



Workforce Disability Equality Standard

2020/21

The Royal Orthopaedic Hospital

Workforce Disability Equality Standard (WDES)

Background

This is the third year that NHS organisations are required to report on WDES data. The standard was introduced to enable employees with disabilities to have equal access to career opportunities and receive fair treatment in the workplace.

WDES Data

Staff data was collected and submitted to NHS England in August 2021. The data period is 1st April 2020 to 31st March 2021 and is formulated into ten WDES Indicators.

An additional question is included for WDES (compared to WRES) around reasonable adjustments for staff members.

All NHS Trusts are required to collate and publish this information on their website.

Table One below shows ROH WDES Performance Data. As this is the first year of implementation there is no WDES comparison data. However, Table 3 shows comparison data for WRES data 2019

In Table Two data for Indicators 4 – 8 is collated from the National Staff Survey (NSS) results which staff completed between 8th October and 30th November 2020.

The WDES action plan and approach forms part of the work completed under the ROH Inclusion Strategy.

The key work undertaken by the Disability network over the last twelve months has been Phase One and Two of the WDES Innovation Funded project 'Beyond the Stigma'

Table One: Summary of ROH Trust WDES for each of the nine WRES Indicators

WDES Indicator	Indicator Definition	ROH NHS Trust			Comments
		2018	2019	2020	
1	% of disabled staff	3.3	3.5	3.3	
2	Relative likelihood of disabled staff being appointed from shortlisted candidates compared to non-disabled staff	1.30	1.06	1.45	
3	Relative likelihood of disabled staff entering formal capability	0.0	0.0	0.0	
4	% of disabled staff experiencing harassment, bullying or abuse from patients or public in last 12 months	20.8 (19.8)	28.4 (19.2)	23.4 (13.3) ↓	
4a	% of disabled staff experiencing harassment, bullying or abuse from staff in last 12 months	31.3 (15.4)	22.0 (15.4)	↑ 29.0 (13.2)	Staff survey question 2020
5	% of disabled staff believing the trust provides equal opportunities for Career progression or promotion	78.1 (87.5)	89.3 (90.4)	85.6 (88.5) ↓	Staff survey question 2020
6	% of disabled staff have felt pressure from their managers to come to work, despite not feeling well enough to perform duties	25.8 (21.2)	26.7 (19.0)	20.3 (16.6) ↑	Staff survey question 2020
7	% of staff saying they are satisfied with the extent to which the organisation values their work	60.4 (56.1)	53.7 (58.3)	↓ 36.5 (54.4)	Staff survey question 2020

8	% of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work	75.0 (75.2)	80.9 (76.5)	74.0 (77.0) ↓	Staff survey question 2020
9	The staff engagement score for disabled staff compared to non-disabled staff and the overall engagement score for the organisation	7.2	7.2	6.7 ↓	Staff survey question 2020

Initial WDES Action Plan

Status key:	5 Complete	4 On track	3 Some delay – expect to completed as planned	2 Significant delay – unlikely to be completed as planned	1 Not yet commenced	0 Objective Revised
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Action	Relates to Indicators	Completion date	Comments		Progress
Supporting staff to give their feedback by completing national staff survey	5-8	December 2021	Different options to be reviewed by E&D and disability networks, and feedback given to team running staff survey.	Disability Network Staff survey team	4
Update Inclusion session at Core mandatory to include staff survey results and WDES information	1-9	December 2021	Statistics included from questions on bullying and harassment and equal opportunities to raise awareness.	VS	1
Actions reviewed and added to Equality Plan for 2021	1-9	December 2021		CM	1
LGBTQ+ Awareness Month	1-9	February 2022	To include information for disabled staff.	E&D Network	1
AccessAble awareness	5-8	April 2022	The Trust worked with AccessAble to create Access Guides to facilities, wards and departments across the hospital. The guides include photographs to help patients, visitors and staff to plan their journeys to and around the hospital, covering everything from car parking to accessible toilets. AccessAble also has an app, which is free to download.	AIS Group	5
Launch of 'Seeing Beyond the Stigma' exhibition – Phase 1 and 2	1-9	July 2021	The WDES funding allowed the Trust to create a powerful and remarkable exhibition called 'Seeing Beyond the Stigma.' The exhibition about people at The Royal Orthopaedic Hospital and their experiences of disability, both visible and unseen.	Disability Network	5
Launch Buddy Scheme and Awareness Sessions 'Seeing beyond the Stigma'	1-9	January 2022	The Buddy Scheme will be available for all disabled staff to access from when they join the Trust, it will offer support, mutual understanding and education. Possibility of having manager specific buddy awareness sessions. Awareness Session planning is currently on-going.	VS CM	3

Investigate WDES bid	1-9	December 2021	Following on from the success of the previous WDES bid and the 'Seeing Beyond the Stigma' exhibition, the Disability Network would like to move forward with the bid for next year.	VS CM	1
ESR declaration rates	1	December 2021	To look into amending question on ESR that asks whether a member of staff has a disability, include long-term conditions too.	CM ESR Team	1
Disability Network Chair	1-9	December 2021	A Chair for the Disability Network is to be appointed.	CM	3
Disability confident level 3	2 & 5	February 2022	To review options for completing level 3 accreditation.	CM Recruitment team	1
Review impact of WDES project	1-9	March 2022	To complete evaluation of the WDEs project phase one and two, including photography and videos.	CM	1
Support a new approach to equality impact assessments (EQIA)	1-9	TBC	To support project team in reviewing the current EQIA approach.	CM Disability Network	4