**LLR ICB – NHS Workforce Disability Equality Standard (WDES) 2022/2023**

**Introduction**

1. The Workforce Disability Equality Standard (WDES) was introduced in April 2019 as a mandated data collection. The WDES consists of 10 metrics (see Appendix 1) that aim to compare the workplace and career experiences of Disabled and non-disabled staff. NHS Trusts and NHS Foundation Trusts are required to report and publish data, on an annual basis, for each of these metrics.
2. At present, Integrated Care Boards (ICBs) are not required to undertake the WDES assessment. Recent correspondence from the NHS WDES team (April 2023) noted ‘At the moment, there is no mandate for ICBs to submit WDES and WRES data. Any information we receive will therefore be voluntary, but we will support, as we can, any organisation that wants to use the WDES and WRES methodology. What we are not planning to do at the moment is collect data from ICBs, nor publish an overall report on it.
3. If the WDES had been mandated, then in 2023 we would only have been required to provide data for metric 10 ‘Board Representation’.
4. 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 LLR system and needs to be progressing and collaborating with partners on the standard. This is particularly important following the launch of the Workforce EDI NHSE Improvement Plan in June (noted below).
5. In June 2023, NHSE launched their new **Workforce** **Equality, Diversity and Inclusion (EDI) Improvement Plan** which sets out six measurable actions for NHS organisations to address inequalities across the nine protected characteristics in the Equality Act 2010.  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 contained in the Improvement Plan which aims to address any issues contained in this report.
6. As the ICB is a newly constituted organisation this year’s analysis will act as baseline data. It covers the period 1st July 2022 - March 31st 2023. 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**

1. Each year, 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**

1. The WDES is deeply rooted in the fundamental values, pledges and responsibilities set out in the NHS People Plan and the NHS Constitution.
2. 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.
3. 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 the ICB to ensure that they are complying with the provisions of the Equality Act 2010, and the aims of the PSED.
4. The use of WDES evidence is also a requirement of new Equality Delivery System 2022 ‘**Workforce health and well-being’**Domain to ensure that there is symmetry across the NHS mandated standards.
5. 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)**

1. 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.
1. Three WDES metrics (2, 5 and 10) are the equivalent of indicators set out in the Workforce Race Equality Standard (WRES), whilst WDES metric 1 is similar to the WRES indicator on workforce representation. WDES metric 4is closely related to the two WRES metrics (5 and 6) on bullying and harassment.
2. WDES metric 9a draws from the NHS staff engagement score, which is an amalgamation of several questions in the NHS Staff Survey.
3. WDES metric 9b asks for evidence of action to facilitate the voices of Disabled staff to be heard. Depending on the response, evidence of actions or plans to address the gap should be added to the organisation’s Annual report.
4. It should be noted that within the WDES metrics the term ‘Disabled compared to nondisabled’, analyses the differences in experience between those staff who have responded ‘Yes’ and ‘No’ to monitoring questions about whether they have a disability. The label “Unknown” is used to refer to the other options recorded on ESR, namely “Prefer not to answer”, “Not declared” and “Unspecified “A.

**Analysis of WDES (based on LLR ICB combined data for the reporting period 1st July 2022 – 31st March 2023)**

**WDES 2022/23 - Key findings**

1. The table below provides an overview of the ICBs workforce which includes employed and non-employed individuals on the payroll on 31 March 2023.

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| --- | --- |
|  | **2023** |
| LLR ICBs’ area disabled population\* | 16.2% |
| Number of staff employed within the organisation | 339 |
| Proportion of disabled staff | 4.4%  |
| Proportion of staff self-reporting their disability  | 90.5% |

 \* ICB area BME population data taken from 2021 Census

**Analysis:**

* The data demonstrates that the number of people with a declared disability that work at the ICB is unrepresentative of the local community by **11.8%.**
* A small proportion of staff **(9.5%)** have not declared their disability status.
1. **Metric 1 Percentage of disabled LLR ICB staff in each AfC Band**

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| --- |
| **Percentage of disabled LLR ICB staff in each AfC Band** |
|  | **Disabled** | **Non-Disabled** | **Unknown** |
| **2023** | **2023** | **2023** |
| Under Band 1  | 0% | 50% | 50% |
| Band 1 | 0% | 0% | 0% |
| Band 2 | 0% | 100% | 0% |
| Band 3 | 25% | 75% | 0% |
| Band 4 | 0% | 94.4% | 5.6% |
| Band 5 | 6.7% | 86.6% | 6.7% |
| Band 6 | 7.8% | 88.2% | 4% |
| Band 7 | 0% | 95.5% | 4.5% |
| Band 8A | 5.7% | 88.6% | 5.7% |
| Band 8B | 5.5% | 94.5% | 0% |
| Band 8C | 3.6% | 85.7% | 10.7% |
| Band 8D | 0% | 83.3% | 16.7% |
| Band 9 | 10% | 90% | 0% |
| VSM\* | 0% | 66.7% | 33.3% |
| Other | 0% | 35.7% | 64.3% |
| **Total** | **4.4%** | **86.1%** | **9.5%** |

**Analysis of Metric 1**

* Disability Representation of total staff in Bands Under 1-6 is 6.3%
* Disability Representation of total staff in Bands 7 – 8C is 4.1%
* Disability Representation of total staff in Bands 8D, 9 And VSM is 2.7%
* Disability Representation of total staff in “Other Bands” is 0.0%

The figures indicate that there are low numbers of disabled people/those who declare a disability across all bands. There are three times as many disabled people at bands <1-6 compared to the upper banding.

