

Workforce Disability Equality Standard (WDES)

The WDES report is a snapshot as at 31 March 2024. Valuing our disabled staff is essential as it fosters an inclusive culture that respects and supports diversity, leading to increased staff morale, productivity and loyalty. It also drives innovation by bringing unique perspectives and problem-solving approaches and embraces a much broader talent pool.

In addition to the WDES data we have completed the Equality Diversity Standard report and EDI Improvement Plan together with the 6 high impact actions aim to ensure our staff work in an environment where they are supporting to live the ICB's values and can provide the best care to our patients.

Key findings:

- 8% of workforce are disabled
- 0.5% of disabled applicants were likely to be appointed from shortlisting
- 47% of disabled staff believed there were equal opportunities for career progression or promotion,
- The percentage of staff experiencing harassment, bullying or abuse from other staff in the last 12 months was higher for disabled staff (15%) than non disabled staff (9%)
- 14% of disabled staff compared to non-disabled staff (9%) say they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
- 38% of disabled staff compared to non-disabled staff (48%) say they are satisfied with the extent to which their organisation values their work.
- 86% of disabled staff say the ICB has made reasonable adjustments to enable them to carry out their work.
- There are no Disabled staff on the ICB board membership

Workforce Disability Equality Standard (WDES) Metrics

There are ten WDES metrics.

- Three metrics focus on workforce data;
- Five are based on questions from the NHS Staff Survey;
- One metric focuses on disability representation on boards;
- One metric (metric 9b) focuses on the voices of Disabled staff.

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 4 is closely related to the two WRES metrics (5 and 6) on bullying and harassment.

WDES metric 9a draws from the NHS staff engagement score, which is an amalgamation of several questions in the NHS Staff Survey.

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).

It should be noted that within the WDES metrics the term 'Disabled compared to non-disabled', 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".

Workforce Disability Equality Standard (WDES) Metrics

Workforce Indicators for each of these three workforce indicators compare the data for disabled and non disabled staff.

Metric 1 Percentage of staff in Agenda for Change (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. Organisations should undertake this calculation separately for non-clinical and clinical staff in 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
- Cluster 5 Medical and Dental staff, consultants
- Cluster 6 Medical and Dental staff, non-consultant career grades
- Cluster 7 Medical and Dental staff, trainee grades

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

Metric 3 Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure.

National NHS Staff Survey metrics for each of the five staff survey indicators, compare the outcomes of the responses for disabled and non disabled staff

Metric 4 Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patient/service users, their relatives or other members of the public, managers, other colleagues:

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

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.

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.

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

Metric 9a The staff engagement score for Disabled staff, compared to non-disabled staff.

Disabled staff Engagement

Metric 9b Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes or No)?

Board representation indicator for this indicator, 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 and by executive and non-exec membership of the board.

Workforce Disability Equality Standard (WDES) Results

WDES Metrics		Year				Trend
		2021	2022	2023	2024	
1. Percentage of staff in Agenda for Change (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.	Disabled			Data to follow	8%	
	<u>Non-disabled</u>			Data to follow	87%	
2. Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.				Data to follow	0.5%	
3. Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure.					0%	
4. 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	7%	7%	6%	Not available	↓
	<u>Non-disabled</u>	12%	10%	10%	Not available	↔
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled	12	15	13	Not available	↓
	<u>Non-disabled</u>	7	7	7	Not available	↔
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled	15	15	15	Not available	↔
	<u>Non-disabled</u>	8	8	9	Not available	↑
4 Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	Disabled	46	40	48	Not available	↑
	<u>Non-disabled</u>	46	42	43	Not available	↑
5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled	56	50	47	Not available	↓
	<u>Non-disabled</u>	63	57	52	Not available	↓
	Disabled	15	15	14	Not available	↓

Workforce Disability Equality Standard (WDES) Results

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.	<u>Non disabled</u>	11	10	9	Not available	↓
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	51	45	38	Not available	↓
	<u>Non disabled</u>	58	52	48	Not available	↓
8. Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.	Disabled		89	86	Not available	↓
	<u>Non disabled</u>		80	80	Not available	↔
9a. The staff engagement score for Disabled staff, compared to non-disabled staff.	Disabled	6	6	6	Not available	↔
	<u>Non disabled</u>	7	6	6	Not available	↓
9b Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes or No)?					Yes	
10 Percentage difference between the organisation's board voting membership and its organisation's overall workforce					tbc	

Staff with a disability is noted to have a Long Term Condition or illness.
 Staff non disability is noted not to have a Long Term Condition or illness
 Data source ESR report. 4.5% of staff chose not to state their disability

See full data set report dated 31.03.24

Please refer to slide 7 in the EDI Annual Report to see the disability representation for the ICB workforce.








Indicators 5 to 9a were taken from data from the Staff Opinion Survey Benchmark Report 2023

The Staff Opinion Survey for 2024 were not available at the time this report was published.

