

Workforce Disability Equality Standard (WDES)

Annual Report 2022/23

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Introduction

We are committed to building a workforce which is valued and whose diversity reflects the communities we serve, enabling us as a Trust to deliver the best healthcare to those communities.

The WDES report enables the Trust to publish data on the employment experiences of our disabled staff compared to our non-disabled staff. As we continue to develop and deliver our Trust People Plan, it is vital that we foster and grow a culture of inclusion and belonging.

There are a total of ten indicators that make up the WDES, split across workforce data, National NHS Staff Survey and Trust Board Representation. These are designed to help us track our progress in tackling inequalities in the workplace.

The 2023 WDES results demonstrate improvements in several of the metric areas. Despite these improvements we know that further focus is required to improve the experience of our disabled staff.

During 2022/23 the Trust has undertaken a number of actions to reduce inequality and develop an inclusive culture for our current and future workforce who have a disability.

Our report highlights areas of progress and areas where improvement is still required. Our action plan has been updated for 2023/24 and can be accessed at Appendix 1 of this report.

Throughout this report you will see the term disabled used. The WDES uses the term disability in the context of the social model of disability which is defined as follows:

A person is disabled by failure of an organisation or society to make adjustments that remove barriers, for example, changes to the environment, ways of doing things or attitudes.

WDES Data 2022/23

Metric 1

Percentage of staff in Agenda for Change 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.

The 2023 data shows that 7.5% of our workforce (excluding bank) have recorded a disability or long-term health condition via our electronic staff records system. An increase of 1.3% when compared to 2022. This is above the WDES national benchmark figure at 5.0%.

“Relative Likelihood” WDES Metrics Two, Three and Four

The following two metrics indicate the likelihood of disabled candidates being appointed from shortlisting and staff entering a formal capability process. A figure of 1.0 suggests an equal position, however the calculation of this data can be affected by small numbers.

Metric 2

WRES Metric	Metric Description	2022 Score	2023 Score	Benchmark
2	Relative likelihood of disabled staff being appointed from shortlisting compared to that of non-disabled staff being appointed from shortlisting across all posts.	0.97	0.87	1.11

This question looks at the proportion of disabled people compared to non-disabled people appointed from shortlisting when they have applied for roles in our organisation. We expect this to be between 0.8 and 1.25, this is showing a positive score of 0.87.

Our data shows that disabled people are more likely to be appointed from shortlisting. As a Trust we continue to offer an interview to people who identify as disabled if they meet the minimum criteria for the role, as part of our commitment to progressing disability equality.

Metric 3

WRES Metric	Metric Description	2022 Score	2023 Score	Benchmark
3	Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process.	0.0	0.0	2.17

This metric looks at the likelihood of disabled and non-disabled staff entering our formal capability process. In 2022 and in 2023 there have been no cases involving disabled or non-disabled staff.

NHS National Staff Survey Metrics

WDES metrics four to nine are taken from the annual NHS staff experience survey. In this 2023 WDES report, the 2022 staff survey results are referred to and are part of our 2023 WDES return.

In the 2022 staff survey 404 people who responded to the survey said they had a disability or long-term health condition.

Metric 4

WDES Metric	Metric Description		2021 Score	2022 Score	Benchmark
4	a) i Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients, service users, their relatives or the public in the last 12 months.	Disabled staff	31.0%	31.0%	32.0%
		Non-disabled staff	26.0%	26.0%	25.0%
4	a) ii Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months.	Disabled staff	12.0%	10.0%	12.0%
		Non-disabled staff	7.0%	5.0%	7.0%
4	a) iii Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from colleagues in the last 12 months.	Disabled staff	22.0%	20.0%	19.0%
		Non-disabled staff	11.0%	11.0%	12.0%
4	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	67.0%	60.0%	60.0%
		Non-disabled staff	61.0%	65.0%	60.0%

This question looks separately at disabled staff experience of bullying and harassment from service user's relatives or the public, managers and colleagues and reporting of incidents. Analysis of our data identifies.

From Service Users or the Public

31% of disabled staff said that they had experienced bullying and harassment or abuse from service users in 2022. This is the same as in 2021 and is slightly below the benchmark score.

