

Workforce Disability Equality Standard Annual Report 2021-2022

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CEO Foreword



Buckinghamshire Healthcare
NHS Trust

“BHT is committed to building an inclusive culture that is intolerant of discrimination, bullying and harassment. We will create an environment where everyone feel included, supported and treated fairly. We do not tolerate bullying, harassment, discrimination or other negative behaviours”

*Neil Macdonald
Chief Executive Officers
Sept 2021*

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Workforce Disability Equality Standard (WDES) Progress

The Workforce Disability Equality Standard (WDES) is a set of ten specific metrics which requires all NHS organisations to compare the workplace and career experiences of disabled and non-disabled colleagues. The WDES enables BHT to better understand the experiences of our disabled colleagues and those with long term conditions in order to support positive change for all existing employees by creating a more inclusive environment for disabled people working and seeking employment in the NHS. Year on year comparisons enable us to measure progress against the indicators of disability equality.

In 2020, BHT The Trust Board agreed two specific objectives in relation to disability equality within the Trust:

1. Our recruitment processes will be fair, with equal outcomes for disabled and non-disabled applicants by the end of 2021
2. All disabled colleagues will be provided with reasonable adjustments where needed by end of 2022



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Summary of WDES Progress in 2022

The recruitment ratio for disabled vs non-disabled applicants improved slightly this year. I.e. the gap between the likelihood of a disabled person being recruited from shortlisting, compared to a non-disabled person closed slightly, meaning that we have reached parity on this metric (a ratio which falls between 0.8 and 1.2)

As at March 2022, 218 colleagues had declared a disability or long term condition, compared to 175 in March 2021. This represents an improvement in the declaration rate from 2.8% to 3.38%, which had previously not changed for a number of years.

There have been no significant changes to any other WDES indicators this year. This was anticipated as our enhanced WDES action plan was put in place in October 2021; the same time period in which the survey data was collected. We are confident that our WDES action plan will support significant improvements in these areas in the future.

WDES Data 2022 (31 March 2022)

* Again, in 2020-22, there were no capability cases involving someone with a declared disability. Whilst these figures currently indicate parity between disabled and non-disabled colleagues, there is a chance that the low declaration rate of disabled colleagues may be skewing this data.

Relative likelihood of staff being appointed from Shortlisting – 1.11 x higher for non-disabled candidates*

Percentage of Disabled staff saying the Trust has made adequate reasonable adjustments for them has decreased slightly to 73.6%

The relative likelihood of disabled staff entering formal capability process remains at 0.0 compared to that of non-disabled colleagues*

Percentage of staff who have formally declared a disability is 3.38%



Safe & compassionate care,

every time

WDES Progress Indicator 1 – Disability Declaration Rates



Indicator 1 - Workforce representation. Percentage of disabled vs non-disabled colleagues in Agenda for change pay-bands, and very senior managers (including Executive Board members) compared with the percentage of colleagues in the overall workforce.

	WDES Indicator 1 – 31 March 2021 Disability Declared		WDES Indicator 1 – 31 March 2022 Disability Declared		
	Number	%		Number	%
Bands 1-4	72	3.2	Bands 1-4	90	4.2
Bands 5-7	83	2.9	Bands 5-7	94	3.0
Bands 8a/8b	5	1.7	Bands 8a/8b	5	1.5
Band 8c/d/VSM	4	4.8	Band 8c/d/VSM	4	4.4

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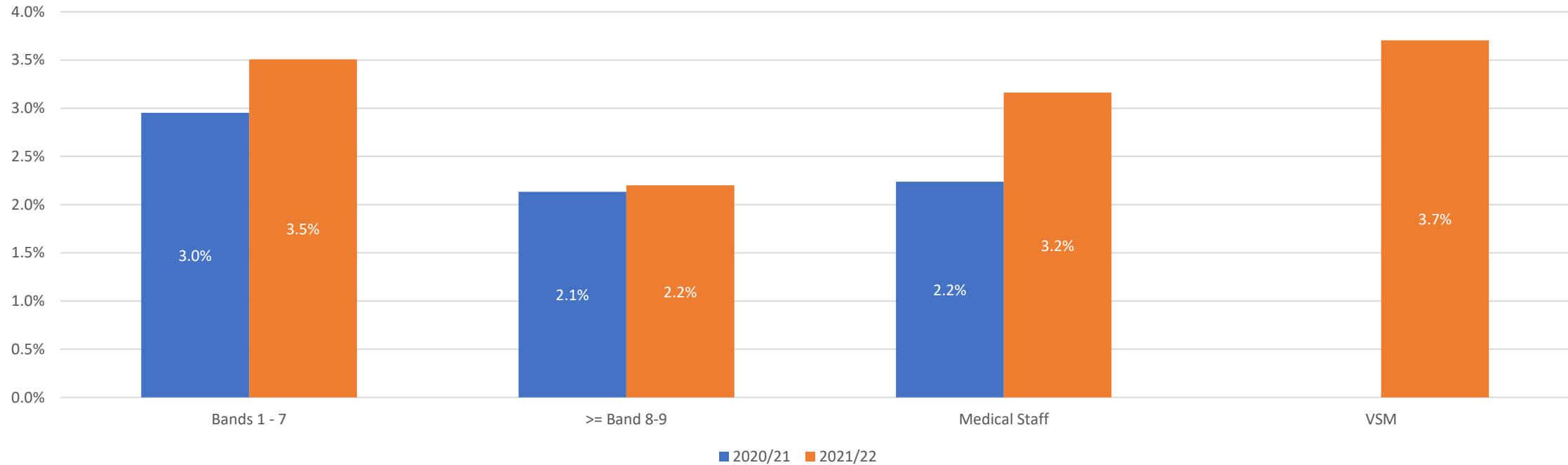
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WDES 2022 – Declared Disability By Pay Bands 1-7 to Very Senior Manager



