

## **Workforce Disability Equality Standard (WDES) Report 2021**

This report sets out the Trust's position on the Workforce Disability Equality Standard indicators for 2021 compared to 2020, with an action plan which has been developed in consultation with our Disability Staff Support Network and Joint Union Committee.

The Workforce Disability Equality Standard consists of 10 indicators of workforce disability equality, including the profile of the workforce and data from the national staff survey indicators. It highlights any differences between the experience and treatment of disabled staff and non-disabled staff and provides a platform to take necessary remedial action on the causes of disability disparities or differential treatment of disabled staff.



## 2021 Workforce Disability Equality Standard (WDES) Summary Report and Outline Action Plan

WDES Summary Report									
WDES Indicator		2021 Data						Analysis and Commentary	Draft 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		
			2020	2021	2020	2021	2020	2021	
		Workforce	4%	3.63%	87%	87.03%	9%	9.34%	
		Non-Clinical							
		Band 1	5.7%	5.0%	74.3%	80.0%	20%	15.0%	
		Band 2	2.9%	3.4%	86.4%	86.0%	10.7%	10.6%	
		Band 3	6.0%	4.2%	81.5%	84.3%	12.5%	11.4%	
		Band 4	6.0%	5.7%	83.5%	84.4%	10.5%	9.9%	
		Band 5	2.3%	1.7%	88.9%	92.4%	7.8%	5.9%	
		Band 6	4.1%	2.5%	88.6%	93.4%	7.3%	4.1%	
		Band 7	4.5%	4.1%	93.1%	88.8%	3.4%	7.1%	
		Band 8a	3.0%	3.1%	87.9%	89.2%	9.1%	7.7%	
		Band 8b	0.0%	0%	95.2%	92.0%	4.8%	8.0%	
		Band 8c	7.1%	1%	92.9%	92.9%	0%	0.0%	
		Band 8d	14.3%	0%	85.7%	100.0%	0%	0.0%	
		Band 9	0%	1%	85.7%	75.0%	14.3%	12.5%	
		VSM	0%	0%	100%	100.0%	0%	0.0%	
		Band 1-4	5.0%	4.6%	83.4%	84.8%	11.5%	10.7%	
		Band 5-7	3.5%	2.7%	90.0%	91.7%	6.5%	5.6%	
		Band 8a - 8b	2.3%	2.2%	89.7%	90.0%	8.0%	7.8%	
Band 8c +	5.3%	5.3%	92.1%	92.1%	2.6%	2.6%			
		<p><b>3.63%</b> of the Christie workforce has reported that they have a disability, compared to 4% in 2020. The under reporting of disability by staff is common in the wider NHS.</p> <p>In both the non-clinical and clinical Agenda for Change (AfC) bands there are no staff with a recorded disability above at VSM level and lower percentages above Band 7.</p> <p>The percentage of medical workforce reporting that they have a disability is generally lower than the rest of the workforce. Amongst consultants, 1% report that they have a disability. This increases slightly to 1.54% for non-</p>						<ul style="list-style-type: none"> <li>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.</li> <li>Promote the Disabled staff network through internal comms to profile raise. Disabled staff network members to include the network brand in their email signatures.</li> <li>Level 3 of the Disability Confident standard – convene a cross divisional working group to gather</li> </ul>	

