

WYICB Workforce Disability Equality Standard (WDES) Report 2023

The Workforce Disability Equality Standard (WDES) was launched in 2019 and aims to improve the workplace and career experiences of disabled colleagues across the NHS.

There are 10 metrics, although data may not be reported for all based on data availability.

This is the first ICB WDES report, it is not mandatory for this period. The ICB has chosen to report to prepare for mandatory reporting, providing a benchmark and to help us understand the position and experiences of disabled staff.

The WDES experience results are based on the NHS staff survey 2022, which was the first ICB survey as the ICB was established in July 2022.

Data downloaded from ESR has some caveats related to comparability with other workforce reporting. The ESR data does not include the following:

- Staff on bank contracts.
- Contractors who are not on PAYE, usually refers to agency workers.
- External supervisors, as they are not directly employed by the ICB.
- Those who hold contracts for service
- Those, other than VSM, whose pay does not align to AFC.

Some ICB staff have more than one role, one of which may be at a different pay band. In these examples the primary assignment data has been used.

The ICB employed 1176 staff at the time of reporting 31.3.23. For metrics 1 and 10 the data relates to a snapshot of workforce on 31st March 2023. Metrics 2 and 3 refer to data from July 2022 to March 2023 as the ICB was established in July 2022 this is an incomplete year. Other metrics relate to the 2022 National NHS staff survey.

WDES metrics

For the following three workforce Metrics, compare the data for both 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.

This data has been disaggregated by clinical and non-clinical staff groups.

This reporting year

Non-Clinical

Pay band	Disabled	Non-disabled	Not known
1-4	7.1%	85.3%	7.6%
5-7	7.1%	86%	6.9%
8a-8b	5.8%	87.2%	7%
8c to VSM	0.8%	91.5%	7.7%

Clinical

Pay band	Disabled	Non-disabled	Not known
1-4	0	100%	0
5-7	7.5%	81.4%	11.2%
8a-8b	0	93.2%	6.8%
8c+	0	66.7%	33.3%

Overall workforce

Disabled staff 6.3%

Non-disabled staff 85.8%

Not declared or known 7.9%

The 2022 ICB NHS staff survey (71% return rate) reported 27.1% of staff responded to 'Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?' contrasting to the 6.3% recorded on ESR.

West Yorkshire census data 2021

The 2021 census asked: Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?

For those who said yes, the follow up question was: Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?

The 2021 census (all ages) recorded the following:

Answers	Percentage
Disabled under the Equality Act: Day-to-day activities limited a little	9.9%
Disabled under the Equality Act: Day-to-day activities limited a lot	7.7%
Not disabled under the Equality Act: Has long term physical or mental health condition but day-to-day activities are not limited	6.5%
Not disabled under the Equality Act: No long term physical or mental health conditions	75.9%

Metric 2

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

This reporting year

Disabled staff = 29

Non-disabled staff = 370

Not Known = 13

Non disabled candidates were **2.6 times** more likely to be appointed from shortlisting.

3 disabled applicants were appointed from 29 shortlisted disabled candidates compared to 100 non-disabled applicants from 370 shortlisted candidates.

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.

This reporting year: No staff entered a formal capability procedure.

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 4

Staff Survey

The NHS staff survey asks the question, 'Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?' 21.7% of ICB indicated yes, this data will be shared as disabled staff.

Q13

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

Patients or service users, their relatives, or other members of the public

Workforce	2022
Disabled	13.4%
Non-disabled	7.7%

Managers

Workforce	2022
Disabled	11.2%
Non-disabled	6.7%

Other colleagues

Workforce	2022
Disabled	13.4%
Non-disabled	7.3%

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.

This reporting year

Workforce	2022
Disabled	37.3%
Non-disabled	48.3%

Metric 5

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

Workforce	2022
Disabled	57.1%
Non-disabled	66.3%

Metric 6

Staff Survey

Q11

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.

This reporting year

Workforce	2022
Disabled	12.3%
Non-disabled	11.5%

Metric 7

Staff Survey

Q5

Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.

Workforce	2022
Disabled	50.0%
Non-disabled	61.7%

Metric 8

The following NHS Staff Survey Metric only includes the responses of Disabled staff

Staff Survey

Q28b

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

This reporting year

Disabled staff – 87.8%

NHS Staff Survey and the engagement of Disabled staff

Compare the staff engagement scores for Disabled, non-disabled staff and the overall Trust's score

Metric 9

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

Workforce	2022
ICB average	7.2%
Disabled	6.9%
Non-disabled	7.3%

b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

The ICB has an active and involved Disability and Long Term Conditions Network, which has an Executive member sponsor.

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 membership of the Board.
- By Executive membership of the Board.

This reporting year

Total board members of which..	Disabled	Non-disabled	Not known
Voting board members	0%	70.6%	29.4%
Executive board members	0%	90%	10%
Difference Total board – overall workforce	-6%	-15%	22%
Difference Executive members – overall workforce	-6%	4%	2%

Overall workforce

Disabled staff 6.3%

Non-disabled staff 85.8%

Not declared/known 7.9%