CWP WDES 2019

Workforce Disability Equality Standard

NHS
Cheshire and Wirral Partnership
NHS Foundation Trust

1 Workforce Profile ✳

- Disabled - 4.4%
- Non-disabled - 85.8%
- Not stated - 9.9%

2 Recruitment ✳

Disabled staff are LESS likely to be appointed

- Disabled - 3.81%
- Non-disabled - 6.81%

3 Capability ✳

Disabled staff are LESS likely to enter the formal capability process

- Disabled - 0.63%
- Non-disabled - 1.92%

4A Harrassment, bullying & abuse ▲

Disabled staff are MORE likely to have experienced this from patients public, and their managers, than non-disabled staff

	Pts, Public	Manager	Colleagues
Disabled	30%	16.9%	21.9%
Non-disabled	22%	7%	11.3%

4B Harrassment, bullying & abuse ▲

½ of all staff regardless of disability * reported that they experienced this

- Disabled - 53.7%
- Non-disabled - 53.6%

*not all people who experienced this reported it

5 Career Progression ▲

a SMALLER proportion of disabled staff believe CWP provides equal opportunities for career progression

- Disabled - 78.5%
- Non-disabled - 91.5%

6 Pressure to come to work ▲

Disabled staff are MORE likely to feel pressure from their manager to come to work

- Disabled - 31%
- Non-disabled - 13.9%

7 Satisfaction with work ▲

Disabled staff are LESS likely to feel satisfied with the extent to which CWP values their contribution to work

- Disabled - 38.6%
- Non-disabled - 51.5%

8 Reasonable Adjustments ▲

Number of disabled Staff that say their employer has made adequate adjustments

77.5%

9A Staff engagement Score (out of 10) ▲

- Disabled - 6.8
- Non-disabled - 7.3
- CWP overall - 7.2

9B Has CWP taken action to facilitate the voice of disabled staff to be heard? ✳

As of 31st march 2019

NO

10 % difference between Board's voting membership & overall workforce ✳

None of the voting members of the Board declare a disability

- Board - 0%
- Workforce - 4.4%

It is important to note that whilst the ESR data indicates that 4.4% of staff declare that they are disabled. The data in the staff survey, of those who responded, over 20% reported that they considered themselves to be disabled.

✳ ESR, TRAC or HR data source

▲ Staff survey data source

Workforce Disability Equality Standard 2018-19

The NHS Workforce Disability Equality Standard Indicators

Workforce Indicators

For each of these four workforce indicators, <u>compare the data for Non-Disabled and Disabled staff</u>

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.
    Note: 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. Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff across all posts

3. Relative likelihood of Disabled staff compared to Don-Disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.
    Note: This indicator will be based on data from a two year rolling average of the current year and the previous year

National NHS Staff Survey indicators (or equivalent)

For each of the staff survey indicators, <u>compare the outcomes of the responses for Non-Disabled and Disabled staff.</u>

4.
    a) Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months from:
        i.   Patients/service users, their relatives or other members of the public
        ii. Managers
        iii. Other colleagues
    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.

5. Percentage of Disabled staff compared to Non-Disabled staff believing that 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.

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.

8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

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9.

    a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

    b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? As at 31 March 2019 – No. (to note, we are taking action since the reporting period)

If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the WDES technical guidance

Board representation indicator

For this indicator, <u>compare the difference for Non-Disabled and Disabled staff</u>

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

    Note: Only voting members of the Board should be included when considering this indicator

Indicator 1 - Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce

Clinical or non-clinical		Disabled	Non-Disabled	Not stated
Clinical	Band 1	0.0%	0.0%	0.0%
	Band 2	0.0%	91.7%	8.3%
	Band 3	4.8%	82.7%	12.5%
	Band 4	2.2%	90.0%	7.8%
	Band 5	4.1%	90.2%	5.7%
	Band 6	3.5%	87.7%	8.7%
	Band 7	4.5%	89.4%	6.1%
	Band 8a	2.9%	89.2%	7.8%
	Band 8b	0.0%	91.7%	8.3%
	Band 8c	0.0%	70.0%	30.0%
	Band 8d	0.0%	100.0%	0.0%
	Other / Local Pay	4.6%	26.7%	68.7%
	VSM	0.0%	100.0%	0.0%
	Medical and Dental	**3.7%**	**87.9%**	**8.4%**
	of which consultants	3.6%	86.9%	9.5%
	of which Senior medical manager	0.0%	100.0%	0.0%
	of which non cons career grades	6.3%	93.8%	0.0%
	of which trainee grades	0.0%	100.0%	0.0%
	of which others	0.0%	100.0%	0.0%
Clinical Total		**3.8%**	**84.7%**	**11.5%**
Non-clinical	Band 1	9.7%	83.9%	6.5%
	Band 2	6.2%	90.0%	3.8%
	Band 3	4.7%	90.0%	5.4%
	Band 4	5.8%	90.5%	3.6%
	Band 5	6.8%	89.8%	3.4%
	Band 6	2.9%	92.8%	4.3%
	Band 7	2.4%	92.9%	4.8%
	Band 8a	0.0%	87.0%	13.0%
	Band 8b	3.3%	86.7%	10.0%
	Band 8c	12.5%	87.5%	0.0%
	Band 8d	0.0%	0.0%	0.0%
	Other / Local Pay	11.1%	0.0%	88.9%
	VSM	8.7%	91.3%	0.0%
Non clinical Total		**5.6%**	**88.8%**	**5.6%**
Grand Total		**4.4%**	**85.8%**	**9.9%**

