NHS Workforce Disability Equality Standard (WDES)

Annual Report and Action Plan 2022

Barnsley Hospital NHS Foundation Trust

REPORT TO THE BOARD OF DIRECTORS - Public

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SUBJECT:	**WORKFORCE DISABILITY EQUALITY STANDARD ANNUAL REPORT 2022**
DATE:	6 October 2022

PURPOSE:

	Tick as applicable			*Tick as applicable*
For decision/approval			*Assurance*	✓
For review			*Governance*	✓
For information	✓		*Strategy*	

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SPONSORED BY:	**Steve Ned, Director of Workforce**
PRESENTED BY:	**Steve Ned, Director of Workforce**

STRATEGIC CONTEXT

This report supports the strategic aims of the National People Plan and the Trust Strategic objectives and goals (2022-2027)

Best for People

We will make our Trust the best place to work by:
- Ensuring a caring, supportive, fair and equitable culture for all
- Creating an organisational climate that supports Equality, Diversity and Inclusion
- Supporting our staff's health and wellbeing

EXECUTIVE SUMMARY

The Workforce Disability Equality Standard (WDES) is a set of 10 specific metrics that will enable NHS organisations to compare the experiences of disabled and non-disabled staff.

The overall percentage of reported Disabled staff working in the Trust in 2022 is 3.91% compared to 3.94% in 2021. Equally, a similar figure can be seen in 2021, (3.7%) of people in the NHS workforce declared a disability through the NHS Staff Record.

Overall the experiences of disabled staff are less positive compared to non-disabled staff. As a result, this can discourage disable staff to disclose their disability.

The key findings from the WDES 2021 metrics data are as follows:

- 4.11% of the non-clinical and 3.78% of the clinical workforce declared a disability through Electronic Staff Record (ESR). There are considerably more staff declaring they have a disability within the anonymised NHS staff survey. The 2021 survey results showed 494 disabled staff participated in the survey out of 2058 total staff respondents, which equates to 24%.

- Non-disabled job applicants are 1.1 times more likely to be appointed from shortlisting compared to disabled job applicants. The picture is unchanged from the previous year.

- Disabled staff are more likely to experience harassment, bullying and abuse from patients, service users, relatives, managers and colleagues,

- There is a considerable deterioration in the number of disabled believing that the Trust provides equal opportunities for career progression or promotion compared to non-disabled staff.

- Disabled staff feel pressured to come into work despite not feeling well enough to perform their duties.

- It is encouraging to note a continued improvement in the number of disabled staff saying that they feel their employer has made adequate adjustments to enable them to carry out their work.

- No board members have a declared disability compared to 3.91% of declared disabled staff in the wider workforce.

- Disabled staff are less likely to feel engaged. Meaningful steps will be undertaken to strengthen, support and improve the experiences of disabled staff to ensure a caring, supportive, fair and equitable culture for all.

Investments are being made to increase disable staffs' feeling of being valued, through strong engagement, compassionate and inclusive leadership and the Trust commitment to being a Disability Confident Employer.

The Trust has commenced work with managers, staff and trade union colleagues, to develop a positive workplace culture with a focus on addressing values and behaviours. A wide range of initiatives are scheduled to be undertaken to foster a restorative and Just culture and promote compassionate leadership.

The action plan which accompanies this report focuses on the need to continue to improve our data quality and disability declaration rates via a staff communications and engagement plan in order for us to accurately monitor and report our workforce disability representation and help identify areas for improvement. The proposed actions for improvement is illustrated in order to improve disable staff experience.

RECOMMENDATION

It is requested that the Board of Directors will ratify the WDES Annual Report 2022 and agree that the report will be published on the Trust's website by the reporting deadline of 31st October 2022.

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1   Introduction

The Workforce Disability Equality Standard (WDES) is important, because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety.

The benefits of retaining an experienced, skilled employee who has acquired an impairment are usually greater than recruiting and training new staff. It is also good for the individual and helps create a workforce that reflects the diverse range of patients it serves.

This is the fourth year for NHS Trusts and Foundation Trusts to report mandated workforce disability metrics data and develop an action plan to better understand and improve the experiences of their disabled staff. This will support positive change for existing employees, and enable a more inclusive environment for disabled people working in the NHS. Like the Workforce Race Equality Standard on which the WDES is in part modelled, it will also allow us to internally measure our progress since last year, also identify good practice and compare performance regionally, nationally and by type of trust.

Similar to the Workforce Race Equality Standard, the WDES has been included in the NHS standard contract, and performance outcomes may well be considered during Care Quality Commission's (CQC) inspections / reviews under their 'Well Led' domain theme.

