

NHS SOMERSET WORKFORCE DISABILITY EQUALITY STANDARD (WDES) 2023/2024

Introduction

1. The Workforce Disability Equality Standard (WDES) was introduced in April 2019 as a mandated data collection. The WDES consists of 10 metrics that aim to compare the workplace and career experiences of Disabled and non-disabled staff.
2. As part of our commitment to workforce equality and inclusion it is important to commit to this standard as part of our continuous EDI improvement journey. The ICB also plays an active role in the development of Equality and Inclusion across the system and needs to be progressing and collaborating with partners on the standard.
3. Addressing all forms of discrimination and inequalities, will enable our workforce to use their full range of skills and experience to deliver the best possible care to our patients and service users. The action plan attached incorporates the relevant actions in response to this report which aims to address any issues raised.
4. This report covers the period 1st April 2023 – 31 March 2024. Caution must be taken when looking at the data due to the small number of staff employed by the ICB. The report will ensure that the ICB can make informed decisions whilst protecting the anonymity of staff.

National context

Nationally the NHS WDES data analysis has highlighted that Disabled job applicants are less likely to be appointed through shortlisting, whilst Disabled NHS staff are:

- more likely to go through performance management capability processes.
- more likely to experience harassment, bullying or abuse.
- less likely to feel that they have equal opportunities for career progress or promotion.
- more likely to feel pressured to attend work.
- less likely to feel valued for their contribution to the organisation, and less likely to feel engaged.
- more likely to be underrepresented in middle to senior pay bands and on Boards.

The importance of WDES

The WDES is deeply rooted in the fundamental values, pledges and responsibilities set out in the NHS People Plan. The WDES is referenced in the **NHS People Plan**. Published in 2021, the Plan sets out actions to support transformation across the whole NHS. It focuses on how we must all continue to look after each other and foster a culture of inclusion and belonging, as well as take action to grow our workforce, train our people, and work together differently to deliver patient care. The Plan makes clear that the NHS must welcome all, building understanding, encouraging and celebrating diversity in all its forms.

Section 149 of the Equality Act sets out the Public Sector Equality Duty (PSED), which offers protection in relation to employment, as well as access to goods and services. The PSED strengthens the duty on employers to eliminate discrimination and advance equality of opportunity for staff with protected characteristics, including disabled people. Implementing the WDES will assist NHS Somerset to ensure that they are complying with the provisions of the Equality Act 2010, and the aims of the PSED.

Disabled people have had historic challenges in accessing employment. Recent official data highlights that, as of December 2021, 8.4 million people of working age were identified as Disabled. This represents 20% of the working age population and is an increase of 327,000 from 2019. Across the UK, 52.3% of Disabled people were in employment, compared to 81.1% of non-disabled people. In relation to unemployment, the rate for Disabled people was 8.4% in October-December 2021, up from 6.9% a year previously. This compared to an unemployment rate of 4.6% for non-disabled people.

The WDES Metrics (Summary)

There are ten (10) WDES metrics.

- Three (3) metrics focus on workforce data.
- Five (5) are based on questions from the NHS Staff Survey.
- One (1) metric focuses on disability representation on boards.
- One (1) metric (metric 9b) focuses on the voices of Disabled staff. This asks for evidence to be provided within trusts' WDES annual reports.

Analysis of WDES

WDES Key findings

The table below provides an overview of the ICBs workforce which includes employed and non-employed individuals on the payroll on 31 March 2024.

	2024
Number of staff employed within the organisation	310
Proportion of disabled staff	14
Proportion of staff self-reporting their disability	15

Analysis:

- The data demonstrates that the number of people with a declared disability that work at the ICB is 4.5%
- A small proportion of staff **(3.8%)** have not declared their disability status.

Metric 1 Percentage of disabled ICB staff in each AfC Band

Percentage of disabled ICB staff in each AfC Band			
	Disabled	Non-Disabled	Unknown
	2024	2024	2024
Band 3	0	2	0
Band 4	1	37	3
Band 5	1	32	1
Band 6	3	70	3
Band 7	2	45	1
Band 8A	2	35	1
Band 8B	2	21	1
Band 8C	1	12	0
Band 8D	1	4	0
Band 9	0	5	0
VSM*	1	2	0
Other	0	19	2
Total	14	284	12

Analysis of Metric 1

- Disability Representation of total staff in Bands Under 1-6 is 1.6%
- Disability Representation of total staff in Bands 7 – 8C is 8.7%
- Disability Representation of total staff in Bands 8D, 9 And VSM 0.6%
- Disability Representation of total staff in “Other Bands” is 0%

The figures indicate that there are low numbers of disabled people/those who declare a disability across all bands.

Metric 2 Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts. 1 April 2023 – 31 March 2024.

	Disabled	Non- disabled	Unknown
Number of shortlisted applicants	7	73	3
Number appointed from shortlisting	3	38	1
Likelihood of shortlisting/appointed	0.60	0.52	0.50

Analysis of Metric 2

- Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff

Metric 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.

We cannot meaningfully report against this metric given the very small number of formal capability cases we have in the ICB

Metric 4 – percentage of disabled staff compared to non-disabled staff experience harassment, bullying or abuse from:

4a. Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives, or the public in the last 12 months

4b. Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months

4c. Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 month

We cannot meaningfully report against this metric given the very small numbers. This data was also not captured as part of the 2022 – 2023 Staff Survey.

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

We cannot meaningfully report against this metric given the very small numbers. This data was also not captured as part of the 2022 – 2023 Staff Survey.

Metric 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

We cannot meaningfully report against this metric given the very small numbers. This data was also not captured as part of the 2022 – 2023 Staff Survey.

Metric 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

We cannot meaningfully report against this metric given the very small numbers. This data was also not captured as part of the 2022 – 2023 Staff Survey.

Metric 8 – Percentage of disabled staff saying that their employer has made reasonable adjustments to enable them to carry out their work

We cannot meaningfully report against this metric given the very small numbers. This data was also not captured as part of the 2022 – 2023 Staff Survey.

Metric 9 – The staff engagement score for disabled staff compared to non-disabled staff

We cannot meaningfully report against this metric given the very small numbers. This data was also not captured as part of the 2022 – 2023 Staff Survey.

Metric 9b – Has the ICB taken action to facilitate the voices of Disabled staff in the organisation

The ICB has launched an approach to Colleague Networks where all colleagues have the opportunities to develop a platform for discussion on matters that they are passionate about.

Metric 10 – percentage difference between the ICB board voting membership and its organisations overall workforce: 3.59%

By voting and non-voting member of the board – 58%

By executive and non-executive member ship of the board. 80%