Workforce Disability Equality Standard Data Submission
(as at 31st March 2022)

Table 1: Snap shot of BTHFT workforce data over a period of 3 years

Metric 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.
	Organisations should undertake this calculation separately for non-clinical and for clinical staff.
	Cluster 1: AfC Band 1, 2, 3 and 4
	Cluster 2: AfC Band 5, 6 and 7
	Cluster 3: AfC Band 8a and 8b
	Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members)
	Cluster 5: Medical and Dental staff, Consultants
	Cluster 6: Medical and Dental staff, Non-consultant career grade
	Cluster 7: Medical and Dental staff, Medical and dental trainee grades

Pay Band	31st March 2020			31st March 2021			31st March 2022		
	Disabled	Non-Disabled	Disability Unknkown/ NULL	Disabled	Non-Disabled	Disability Unknkown/ NULL	Disabled	Non-Disabled	Disability Unknkown/ NULL
1a) Non Clinical Workforce									
Cluster 1 (Bands 1-4)	60	1305	167	66 (4%)	1260	161	**68** (5%)	**1259**	**149** (10%)
Cluster 2 (Bands 5-7)	17	362	28	23 (5%)	384	30	**21** (5%)	**402**	**27** (6%)
Cluster 3 (Bands 8a-8b)	2	78	4	1 (1%)	80	3	**2** (2%)	**87**	**3** (3%)
Cluster 4 (Bands 8c - 9 & VSM)	1	33	3	1 (2%)	38	2	**1** (2%)	**40**	**2** (5%)
1b) Clinical Workforce *of which Non-Medical*									
Cluster 1 (Bands 1-4 and other)	32	903	84	33 (3%)	933	84	**38** (4%)	**955**	**79** (7%)
Cluster 2 (Bands 5-7)	83	1958	191	84 (4%)	2024	180	**84** (4%)	**2080**	**158** (7%)
Cluster 3 (Bands 8a-8b)	3	164	13	6 (3%)	171	12	**6** (3%)	**188**	**17** (8%)
Cluster 4 (Bands 8c - 9 & VSM)	0	19	3	0 (0%)	21	3	**1** (5%)	**19**	**2** (9%)
Cluster 5 (M&D Staff: Consultants)	4	282	37	5 (1%)	311	32	**6** (2%)	**313**	**31** (9%)
Cluster 6 (M&D Non Consultant Career Grade)	0	75	6	0 (0%)	91	7	**1** (1%)	**88**	**6** (6%)
Cluster 7 (M&D: Trainee Grades)	13	296	14	7 (2%)	323	21	**8** (3%)	**296**	**19** (6%)
TOTAL	**215** (4%)	**5475**	**550** (9%)	**226** (4%)	**5636**	**535** (8%)	**236** (4%)	**5727**	**493** (8%)

Table 2: BTHFT staffing figures over a 3-year period

Year	Number of Staff in overall workforce	Number of Staff in overall workforce who have declared whether they have a disability or not	Number of disabled Staff in overall workforce	Percentage of disabled Staff in overall workforce
March 2020	6240 ↑	5690 ↑	215	4% ↔
March 2021	6397 ↑	5862 ↑	226 ↑	4% ↔
March 2022	**6456** ↑	**5963** ↑	**236** ↑	**4%** ↔

See Appendix 1 (at the end) for key showing the meaning of the arrows in the data tables

Table 3

Metric 2	Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.					
	Number of shortlisted applicants		Number appointed from shortlisting		Likelihood of appointment from shortlisting		The relative likelihood of non-disabled staff being appointed compared to disabled staff
	Disabled	Non-Disabled	Disabled	Non-Disabled	Disabled	Non-Disabled	
March 2020	263	5489	57	1507	22%	27%	1.27 ⬇
March 2021	279	4462	75	1271	27% ⬆	28% ⬆	*1.06 ⬇
March 2022	**344**	**6463**	**73**	**1723**	**21% ⬇**	**27% ⬇**	**1.26 ⬆**

Nb A figure above 1:00 indicates that non-disabled staff are more likely than disabled staff to be appointed from shortlisting (1:00 = equal chances)

Table 4

Data for metric 3 has not been published as there are 10 or fewer cases (in line with guidance from the WDES team). However, there were no disabled staff recorded as entering the formal capability process during the reference period.