WDES metrics grouped into themes linking to WRES







	Recruitment, retention and representation	Training and Development	Formal Procedures	Staff Experience & engagement
1. Percentage of staff in Agenda for Change (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.				
2. Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.				
3. Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure.				
4. 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:				
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months				
4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months 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 reasonable adjustment(s) to enable them to carry out their work.				
9a. The staff engagement score for Disabled staff, compared to non-disabled staff.				
9b Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes or No)?				
10 Percentage difference between the organisation's board voting membership and its organisation's overall workforce				

Workforce Disability Equality Standard Action Plan

Theme 1 Indicators 1, 2 & 9 Representation, Recruitment and Retention			
Actions		When	People Promise
1.1	To review the recruitment and selection policy	2025	
1.2	To offer recruitment and selection training for all recruiting managers (to include unconscious bias)	2025	
1.3	To review the exit interview process and questions to provide further analysis to support improvements in retention. To continue to be a member of the Retention Steering Group to share best practice and improvements in retention.	2025	
1.4	Ensure recruitment panels have a diverse <u>representation</u> , this will be reflected in the recruitment and selection policy.	2025	
1.5	Ensure all recruitment campaigns and advertising have consistent wording reflecting the ICBs values.	2025	
1.6	Ensure all interviews are conducted in line with the recruitment and selection policy and appropriate questions from the question bank and interview rating templates are followed. This will include a mandatory EDI question.	Ongoing	
1.7	The ICB will sign up to the Disability Confident Scheme and will continue to support the NHS Two Ticks (disability status at the shortlisting stage (NHSE)).	2025	






Workforce Disability Equality Standard Action Plan









Theme 2 Indicators 2 & 4 Learning and Development			
Actions		When	People Promise
2.1	To continue to regularly monitor compliance figures to ensure all staff have completed mandatory Equality, Diversity Inclusion Training.	Ongoing	
2.2	To continue to regularly monitor compliance figures to ensure all staff have completed mandatory Speak Up, Listen Up and Follow Up for Senior Managers. To conduct an audit of staff who fall within the category of 'Senior Manager' and review.	Ongoing	
2.3	To increase awareness of the opportunities for learning and continuous professional development and apprenticeships via Staff Briefings, Teams Channels and the Intranet.	2025 / 26	
2.4	All People Managers to be offered the opportunity to attend the Management Foundation Programme	2025 / 26	
2.5	To support an Inclusive Talent Culture using Scope for Growth framework and using the 'Growth Arc – depth, breadth and stretch' to support employees to reflect and discuss opportunities for personal development.	Ongoing	
2.6	EDI staff Group will sponsor 'lunch and learn' on EDI and co-present with the ICB EDI Lead and Organisational Development Team.	2025 / 26	











Workforce Disability Equality Standard Action Plan

Theme 3 Indicator 3 People Policy and Procedures			
Actions		When	People Promise
3.1	As part of the Management Foundation Programme to encourage all line managers to attend, to enable discussions on disciplinary procedures, awareness of unconscious bias when considering informal and formal disciplinary procedures.	2025/26	 We are always learning
3.2	To ensure all disciplinary panels have neutral and diverse panels. This will be reflected in the Disciplinary Policy.	Ongoing	 We each have a voice that counts
3.3	Ensure staff are aware role of the Freedom to Speak Up Guardian and Champion and how to contact them	Ongoing	 We each have a voice that counts
3.4	To launch a series of workshops in February 2025 to explore how we can build a restorative and just culture where everyone feels valued. Strengthen teamwork with tools for resilience and mindset practice and create a workplace focused on collaboration, learning and growth.	2025 /26	 We are always learning
3.5	To include a regular update as part of ICB Partnership Meetings with our recognised Trade Unions.	Ongoing	 We each have a voice that counts

Workforce Disability Equality Standard Action Plan

Theme 4 Indicators 5, 6, 7 & 8 Staff Experience			
Actions		When	People Promise
4.1	The ICB to participate and actively promote the NHS Staff Opinion Survey on Staff Briefings and Teams channels.	Ongoing	
4.2	To encourage all staff to complete their equality, ethnicity and disability data on ESR so we might further understand the composition of our workforce and can identify areas for improvement. To closely monitor progress on this, to hopefully achieve an upward trend.	Ongoing	
4.3	Ensure that all Equality, Diversity and Inclusion reports and shared with the EDI Staff Group to seek their engagement and feedback.	Ongoing	
4.4	To increase the Freedom to Speak Up Guardian (2) and Champions to support the ICB and Primary Care	2025	
4.5	Ensure the ICB continue to support the ICS Health and Wellbeing Leads group to consider Health and Wellbeing initiatives (Wellbeing Conversations and Passports, Restorative and Just Culture)	2025/26	
4.6	Accreditation to be a Menopause Friendly Employer	2025	

Workforce Disability Equality Standard Action Plan

4.8	To continue to support and make staff aware of the ICB's micro-aggression portal to ensure staff may have a voice and seek support.	Ongoing	
4.9	Continue to support the Employee Assistance Programme and ensuring the ICB continues to listen and engage with staff through Staff Network Groups, Staff Briefings to continuously improve and learn.	Ongoing	
4.10	To host a second annual 'All Staff Event' to build team cohesion and collaboration.	2025	
4.11	All Executive Board Members EMT to support the implementation the Health Inequalities & EDI improvement action plan and EDI High Impact Objectives and actions. Continuing to improve the working environment for all staff – giving them a sense of belonging, value opportunities to feel psychologically safe and to thrive.	Ongoing	
4.12	Appoint an SRO for Equalities, Diversity and Inclusion	2025	
4.13	Review ICB Policies; EDI Policy and Dignity at Work policy to ensure align with anti racism and anti bullying and harassment.	2025 / 26	
4.14	To continue to promote the NIDAS Stalking and harassment Campaign 2025. To raise awareness, encourage victims to recognise behaviours linked to stalking and harassment and encourage those who are experiencing stalking and harassment to seek support.	2025	
4.15	To sign up to the Race in the Workplace Charter to make a public commitment to improving equality of opportunity in the workplace	2025 / 26	
4.16	EDI Staff Group will sponsor education events on Long Term Conditions to raise awareness	2025 / 26	