From Managers

10% of disabled staff said that they had experienced bullying and harassment or abuse from managers in 2022, an improvement from 2021 which was 12%, but is higher than non-disabled staff (5%).

From Colleagues

20% of disabled staff said they had experienced bullying and harassment or abuse from colleagues, this was a reduction from 22% in 2021 and is slightly below the benchmark group.

Harassment, Bullying or Abuse Reporting

This question asks disabled respondents if they experienced bullying or harassment in the last 12 months whether they or a colleague reported it. There has been a 7% reduction in the score to this question and although the 2022 score at 60% is equal to the benchmark, it raises questions regarding any barriers to reporting.

Metric 5

WRES Metric	Metric Description		2021 Score	2022 Score	Benchmark
5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled	50.0%	57.0%	56.0%
		Non-disabled	59.0%	60.0%	61.0%

57.0% of disabled staff believe that the Trust provides equal opportunities for career progression or promotion, this is a 7% improvement when compared to 2021 and is slightly above the benchmark group. Increasing awareness of career development opportunities has been a focus of our Disability and Wellbeing Network (DaWN) during this reporting period, through the promotion of available opportunities and initiatives.

Metric 6

WRES Metric	Metric Description		2021 Score	2022 Score	Benchmark
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	17.0%	16.0%	19.0%
		Non-disabled	12.0%	10.0%	13.0%

In 2022 the percentage of staff with a disability saying that they had felt pressure to come to work despite, not feeling well enough to perform their duties reduced by 1% to 16%.

Metric 7

WRES Metric	Metric Description		2021 Score	2022 Score	Benchmark
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	42.0%	50.0%	44.0%
		Non-disabled	54.0%	55.0%	53.0%

This question asks if people are satisfied with how much our Trust values their work. There has been an 8% increase in 2022 in the percentage of disabled staff feeling that the organisation values their work, this is 6% above the benchmark group.

Metric 8

WDES Metric	Metric Description		2021 Score	2022 Score	Benchmark
8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Disabled staff	81.0%	83.0%	79.0%

Based on the staff survey results from 2022, the data indicates a 2% increase in the percentage of staff who feel that the Trust has made adequate adjustments to enable them to carry out their work. In the 2022 survey, 404 staff said they had a disability or long-term health condition, of these 266 said they needed adjustments and 83% felt that they had adequate adjustments made.

Metric 9

WDES Metric	Metric Description		2021 Score	2022 Score	Benchmark
9	a) The staff engagement score for disabled staff, compared to non-disabled staff.	Disabled staff	6.8	6.8	6.7
		Non-disabled staff	7.1	7.1	7.2
	b) Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (Yes) or (No)		Yes	Yes	

The engagement score for disabled staff remains at 6.8. This is positively above the disabled staff national benchmark score of 6.7.

Our staff Disability and Wellbeing Network (DaWN) facilitates the voices of disabled staff. The network is increasingly informing our actions to improve the experience of disabled staff in our organisation. Our aim is to co-produce actions relevant to disability with our staff network.

Metric 10

WDES Metric	Metric Description		2022 Score	2023 Score
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:	Voting Membership	6.3% (-)	7.5% (-)
	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:	Executive Membership	22.8% (-)	20.3% (-)

The data in table 9 identifies the difference between disabled representation on the Trust Board and in the workforce.

WDES Progress Actions in 2022/23

The following table provides details of progress and updates against the actions within our 2022 WDES action plan.

Theme 1; Representation, Recruitment and Retention- WDES Indicators 1 and 10		
Action	Status Update- October 2023	Status
Organise a communications campaign to encourage staff to share or update their disability, diversity information on ESR	Campaign and guidance developed and promoted to staff with our Disability and Wellbeing staff network (DaWN). The percentage of staff declaring a disability as of March 2023 has increased by 1.3% to 7.5% when compared to March 2022 data.	Completed
Evaluate the impact of recruitment cultural inclusion ambassadors, respond to the results, and develop a forward delivery plan for future roll-out.	Evaluation completed. A forward plan has been developed to establish representative recruitment panels and increase the number of cultural inclusion ambassadors available to participate in senior recruitment panels.	Completed
Review recruitment policy and process. Revise recruitment panel training content and process in line with this review. Ensuring sufficient focus on unconscious bias and the	Recruitment completed and recruitment policy and process reviewed. Recruitment panel training has been revised in conjunction with the EDI Team and key stakeholders including service user representatives.	Completed