Table 5

Metric 4a	National NHS Staff Survey Metrics For each of the following four Staff Survey Metrics, compare the responses for both Disabled and non-disabled staff.					
	Metric 4a Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: patients, Service users or their relatives/		Metric 4a Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from their manager		Metric 4a Percentage of Disabled staff compared to non-disabled staff experiencing hassment, bullying or abuse from colleagues	
	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
March 2020 (2019 survey)	33.9% ⬇	25.5% ⬆	16.7% ⬇	9.5% ⬇	25.3% ⬆	15.2% ⬇
March 2021 (2020 survey)	36.8% ⬆	27.7% ⬆	21.75 ⬆	11.6% ⬆	26.5% ⬆	16.9% ⬆
March 2022 (2021 survey)	**34.9% ⬇**	**27.6% ⬇**	**17.7% ⬇**	**11.3% ⬇**	**24.3% ⬇**	**16.6% ⬇**

Table 6

Metric 4b	National NHS Staff Survey Metrics For each of the following four Staff Survey Metrics, compare the responses for both Disabled and non-disabled staff.	
	Metric 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.	
	Disabled	Non-disabled
March 2020 (2019 survey)	51.3% ⬆	48.4% ⬆
March 2021 (2020 survey)	47.4% ⬇	45.1% ⬇
March 2022 (2021 survey)	**51.0% ⬆**	**47.7% ⬆**

Table 7

Metrics 5-7	National NHS Staff Survey Metrics For each of the following four Staff Survey Metrics, compare the responses for both Disabled and non-disabled staff.					
	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.	
	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
March 2020 (2019 survey)	53.3% ↔	59.2% ↑	32.7% ↓	18.3% ↓	41.7% ↑	55.7% ↑
March 2021 (2020 survey)	53.9% ↑	60.0% ↓	37.3% ↑	25.1% ↑	36.6% ↓	51.4% ↓
March 2022 (2021 survey)	**55.9%** ↑	**59.2%** ↓	**34.3%** ↓	**25.0%** ↓	**27.9%** ↓	**43.3%** ↓

Nb. The results for Metric 5 has been calculated (by the National survey co-ordination centre) differently this year than in previous years and previous years results have been re-calibrated accordingly so they are comparable. In previous years, the percentagereported was those saying 'yes' as a proportion of all staff (excluding those who said 'don't know)'. For this year's reporting, the figure reported is the percentage saying 'yes' as a proportion of all those who responded to the survey (including 'don't know').

Table 8

Metric 8 (Q26b)	National NHS Staff Survey Metrics Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
March 2020 (2019 survey)	69.1% ↑
March 2021 (2020 survey)	71.6% ↑
March 2022 (2021 survey)	**69.8%** ↓

Metric 9	NHS Staff Survey and the engagement of Disabled staff 9a) compare the staff engagement scores for Disabled and non-disabled staff 9b) add evidence to the Trust's WDES Annual Report

Table 9

Metric 9a (Q's: 2a-2c, 4a, 4b, 4d, 21a, 21c, 21d)	National NHS Staff Survey Metrics The staff engagement score for Disabled staff, compared to non-disabled staff	
	Disabled	Non-disabled
March 2020 (2019 survey)	6.8 ↔	7.3 ↑
March 2021 (2020 survey)	6.6 ↓	7.2 ↓
March 2022 (2021 survey)	**6.3** ↓	**6.9** ↓

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Table 10

Metric 9b	a) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes/No)
	Yes
	b) Please provide at least one practical example of current action being taken in the relevant section of your WDES annual report
Examples	• Refresh and re-launch of the Enable staff network with renewed focus on addressing the findings of the WDES data submission • Providing a seat at key strategic meetings (People Academy and the Equality & Diversity Council) for the chair of the Enable staff equality network • Consultation with the Enable staff equality network around the review of Disability Equality and Disability Leave Policy with plans to include the NHS Employers Health Passport. Training to re-commence (halted during COVID 19). • Development of a Disability Equality video to raise the profile of disability equality in the Trust and increase awareness of the support available to disabled staff which has been shared widely on a system wide basis. • Successful bid for funding (£15k) from the WDES innovation fund to co-produce (with our disabled staff) a multi-media campaign to raise the profile of disability equality at BTHFT • Virtual connection with Enable staff network/ disabled staff during covid-19 (listening, answering questions, providing support) • On-going emphasis and communication around Health & Wellbeing and staff support during covid-19 (staff have fed back that they have found the global e-mail and chief executive vlog/ "Weekly Rond-Up") really helpful and supportive. • Staff Advocates trained and able to provide support to managers and staff around disability and reasonable adjustments. • Support available to staff from Equality, Diversity & Inclusion (EDI) Manager/ Staff Advocates around provision of reasonable adjustments (removing blockages/ providing support and guidance to staff and managers) • Hate Crime reporting on Datix to enable better monitoring. Ability to request a staff advocate through the system. EDI Manager following up on reports of Harassment & Bullying to ensure appropriate action and support is in place. • Availability of Wellbeing Action plans to support staff • Continued support of the Sunflower lanyard scheme (for hidden disabilities) for both patients and staff • Accessibility information available on the Trust website for disabled patients and colleagues. • Equality Impact Assessment carried out on the Recruitment & Selection policy and an action plan formulated to improve fairness in our recruitment process and to raise the profile of disability equality for applicants (both internal and external). A refreshed recruitment toolkit in production with information and guidance around reasonable adjustments • An Equality Census FAQ leaflet and screensaver produced to provide guidance to staff around sharing information on their protected characteristic. To be promoted on a regular basis going forward.