1. **Metric 2 Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.**

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| --- | --- | --- | --- |
|  | **Disabled** | **Non- disabled** | **Unknown** |
| Number of shortlisted applicants | 8 | 146 | 14 |
| Number appointed from shortlisting | 2 | 34 | 7 |
| Likelihood of shortlisting/appointed | 25.00% | 23.29% | 50.00% |

**Analysis of Metric 2**

* Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff **93.15%.**
1. **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.

1. **WDES Metrics 4-8 - LLR ICB National NHS Staff Survey results (for 2022 – 2023 reporting period) comparing the responses of Disabled staff members and non-disabled staff.**

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|  | **LLR ICB National NHS Staff Survey results 2022: WDES indicators/Metrics 4-9a** |
| **Metric No** | **Staff survey question** | **Disabled people****(%)** | **Non-Disabled people****(%)** |
|  |  | **2022** | **2022** |
| **4a.**  | Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives, or the public in the last 12 months | 2.0 | 1.6 |
| **Median benchmark**10.7 | **Median benchmark**7.3 |
| **Metric No** | **Staff survey question** | **Disabled people****(%)** | **Non-Disabled people****(%)** |
|  |  | **2022** | **2022** |
| **4.b** | Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months | 17.6 | 9.7 |
| **Median benchmark\***15.2 | **Median benchmark\***7.6 |
| **4c.**  | Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months | 13.7 | 8.7 |
| **Median benchmark**15.5 | **Median benchmark**8.7 |

**Analysis of 4b & 4C - bullying and harassment from managers and colleagues**

* Disabled staff experiencing harassment, bullying or abuse from managers is **17.6%** and from colleaguesit is **13.7%.**
* Non-disabled staff experiencing bulling and harassment from managers is **9.7%** and from colleagues **8.7%.**
* The survey results indicate that disabled staff are more likely to experience harassment from managers compared to non- disabled people by **(7.9%)**
* The survey also indicates that disabled people are more likely to experience harassment from other colleagues compared to non-disabled staff by **(5%).**

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| **Metric No** | **Staff survey question** | **Disabled people****(%)** | **Non-Disabled people****(%)** |
|  |  | **2022** | **2022** |
| **4.d**  | Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. | 46.2 | 52.0 |
| **Median benchmark**40.9 | **Median benchmark**42.2 |

 **Analysis of Metric 4d:**

* **46.2%** of disabled staff said that the last timethey experienced harassment, bullying or abuse at work, they or a colleague formally reported it compared to **52%** of non-disabled people.
* Conversely, the responses indicate that **54%** (approx. 7 disabled people) did not report harassment/bullying after experiencing it and that **48%** (approx.12 non-disabled people) did not report their experience.

 The number of staff responding to this question in the survey was low.

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| **Metric No** | **Staff survey question** | **Disabled people****(%)** | **Non Disabled people****(%)** |
|  |  | **2022** | **2022** |
| **5.** | Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion. | 54.9 | 63.6 |
| **Median benchmark**50.0 | **Median benchmark**57.6 |

**Analysis of Metric 5:**

* The percentage of disabled respondents believing that the organisation provides equal opportunities for career progression or promotion is **54.9%.** This is above the median of **50.0%**
* Non-disabled staff believing that their organisation provides equal opportunities for career progression or promotion is **63.6%** which is also above the median of **57.6%.**

The figures indicate that non- disabled people believe that the ICB provides equal opportunities for career progression by **8.7%.** morethan disabled staff.

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| **Metric No** | **Staff survey question** | **Disabled people****(%)** | **Non Disabled people****(%)** |
|  |  | **2022** | **2022** |
| **6.** | Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. | 3.2 | 14.4 |
| **Median benchmark**15.6 | **Median benchmark**11.0 |

**Analysis of metric 6:**

The responses indicate that non-disabled staff felt more pressure from their manager to come to work at **14.4%** compared to **3.2%** of disabled staff.

The figure for disabled staff is below the median of **15.6%,** while the figure for non-disabled staff is above the median of **11.0%.**

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| --- | --- | --- | --- |
| **Metric No** | **Staff survey question** | **Disabled people****(%)** | **Non Disabled people****(%)** |
|  |  | **2022** | **2022** |
| **7.** | Percentage of staff satisfied with the extent to which their organisation values their work | 51.0 | 52.9 |
| **Median benchmark**45.6 | **Median benchmark**52.8 |

**Analysis of metric 7:**

The percentage of staff satisfied with the extent to which their organisation values their work is **51%** for disabled staff and **52.9%** for non-disabled staff and is on a par.