There is a statutory requirement to publish our metrics data and action plan internally and externally on the Trust's website. It should be noted that this Annual Report 2022 (which consists of the metrics data and action plan) is presented to the People Committee on 27th September for approval to be submitted to the Trust Board meeting on 6th October for final ratification before it is published.

The report provides an insight of Barnsley Hospital NHS Foundation Trust position against the WDES 2021/22 indicators. It presents key findings, and highlights the continued focus and actions to improve the experience of disabled staff and to foster an inclusive culture.

Overall, the experiences of disabled staff are less positive compared to non-disabled staff. These experiences can discourage other staff from disclosing their disability. ESR records shows lower disclosure rates than NHS staff survey which confirms that staff are likely to declare disability status via an anonymous source. Respondents may be fearful of how they will be perceived by colleagues and manager. There is a clear need for colleagues to be supported in establishing an inclusive culture in which they feel comfortable to be open about their condition without fear of reproach or discrimination. There are several initiatives planned. The disability staff network has developed a number of actions including campaigns to raise awareness of disability.

The report highlights other areas of greatest challenge such as harassment, bullying and abuse, career progression, presenteeism and staff not feeling valued. Encouragingly, there has been an increase in the percentage of staff reporting that adequate adjustments have been made to carry out their work effectively.

2 WDES Metrics

The overall percentage of reported Disabled staff working in the Trust in 2022 is 3.91 and in 2021 a slight decrease to 3.94%

Year	2019	2020	2021	2022
Overall Disability %	3.8%	4.07% ⬆	3.94% ⬇	3.91% ⬇

Metric 1 – Workforce representation

Non-Clinical

	2021		2022	
	Disabled	Non-disabled	Disabled	Non-disabled
Bands 1 - 4	3.9%	93.9%	3.7% ⬇	93.7%
Bands 5 - 7	3.4%	94.3%	4.1% ⬆	93.0%
Bands 8a – 8b	10%	87.5%	5.4% ⬇	94.6%
Bands 8c – 9 & VCM	5%	85%	9.1% ⬆	77.3%

Clinical

	2021		2022	
	Disabled	Non-disabled	Disabled	Non-disabled
Bands 1 - 4	3.0%	93.5%	3.0% ⬇	92.7%
Bands 5 - 7	5.1%	94.3%	4.8% ⬇	91.1%
Bands 8a – 8b	2%	87.5%	3.3% ⬆	96.7%
Bands 8c – 9 & VCM	0.0%	85%	0.0% ➡	100%
Cluster 5 (Medical, Dental staff, Consultants)	0.5%	97.2%	1.1% ⬆	96.7%
Cluster 6 (Medical, Dental staff, Non-	1.0%	98.9%	0% ⬇	98.8%

Consultant career grade)				
Cluster 7 (Medical, Dental staff, Medical and Dental trainee	1.0%	95%	6.9% ⬆	92.3%

Overall in 2022, 4.11% of the non-clinical and 3.78% of the clinical workforce declared a disability through the Electronic Staff Record (ESR)

The majority of Disabled staff are in non-clinical workforce Cluster 4 (bands 8c – 9 & Very Senior Managers (VSM) at 9.1%, an increase from 4.1% points in 2021.

However, in 2021 the majority of disabled staff were in non-clinical workforce cluster 3 (bands 8a – 8b) at 10% a reduction of 4.6% points in 2022.

Alternatively, 0.0% declaration of disabled staff in the clinical workforce for Bands 8c – 9 & VSM in 2022 and the previous year.

Equally, in 2022, 0.0% of Medical, Dental staff or Non-Consultant career grade are in Cluster 6, in 2021 there was 1% in the clinical workforce.

This is a slight decline in our disability declaration rates through ESR however we know that there are considerably more staff declaring they have a disability within the anonymised NHS staff survey. The 2021 survey results showed 494 disabled staff participated in the survey out of 2058 total staff respondents, which equates to 24%.

Because of these disparities it is hard to obtain a true picture of disabled staff representation by pay clusters, so we need to encourage staff to declare disability through ESR.

Some staff may not identify or recognise an impairment as a disability. Other factors that may affect disclosure are stigma, lack of confidence in disclosing information or fear of discrimination. Understanding, identifying and reducing barriers are vital to create an inclusive environment where disability stories are shared, role models are promoted and clear consistent messages are provided to reduce stigma.

- Various campaigns will be taking place to support Disability History Month in November

Metric 2 – Recruitment – Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting

Year	2021		2022
Ratio	1.1	→	1.1

The data regarding the relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff is unchanged, 1.1 more likely (in 2021 and 2022) to be appointed from shortlisting compared to disabled applicants.