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Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts

Current Year 2018-19

	Shortlisted	Appointed	Relative Likelihood of Shortlisted/Appointed
Disabled	341	13	3.81%
Non-Disabled	4520	308	6.81%
Not Stated	153	43	28.10%
I do not wish to disclose	98	3	3.06%
Relative Likelihood of Non-Disabled staff being appointed from shortlisting compared to Disabled			**1.79 Times more likely**

The relative likelihood indicates that Disabled staff are **LESS** likely to appointed when compared to Non-Disabled staff

Indicator 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.
Note: This indicator is based on data from a two year rolling average of the current year and the previous year

Current Year 2017-18 and 2018-19

Average over 2 years	Entering Formal Capability Process	Trust Headcount	Relative Likelihood of staff entering the capability Process
Non-Disabled	59	3071	1.92%
Disabled	1	158	0.63%
Not Stated	1	16	6.25%
Relative Likelihood of Disabled staff entering the formal Disciplinary process compared to Non-Disabled staff.			**0.33**

The relative likelihood indicates that Disabled staff are **LESS** likely to enter the formal capability process when compared to Non-Disabled staff

Percentage of Staff Survey respondents who stated they have a disability

Category	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	79%	77%	82%
Disabled	21%	23%	18%

A fifth (21%) of all staff completing their staff survey in 2018 identified they have a disability. The current workforce on ESR only 4.43% have a disability stated against their staff file.

Indicator 4a - Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from

Category	Question	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	Patients/service users, relatives or public	22.6%	22%	24%
	Managers	7.0%	8.0%	Not available
	Other colleagues	11.3%	9.0%	15%
Disabled	Patients/service users, relatives or public	30.8%	33%	27%
	Managers	16.9%	15%	Not available
	Other colleagues	21.9%	20%	21%

The results from the latest staff survey in 2018 indicate that Disable staff are **MORE** likely to have experienced harassment, bullying or abuse from Patients/Service users, relatives or other members of the public and from their managers than non-disabled staff.

Indicator 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.

Category	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	53.6%	61%	60%
Disabled	53.7%	58%	56%

The results from the latest staff survey indicates that approximately half of all staff regardless of disability reported an experience of harassment, bullying or abuse at work.

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Indicator 5 - Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

Category	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	91.5%	91%	92%
Disabled	78.5%	84%	88%

The results from the latest staff survey indicates that a larger proportion of disabled staff believe the trust provides equal opportunities for career progression than non-disabled staff.

Indicator 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

Category	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	13.9%	16%	49%
Disabled	31.0%	24%	64%

The results from the latest staff survey indicates that disabled staff are **MORE** likely to feel pressure from their manager to come to work than non-disabled staff. This was also the case for 2017 and 2016

Indicator 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.

Category	2018 Survey	2017 Survey	2016 Survey
Non-Disabled	51.5%	50%	Not available
Disabled	38.6%	39%	Not available

The results from the latest staff survey indicates that disabled staff are **LESS** likely to feel satisfied with the extent to which CWP values their work than non-disabled staff. Results of the 2017 staff also indicate that disabled staff are less likely to feel satisfied with the extent to which CWP values their work than non-disabled staff.

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Indicator 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

Category	2018 Survey	2017 Survey	2016 Survey
Disabled	77.5%	79%	84%

The percentage of disabled staff saying that the trust has made adequate adjustment(s) to enable them to carry out their work has declined year-on-year. Almost a quarter of disabled staff feeling that trust hasn't made adequate adjustments.

Indicator 9a - The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. (Out of 10)

Category	2018 Survey
Non-Disabled	7.3
Disabled	6.8
Overall Trust	7.2

Indicator 9b - Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? No – (to note, we are taking action since the reporting period)
If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the WDES technical guidance

Indicator 10 - Percentage difference between the organisations' Board voting membership and its overall workforce

Category	Board Member		Overall Workforce	
Non-Disabled	13	100.00%	3071	85.71%
Disabled	0	0.00%	158	4.41%
Not Stated	0	0.00%	354	9.88%
Percentage difference between the organisation board voting membership and its overall workforce			3.67%	

The trusts board is made up of 0% of Disabled staff compared with 4.4% of the overall trust

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