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| **Metric No** | **Staff survey question** | **Disabled people****(%)** | **Non Disabled people****(%)** |
|  |  | **2022** | **2022** |
| **8.** | Percentage of disabled staff with a saying their employer has made adequate adjustment(s) to enable them to carry out their work. | 80.0 | - |
| **Median benchmark**80.4 | **Median benchmark**- |

**Analysis of metric 8:**

**80.0%** of disabled staff indicated that reasonable adjustments have been made. Although this suggests that **20.0%** of disabled staff had not received their adjustment at the time of reporting.

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| --- | --- | --- | --- |
| **Metric No** | **Staff survey question** | **Disabled people****(%)** | **Non Disabled people****(%)** |
|  |  | **2022** | **2022** |
| **9.a** | \*Staff engagement score (0-10) | 6.5 | 7.0 |
| **Median benchmark**6.6 | **Median benchmark**7.0 |
| Number of respondents | **51/238** | **187/238** |
| \*The staff engagement score is a composite score calculated using the responses to nine individual questions. |

**Metric 9.b Have you taken action to facilitate the voices of Disabled staff in your organisation to be heard?** (Yes) for example, The ICB has developed a new staff network called the People Forum, as well as the development of ‘your voice’ reporting tool – see Action plan.

1. **Metric 10** Board representation metric

For this metric, compare the difference for Disabled and non-disabled staff.

Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:

* By voting membership of the Board.
* By Executive and non-executive membership of the Board.

**Analysis of Metric 10**

There are currently no Executive Board members or Voting Members who have a disability. Of the total voting members 47% have not declared their disability status. 40% of executive and 50 % of non-executive members have not declared their disability status. **However, it is recognised that the data is not truly reflective as not all the Board members are on the ICB payroll.**

**Accessibility Check**

**All charts are described in Alt text.**

**Where merged cells exist, the curser moves on logically to next cell.**

**All tables have narrative underneath explaining the overall findings.**

**WDES Report Date: Approved 14/12/23**

**APPENDIX 1**

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| Workforce Metrics For the following three metrics, compare the data for both Disabled and non-disabled staff.  |
| Metric 1  | Percentage of staff in AfC (Agenda for Change) paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. This calculation should be undertaken separately for non-clinical and for clinical staff for clusters 1 to 4.  Cluster 1: AfC Bands - Under 1, 1, 2, 3 and 4 Cluster 2: AfC Bands - 5, 6 and 7 Cluster 3: AfC Bands - 8a and 8b Cluster 4: AfC Bands - 8c, 8d, 9 and VSM (see note below) Cluster 5: Medical and Dental staff, consultants Cluster 6: Medical and Dental staff, non-consultant career grade  |

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| --- | --- |
|  | Cluster 7: Medical and Dental staff, trainee grades  Notes: 1. Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of medical and dental staff, which are based upon grade codes.
2. Bank staff should be excluded from these figures (to be consistent with the WRES data collection).
3. VSMs are defined as including:
	* Chief executives.
	* Executive directors, with the exception of those who are eligible to be on the consultant contract by virtue of their qualification and the requirements of the post.
	* Other senior managers with board level responsibility who report directly to the chief executive.

Non-executive directors should not be included.  |
| Metric 2  | Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.  Note: This metric refers to both external and internal posts.  |
| 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.  Notes: 1. This metric is based on data from a two-year rolling average of the current year and the previous year.
2. This metric looks at capability on the grounds of performance only, rather than ill health.
 |
| National NHS Staff Survey metrics For each of the following four metrics, compare the responses for both Disabled and non-disabled staff.  |
| Metric 4 Staff Survey Q14a-d  | Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: a) Patients/service users, their relatives or other members of the public b) Managers 1. Other colleagues

 1. 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.
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| Metric 5 Staff Survey Q15  | Percentage of Disabled staff compared to non-disabled staff believing that the Organisation provides equal opportunities for career progression or promotion.  |
| Metric 6 Staff Survey Q11e  | 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.  |
| Metric 7 Staff Survey Q4b  | Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.  |
| The following NHS Staff Survey metric only includes the responses of Disabled staff  |
| Metric 8 Staff Survey Q30b  | Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work. Note: Prior to 2022, the term “adequate adjustments” was used.  |
| NHS Staff Survey and the engagement of Disabled staff For part a) of the following metric, compare the staff engagement scores for Disabled, non-disabled staff.  |
| Metric 9 Staff Engagemen t theme, made up of Q2a, Q2b, Q2c, Q3c, Q3d, Q3f, Q23a, Q23c and Q23d  | 1. The staff engagement score for Disabled staff, compared to non-disabled staff.

Note: i) This part of the metric is now solely a comparison between the engagement score for Disabled staff and non-disabled staff.  1. Have you taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes or No)?

 Note: For your response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your Annual report. If no, please include what action is planned to address this gap in your Annual report.   |
| Board representation metric For this metric, compare the difference for Disabled and non-disabled staff.  |
| Metric 10  | Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:  * By voting and non-voting membership of the board.
* By Executive and non-exec membership of the board.

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