Table 11

Metric 10	Board representation metric					
	For this Metric, compare the difference for Disabled and non-disabled staff. **Percentage difference between the organisations' Board membership and its overall workforce disaggregated:** • By voting membership of the Board • By executive membership of the Board					
	Voting membership of the Board			**Executive membership of the Board**		
	Disabled	**Non-disabled**	**Not declared**	**Disabled**	**Non-disabled**	**Not declared**
March 2020	8% ↔	92% ↔	0%	0% ↔	100% ↔	0%
March 2021	7% ↓	71% ↓	22%	0% ↔	88.89% ↓	11.11%
March 2022	13.33% ↑	73.33% ↑	13.33% ↑	0% ↔	88.89% ↔	11.11% ↔

Summary of WDES data findings

<u>Areas for Action:</u> Despite many of the findings reflecting the national picture (particularly in relation to the staff survey) the data above highlights some key areas for action which include:

- Increasing the numbers of disabled staff and increasing confidence to declare a disability or long term health condition
- Improving likelihood of shortlisting and likelihood of appointment from shortlisting for disabled candidates
- Improving support for disabled staff and their managers in implementing adequate reasonable adjustments
- Improving engagement with disabled staff and ensuring our staff feel they are valued

<u>Areas where we have seen Improvement</u>: Although some of these area's still require action, there have also been some definite improvements in our data this year;

- Increase in representation of disabled staff at clinical Band 8c and above (5%)
- 1% increase in representation of disabled staff in each of the medical & dental staff clusters (where representation was previously low)
- Reduction in experience in all areas of harassment & bullying (although we are around average)
- 2% Improvement in satisfaction that the Trust provides equality in career development opportunities
- 3% improvement in disabled staff feeling pressure to attend work when unwell
- Slight increase in representation of Trust board voting membership

Focus for 2022/2023

<u>Workforce Representation, Recruitment & Retention:</u>

There is much work to be done to raise the profile of disability equality in the trust, to ensure our recruitment & selection processes are inclusive and our staff and managers feel supported in understanding the needs of disabled colleagues and the need to consider reasonable adjustments to ensure colleagues can achieve their potential and feel equally valued in the workplace.

The planned introduction of a new recruitment & selection toolkit (with focus on EDI), the refreshed recruitment & selection training which is now mandatory for all managers (with 3 yearly renewal) and the work we are doing to increase diverse representation on interview panels, should help in addressing the inequalities experienced in recruitment & selection

Leadership, Learning & Development:

We will need to engage further with our disabled staff, using their lived experience to raise the profile of disability equality in the Trust and to help in the provision of meaningful disability equality training for managers.

Staff Experience (Inclusion & Belonging):

We will continue to develop and roll out the ongoing work around civility in the workplace, along with our wider efforts in raising the profile of equality, diversity & inclusion in the Trust to improve the experience for all our diverse staff.

Appendix 1:

Key for symbols used in the data tables:

⬆	*A higher % or score is better and this has shown an increase this year*	⬆	*A lower % or score is better and this has shown an increase*
⬇	*A lower % or score is better and this has shown a decrease this year*	⬌	*The score has stayed the same from the previous year*
⬇	*A higher % or score is better and this has shown a decrease this year*		

Appendix 2

Workforce Disability Equality Standard (WDES): The 10 Metrics

Metric 1	Percentage of disabled staff in each of the Agenda for Change bands 1-9, medical & dental subgroups and very senior managers (VSM), including executive board members compared with the percentage of staff in the overall workforce.
Metric 2	Relative likelihood of disabled staff being appointed from shortlisting across all posts.
Metric 3	Relative likelihood of disabled staff entering the formal capability procedure (performance and not-ill health). allowing
	National Staff Survey Responses (Metrics 4-9 only)
Metric 4a	Q13a: Percentage of disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public.

Q13b: Percentage of disabled staff experiencing harassment, bullying or abuse from their manager.

Q13c: Percentage of disabled staff experiencing harassment, bullying or abuse from colleagues. |
| **Metric 4b** | (Q13a)
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. |
Metric 5	Q14: Percentage of disabled staff who believe the Trust provides equal opportunities for career progression or promotion.
Metric 6	Q11e: Percentage of disabled staff who say they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
Metric 7	Q5f: Percentage of disabled staff saying 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 adequate adjustment(s) to enable them to carry out their work.
Metric 9	Comparison of the engagement scores for disabled and non-disabled staff.
Metric 10	Comparison of disabled and non-disabled members of the board (voting membership/ executive membership) against the overall workforce.