responsibility of panel chairs and EDI competency.		
Develop and deliver a widening participation recruitment plan with our local communities to increase visibility and opportunities and to promote the Trust as an employer of choice.	Widening participation plans in place to improve engagement with our local communities.	Completed
Include representative workforce focus in annual workforce planning data packs and discussions.	EDI continues to be a focus within workforce planning data packs and meetings with care services.	Completed
Ensure that guidance on applying for posts and the selection process is available in accessible formats.	Guidance has been developed, including in video format with sub-titles.	Completed
Theme 2; Leadership, Learning and Development- WDES Indicator 5		
Action	Status Update- October 2023	
Deliver our year 2 Reciprocal Mentoring (RM) programme to give managers greater insights into the experience of diverse (including disabled) colleagues and to support inclusive and collective leadership development of all participants.	Year 2 Reciprocal Mentoring programme delivery completed.	Completed
Develop and commence delivery year 2 EDI communications and engagement campaign and learning events for 2023 with our DaWN staff network and our services.	Communications and engagement plan implemented, and each campaign evaluated. Events and activity have been promoted widely to ensure all staff are informed and able to get involved in celebrating important diversity and inclusion days.	Completed
Participate in Calibre positive action personal development programme and build on and promote the learning across the organisation with participants.	Eleven participants completed the Calibre leadership development programme and the knowledge and learning shared via our DaWN staff network.	Completed
Increase awareness of the opportunities for training, continuous professional development (CPD) and work-based learning, through promotion of the West	Workshops, events and programmes actively promoted as they become available. Examples include leadership development programmes for staff and development programmes for our staff network chairs.	Completed

Yorkshire and Harrogate System, regional, and national programmes and event through internal promotion/communications.		
Theme 3; People Experience- WDES Indicators 5,6,7 and 8		
Action	Status Update- October 2023	
Review hate crime reporting and support pilot.	A hate crime reporting pilot working with forensic wards and the West Yorkshire Police commenced in July 2022 to inform the reporting and support processes. The evaluation and learning are being used to inform the development of Trust-wide policy and approach. Specific hate crime reporting fields within the Trusts incident management and reporting system Datix introduced in September 2023 to enhance data analysis, reporting and support interventions.	Completed
Work with members of DaWN staff network to reduce all forms of discrimination, bullying and harassment.	Active involvement of DaWN chair in our Trust wide Civility and Respect Group and engagement with staff network members to inform and support the development of work in this area.	Completed
Continue to provide support and guidance to the DaWN staff network, including the provision of protected time for core roles, and ensure the network is included in relevant decision making.	Support and development processes implemented and ongoing. The profile and membership of the Trust's Workforce Disability and Wellbeing Network (DaWN) has increased, and support provided to develop work plans aligned to Trust strategic EDI objectives and regional and national ambitions.	Completed
Undertake an improvement review and refresh of procurement and finance reasonable adjustment related processes.	Improvement review in progress led by EDI and Improvement Teams. Revised procurement process and guidance in development and to be implemented by February 2024 following testing phase.	In progress



Workforce Disability Equality Standard (WDES)- Action Plan October 2023- September 2024

Introduction

We are committed to meeting the requirements of the Workforce Disability Equality Standard and this is our fifth publication against this standard.

The Trust submitted its workforce data against the national standard, to the national team in May 2023, as per our contractual requirements.

There are a total of ten indicators that make up the WDES, split across Workforce Data, National NHS Staff Survey and Trust Board Representation. These are designed to help us track our progress in tackling inequalities in the workplace.

Our 2023 WDES results demonstrate improvements across a number of the metric areas. Despite these improvements we know that some of the metric areas require further focus.

This action plan has been developed to reflect targeted focus, with the aim of bringing about positive change across the Trust in terms of disability equality. In developing this action plan, consideration has been taken regarding disability equality activity taking place at national, regional and place base level and our Trusts [LYPFT People Plan 2021-2024](#).

The Trust's Disability and Wellbeing Network (DaWN) has been involved in the development of this action plan which is grouped into three key themes to reflect the areas where the data is showing us, we need to focus attention.