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	Clinical							<p>consultant career grades.</p> <p>9.34% of the workforce has not provided information on whether they have disability or not. This is an increase of 0.34% on 2020 level.</p>	<p>evidence, identify gaps and put in place actions required to meet L3 criteria that will assist with recruitment, retention, promotion and recording of disability status.</p> <ul style="list-style-type: none"> <li>Develop guidance for managers and senior leaders on 'sponsorship' and how managers can be active sponsors for disabled staff, identifying their talent and opportunities for progression.</li> </ul>
Band/Grade	Disabled		Non - Disabled		Not known				
	2020	2021	2020	2021	2020	2021			
Band 2	1.5%	6.85%	81.3%	80.82%	17.2%	12.33%			
Band 3	2.2%	2.17%	82.7%	81.52%	15.1%	16.30%			
Band 4	3.9%	5.97%	88.2%	85.07%	7.8%	8.96%			
Band 5	4.7%	4.56%	90.6%	90.38%	4.7%	5.06%			
Band 6	4.1%	4.71%	88.3%	88.24%	7.6%	7.06%			
Band 7	2.8%	2.80%	88.0%	86.02%	9.2%	11.18%			
Band 8a	2.1%	2.01%	84.1%	85.91%	13.8%	12.08%			
Band 8b	0%	0.00%	97.2%	94.12%	2.8%	5.88%			
Band 8c	0%	5.26%	93.3%	89.47%	6.3%	5.26%			
Band 8d	16.7%	0.00%	83.5%	100%	0%	0.00%			
Band 9	0%	0.00%	100%	100%	0%	0.00%			
VSM	0%	0.00%	100%	100%	0%	0.00%			
Medical and Dental Consultants	0.6%	1.19%	82.1%	81.55%	17.3%	17.26%			
Non-Consultant career grades	2.4%	1.54%	91.6%	89.23%	6.0%	9.23%			
Medical and Dental Trainees	0%	0.00%	0%	91.30%	0%	8.70%			
Bands 2-4	2.4%	4.0%	83.3%	82.1%	14.3%	13.9%			
Bands 5-7	4.0%	4.2%	86.6%	88.3%	7.4%	7.5%			
Band 8a -8b	1.7%	1.6%	86.8%	87.4%	11.5%	10.9%			
Band 8c +	4.0%	3.7%	92.0%	92.6%	4.0%	3.7%			

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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 1.52. This figure has improved marginally from <b>1.67</b> in 2020 but remains below the 1.04 reported in 2019.</p> <p>(A relative likelihood of 1 indicates that there is no difference: i.e. non-disabled applicants are equally as likely of being appointed from shortlisting as Disabled applicants.)</p>	<p>Disabled people are less likely to be appointed from a short-list than non-disabled people. Over the last 12 months disabled people have become marginally more likely to be appointed.</p>	<ul style="list-style-type: none"> <li>Review the Trust's recruitment processes for potential for direct or indirect discrimination against disabled applicants and ensure reasonable adjustments are fully available when required.</li> <li>Target disabled applicants through disabled staff networks and groups.</li> <li>Continue to offer the guaranteed interview scheme as part of Disability Confident registration Level 2.</li> </ul>
3	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal	<p>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 is <b>3.42</b>, which is an increase since the improvement of <b>1.81</b> in 2020.</p> <p>(A relative likelihood of 1 indicates that there is no difference, i.e. Disabled staff are equally as likely as non-disabled staff to enter formal capability processes.)</p>	<p>Disabled staff (who have their disability recorded on ESR) are more than twice as likely to enter the formal capability procedure compared to non-disabled staff. The improvements made in</p>	<ul style="list-style-type: none"> <li>Promote the Disability in Employment Policy to line managers</li> <li>Develop the Disability in Employment</li> </ul>

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	capability procedure.					2019 have not been sustained.	Managers' Guide <ul style="list-style-type: none"> <li>• Deliver Disability in Employment training for line managers</li> <li>• Ensure there is non-discrimination staff guidance included in the updated Capability Policy.</li> </ul>	
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 (2) Managers (3) Other colleagues	<b>Source of harassment, bullying or abuse</b>	<b>Disabled</b>		<b>Non-disabled</b>		Reported rates of bullying and harassment from patients etc. towards Disabled staff (within the Staff Survey) have decreased by <b>3.1%</b> in 2021. However, this is <b>1.4</b> times higher for disabled staff compared to non-disabled staff.  Reported rates of bullying and harassment from managers (within the Staff Survey) are <b>1.86</b> times higher for disabled staff when compared to non-disabled staff. Reports have increased by <b>3%</b> in 2021 and are <b>7.7%</b> higher than for non-disabled staff.  Reported rates of bullying and harassment	<ul style="list-style-type: none"> <li>• Monitor the implementation of the Positive Working Relationships Policy against the agreed monitoring measures contained within the policy.</li> <li>• Continue to develop and deliver the Respect Campaign</li> </ul>
		Patients/service users, their relatives or members of the public within the last 12 months	<b>2020</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>		
			18.4%	15.3%	11.8%	10.9%		
		Managers within the last 12 months	13.7%	16.7%	8.9%	9%		
Other colleagues	22.7%	22.4%	13.2%	14.1%				

