members who participate in the work of				The Trust continues to engage and listening to the voices of disabled staff. Further work is planned during this year.	<ul style="list-style-type: none"> • The establishment of Disable Staff Network • Undertaking a number of listening events for disabled staff

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		the Trust's Staff EDI Interest Group								
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		Disabled		Non-disabled		Not known		Disabled people compared to their membership of the workforce remain underrepresented on the Trust Board. There are currently no members of the Trust Board that have declared that they have a disability. There has been no change since 2019.	<ul style="list-style-type: none"> Encourage disabled people to apply to become members of the Trust Board when vacancies arise.
			2019	2020	2019	2020	2019	2020		
		All Board Members	0%	0%	93%	93%	0%	0%		
	Difference between the Board disability composition and the workforce	The current difference is - 4%								