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Disability by Pay Band
% Declared disability by band



Please note that in 2020/21
no VSM's had declared a
disability

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WDES Progress 2021-22 – Indicators 2-4



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	2021 Score	2022 Score	Progress 2022 Parity between groups (0.8 to 1.2 – Indicators 2 and 3 only)
2) Recruitment – relative likelihood of Non-disabled staff compared to disabled staff being recruited from shortlisting	1.27	1.11	Improvement and parity now reached
3) Performance Management – Relative likelihood of disabled compared to non disabled staff entering the formal capability process	0	0	No Change
4a) Bullying and harassment – percentage of disabled staff compared to non disabled staff experiencing harassment bullying or abuse from:- patients or service users	Disabled 31.9% Non Disabled – 23.3%	Disabled 29.9% Non disabled 25.7%	Improvement
ii) Managers	Disabled 18.4% Non Disabled 10.3%	Disabled 18.5% Non disabled 9.6%	No significant change
iii) Other colleagues	Disabled 2.19% non disabled 16.3%	Disabled 24.7% Non disabled 16.4%	Deterioration
4) Reporting harassment – percentage of disabled staff compared to non disabled staff saying that the last time they experienced bullying, harassment or abuse, they or a colleague reported it	Disabled 46.3% Non disabled 45.4%	Disabled 42.9% Non disabled – 47.4%	Deterioration

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Key

= Improvement



= No significant change



= Deterioration

WDES Progress 2021 – 2022I – Indicators 5 - 10






Metric	2020/21 Score	2021/22 Score	Progress 2022/parity
5) Career progression perceptions. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled =51.4% Non-disabled = 57%	Disabled =54.0% Non-disabled =58.0%	Improvement
6) Pressure to work. 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 =26.4% Non-disabled =20.8%	Disabled =26. 8% Non-disabled =18.1%	No significant change
7) Feeling valued. 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 =40.3% Non-disabled =48.8%	Disabled =36.7% Non-disabled = 45.0%	Deterioration
8) Reasonable adjustments. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	77%	73. 6%	Deterioration
9a) Engagement. The staff engagement score for Disabled staff, compared to non-disabled staff.	Disabled =6.8 Non-disabled =7.2	Disabled 6.6 Non-disabled 7.0	Deterioration
9b) Engagement. Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)	Yes	Yes	No change but benchmark achieved
10) Board representation. 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.	% Voting Disabled = 6% Workforce Disabled =3% Executive Disabled = minus 3%	Voting Disabled = minus 3 % Workforce Disabled =3.38% Executive Disabled = minus 3%	

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Key

-  = Improvement
-  = No significant change
-  = Deterioration

WDES Action Plan 2021-2024



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Action	Who	When	Measure	Progress
Our Priority Actions for 2022 - 2023				
Co-create a detailed action plan to reduce bullying and harassment	D.Dir HR & Workforce + Network	Jan 2023	Evidence of plan being developed and customised initiatives in place	A new Patient and Service User Violence and Aggression Policy was published in November 2021.
Expand our trial of the Empowerment Passport	EDI Lead & Network	30 April 2023	At least 90% of our 300 licences to be used within BHT/BOB	Thus far 72 licences have been issued across the Trust. We are identifying ways to accelerate uptake of the licences and will implement these strategies in Autumn 2022 along with collaboration with our system partners
Comms & engagement Campaign to encourage colleagues to declare a Disability,	Head of Talent, Inclusivity and Leadership & Comms team	Jan 2023	Programme advertised to staff and first cohort recruited	Multiple campaigns were held in 2021 for inclusion week and Disability History Month which promoted Disability and has resulted in the number of people having declared a disability increasing from 175 to 218.
Progress towards Disability Confident Level 2 standards	CPO + Recruitment manager + Network	April 2023	Level 2 Standards to be Monitored & reported on through ED&I steering group	Level 1 achieved in 2021.

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WDES Action Plan 2021-2024



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Our Priority Actions for 2022 - 2023				
Co create a new guide on managing Reasonable Adjustments	OH manager & Network	January 2023	Evidence of plan being developed and customised initiatives in place Published guidelines to all managers	Based on collaboration with our disability network, reasonable adjustment has been centralised and managed via OH during last year.
Develop a communications / education and support programme for Neuro-Diversity which also encourages higher declaration rates	EDI Manager Workforce and BHT Disability Network	April 2023	Increased levels of Neuro-diversity awareness across the Trust (100% of managers with neuro diverse colleagues in their team) and higher declaration rates in ESR	External experts engaged to co design a programme to improve awareness and support of neuro diverse colleagues.
Establish at least one KPI for our ED&I Work. Ensure all EDI events facilitated by the Trust have the potential to improve this KPI and evaluate events as such.	ED&I Lead		KPI measured quarterly and widely publicised. Evidence of evaluation of engagement events and their impact on KPI's.	Steering Group Members have been asked to put forward suggestions for a suitable KPI.

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