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							from other colleagues (within the Staff Survey) are <b>8.3%</b> higher for disabled staff than compared to non-disabled staff. This is a marginal improvement from 2020.
<b>4b</b>	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 <b>+0.8%</b> . However, in 2021 fewer disabled people have reported bullying and harassment when they have experienced it ( <b>51.4%</b> ) than in 2020 (58.8%). This is a reduction of <b>-7.4%</b> .	<ul style="list-style-type: none"> <li>Continue to develop and deliver the Respect Campaign</li> <li>Freedom to Speak up promoted widely through Divisional EDI Coordinators, during Staff Induction and Freedom to speak up month in October each year.</li> </ul>
		2020	2021	2020	2021		
		58.8%	51.4%	47.3%	50.6%		
<b>5</b>	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 <b>11.5%</b> which has widened from last year's gap of 7.8%. There has been a decline of <b>3.3%</b> in the percentage of	<ul style="list-style-type: none"> <li>Support the development of the Disabled Staff Support Network to influence /co-produce EDI policy</li> </ul>
		2020	2021	2020	2021		
		82.9%	79.6%	90.7%	91.1%		

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						Disabled staff believing the Trust provides equal opportunities for career progression or promotion.	
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. Overall levels of staff reporting feeling under pressure to come into work when not feeling well has increased for both groups of staff.	<ul style="list-style-type: none"> <li>Support the development of the Disabled Staff Support Network to influence and co-produce EDI policy.</li> <li>Promote greater understanding of the provisions of the new Disability in Employment Policy amongst line managers and staff.</li> </ul>
		2020	2021	2020	2021		
		23.8%	27.7%	20.0%	24.4%		
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 Staff		Non-Disabled Staff		Disabled staff are significantly less satisfied with the extent to which the Trust values their work compared to non-disabled staff. The current gap is <b>15.7%</b> , which is bigger than 12.3% gap reported in 2020.	<ul style="list-style-type: none"> <li>Deliver Managing a Diverse Workforce Training for people managers within the Trust</li> <li>Develop guidance for line managers on Managing Disability in</li> </ul>
		2020	2021	2020	2021		
		43.2%	41.4%	55.5%	57.1%		

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							Employment
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	<b>2020</b> 80.6%		<b>2021</b> 79.6%		Just over a fifth of disabled staff (20.4%) feel that the Trust has not made adequate adjustments to enable them to carry out their work. This is a slight increase from the previous year figure of 19.4%.	<ul style="list-style-type: none"> <li>Promote the Disability in Employment Policy and the principles of reasonable adjustments to line managers</li> <li>Deliver Disability in Employment training to line managers</li> </ul>
9a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	<b>Disabled Staff</b>		<b>Non-Disabled Staff</b>		Disabled staff have a lower engagement score than non-disabled staff. The current gap is <b>0.5</b> .	<ul style="list-style-type: none"> <li>Staff survey action plan will address this on a divisional basis.</li> </ul>
		<b>2020</b> 7.2	<b>2021</b> 7.0	<b>2020</b> 7.6	<b>2021</b> 7.5		
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)	Yes.  The Disabled Staff Support Network was initiated in 2021. There are disabled members who participate in the work of the Trust's Staff EDI Interest Group				The Disabled Staff Support Network has been formed and contributes to EDI Programme board to drive EDI strategy and actions.	<ul style="list-style-type: none"> <li>Support the establishment of Disabled Staff Support Network to influence and coproduce EDI policy</li> <li>Elevate the voices of disabled</li> </ul>



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							staff through the network and celebrate disabled staff contributions.		
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		<b>Disabled</b>		<b>Non-disabled</b>		<b>Not known</b>		
			<b>2020</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	
		All Board Members	0%	0%	100%	100%	0%	0%	
	Difference between the Board disability composition and the workforce	The current difference is - 4%						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 2020.	<ul style="list-style-type: none"> <li>• Be pro-active to advertise and encourage Disabled people to apply to become members of the Trust Board when vacancies arise.</li> <li>• Ensure the disabled staff network are aware of board opportunities well in advance of the closing data.</li> <li>• Ensure the board accommodates reasonable adjustments to ensure disabled staff participation.</li> </ul>