Monitoring and Evaluation

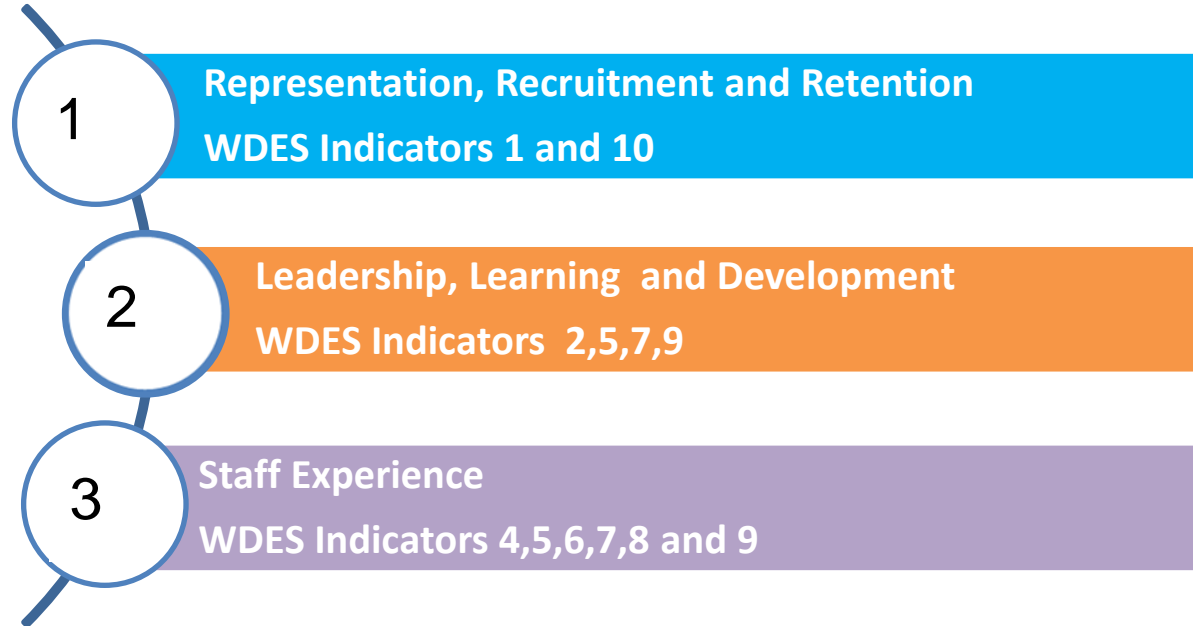
The Trust's DaWN staff network will adopt this action plan as a basis for their work programme and will play a key role in monitoring and influencing the actions going forward. The Chair of the network will work closely with the Head of Diversity and Inclusion and will attend the Trust's Equality and Diversity Group where regular updates on the actions will be provided. Regular updates on the action plan will also be provided to the Trust Workforce Committee and assurance provided to the Board twice a year.

Workforce Disability Equality Standard (WDES) Metrics

Metric 1	Percentage of disabled staff in each of the Agenda for Change bands 1-9, medical & dental subgroups and very senior managers (VSM), including executive board members compared with the percentage of staff in the overall workforce.
Metric 2	Relative likelihood of disabled staff being appointed from shortlisting across all posts.
Metric 3	Relative likelihood of disabled staff entering the formal capability procedure (due to performance and not-ill health).
National Staff Survey Responses- Metrics 4 to 9	
Metric 4	<p>4a) Percentage of disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public Percentage of disabled staff experiencing harassment, bullying or abuse from their manager Percentage of disabled staff experiencing harassment, bullying or abuse from colleagues</p> <p>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.</p>
Metric 5	Percentage of disabled staff who believe the Trust provides equal opportunities for career progression or promotion
Metric 6	Percentage of disabled staff who say they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
Metric 7	Percentage of disabled staff saying they are satisfied with the extent to which their organisation values their work.
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
Metric 9	Comparison of the engagement scores for disabled and non-disabled staff.
Metric 10	Comparison of disabled and non-disabled members of the board (voting membership/ Exec membership) against the overall workforce.

WDES Action Plan 2023-2024- Key Themes

Valuing our people to improve the care and health outcomes for our service users, carers and communities.



1. Representation, Recruitment and Retention- WDES Metrics 1 and 10

Our Aim		Action	Responsibility/Contributors	Timescale
1	Ensure our recruitment & selection processes are inclusive, raising the profile of the Trust as an “Employer of Choice” and reducing inequality in recruitment.	Develop and roll out a representative recruitment panel model, with initial focus on senior appointments.	Head of Diversity and Inclusion	April 2024
		Develop and roll-out career development & interview skills sessions.	Recruitment and Resourcing Manager and Head of Diversity and Inclusion	April 2024
		Review and develop retention strategic plan and talent management actions to support the diversity of executive and senior leadership teams.	Recruitment and Resourcing Manager and Head of Diversity and Inclusion	June 2024
		Review recruitment and widening participation plans to review impact and focus on widening recruitment opportunities for disabled applicants within local communities aligned to the NHS Long Term Workforce plan.	Widening Participation Officer, Recruitment and Resourcing Manager and Head of Diversity and Inclusion.	July 2024
2	To hold and effectively use workforce data on all protected characteristic staff.	Monitor and analyse demographic recruitment data for international and high-volume recruitment to provide assurance on disability equality impact of access to employment.	Head of Diversity and Inclusion and Head of Diversity and Inclusion	June 2024
		Test and implement workplace adjustments process improvement actions. Monitor uptake and impact for disabled staff.	Head of Diversity and Inclusion and Improvement Team	April 2024

2. Leadership, Learning and Development- WDES Metrics 2,5,7 and 9

1	Embed and mainstreaming diversity and inclusion in all that we do.	Review Trust-wide equality, diversity and inclusion strategic forward plan aligned to the Trust's People Plan, with a refreshed set of equality objectives, accompanied by an action plan.	Head of Diversity and Inclusion	March 2024
2	Managers equipped with having meaningful and compassionate conversations.	Scope options for the development and delivery of additional EDI training for line managers. Providing them with the tools and strategies to empower them to be inclusive and compassionate leaders, with focus on creating a culture of civility and respect.	Head of Diversity and Inclusion, HR Business Partners and Head of Organisational Development	November 2023
		Evaluate the success of the Trust Reciprocal Mentoring scheme and launch the third cohort.	Head of Diversity and Inclusion, Organisational Development Lead.	May 2024
3	Increase awareness across the Trust; so that senior managers, middle managers, and the wider workforce are aware of our diversity and inclusion priorities.	Discussion at service and management level meetings about diversity and inclusion priorities. To raise the profile of disability equality through analysis of service level equality data, empowering managers to agree their own priority areas for action and influencing operational plans.	Head of Diversity and Inclusion	September 2024

3. Staff Experience WDES Metrics 4,5,6,7,8 and 9

1	Prevent and challenge bullying, harassment and abuse against staff and create a culture of Civility and Respect.	<p>Increased focus on civility in the workplace.</p> <ol style="list-style-type: none"> Continued development and roll out of our Civility and Respect work programme. Review the bullying and harassment policy and procedure. Promote the importance and encourage Disabled staff to report instances of bullying, harassment or abuse. 	Associate Director of Employment/ HR Business Partners/Head of Diversity	August 2024
		Develop a hate crime policy and procedure and associated communications and engagement plan to provide clarity on reporting and support processes.	Head of Diversity and Inclusion/Staff Network Chairs and members/Associate Director of People Experience	April 2024
2	To develop a culture of inclusion and belonging.	Work with system colleagues and staff equality networks to develop a revised cultural calendar. Promoting this widely to ensure all staff are informed and able to get involved in celebrating important inclusion and diversity days with focus on exploring the power of lived experiences and stories.	Diversity and Inclusion Project Manager/Disability and Wellbeing Network Chair and members	December 2023
		Review and develop the dedicated EDI intranet page with EDI related information to increase awareness of our diversity and inclusion priorities, actions and opportunities for involvement.	Diversity and Inclusion Project Manager/ Communications Manager	December 2023
3	Ensure that all staff have access to a thriving staff equality network, providing our diverse staff with a	Develop a blue-print plan for continued development of staff network chairs/networks aligned to our People Plan	Head of Diversity and Inclusion/Disability and Wellbeing Network chairs.	January 2024

	mechanism to influence change.	priorities and regional and national equality and diversity ambitions.		
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