Although the ratio is not concerning we have plans to strengthen our recruitment initiatives. To scope the work required to upgrade our accreditation to become a 'Disability Confident Employer and promote ourselves as a 'Disability Confident Employer' in our recruitment initiatives and in our manager interview training. Diverse recruitment panels will be established in 2023 to ensure that the recruitment process is inclusive. The Passport to management EDI training has been refreshed and updated and ongoing training is delivered.

Metric 3 Capability – Relative likelihood of Disabled staff compared to non-disabled entering the formal capability process

It is encouraging that there are no reports of disable staff entering the formal capability process. The data (0.0) is unchanged from 2021 to 2020 This shows the proactive effort which is put in by managers to intervene and support staff to prevent escalation to the formal process.

Year	2021		2022
Ratio	0.0	→	(same) 0.0

Actions taken

- ➤ The Disability Staff Network and Diverse & Inclusive Culture sub-group have discussed reasonable adjustments. Representatives from the Sub-group were planning to develop a reasonable adjustment toolkit and checklist for managers. In the meantime, the health & Safety manual has been updated and covers key information, therefore no further intervention is required.
- ➤ Managing performance, capability and disciplinary training is delivered as part of the passport to management course and factors that may affect an employee's performance, i.e. disability/health related issues.
- ➤ There is a specific section in the capability policy which covers health and disability needs and giving guidance on reasonable adjustments and referrals to services such as Occupational Health

Metric 4 – Harassment, bullying and abuse – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse

	2020		2021	
	Disabled	Non-disabled	Disabled	Non-disabled
Patients/ Service Users Relatives / Public	30.9%	24.5%	26.3% ⬇	22.1%
Managers	19.3%	10.8%	11.5% ⬇	7.5%
Colleagues	26.9%	17.8%	24.10% ⬇	14.2%
Staff / colleague reported harassment / bullying/ abuse within last 12 months	47.0%	45.8%	45.3% ⬇	44.4%

Results of this metric are based on the NHS staff survey

Disabled staff are more likely to experience harassment, bullying and abuse. Encouragingly, there is a downward trend for disable staff highlighted in the table above.

Patients – although the levels are decreasing, disabled staff are 4.2% more likely to experience bullying, harassment or abuse from patients (26.3 vs 22.1%) a reduction of 2.1 percentage points from 2021 data,

Managers – 4 percentage points more likely from managers (11.5 vs 7.5%)

Colleagues - 9.9 percentage points more likely (24.10 vs 14,2%) compared to non-disabled staff.

Reporting in last 12 months - disabled staff or a colleague reporting harassment, bullying or abuse at work in the last 12 months has decreased slightly (1.7%) from 47% in 2020 to 45.3% in 2021.

Actions taken and planned

There is still more work to be undertaken to improve the disabled staff experience and create a positive culture to address bullying and harassment behaviours. It must be noted that work is required to help staff with disabilities (and other protected characteristics) and managers to focus on their contribution and the benefits there are to have diverse people including those with disabilities in the workplace.

➢ Work has commenced with managers, staff and trade union colleagues, to develop a positive workplace culture. This work will address some of the findings from our staff survey results. In particular, the work will focus on addressing values and behaviours, with a strong focus on bullying and harassment. Restorative & Just Culture programme is scheduled to be undertaken in 2022 and will be cascaded to staff across the Trust in 2023 to build a just and restorative culture in teams and departments.

➢ Raising awareness campaigns will be undertaken e.g. Disability History Month and increase understanding of disability. This will include a human library session to educate staff and managers how it feels to work with disability and what they can do to improve practice and look after our colleagues.

➢ 'Proud to support Disability' logo to be co-produced with Disability staff network members.

➢ Disability Staff Network is active and provides a safe place for staff to discuss issues / concerns.

➢ Freedom to Speak Up Guardian is engaging with staff across the Trust and encouraging staff to speak up and report incidence of bullying and abuse

➢ Health & Wellbeing Champions are receiving training and being equipped with knowledge, skills and confidence to listen and signpost colleagues to disability support and information

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

2020		2021	
Disabled	**Non-disabled**	**Disabled**	**Non-disabled**
79.6%	86.3%	55.8% ⬇	64.6%

This metric is taken from the Staff survey

Disabled staff are less likely to believe that their Trust provides equal opportunities for career progression or promotion compared to non-disabled staff (55.8% vs 64.6%). Unfortunately, there is a significant difference from 2020 where 79.6% of disabled staff felt the Trust provided equal opportunities for career progression compared to 55.8% in 2021.

Metric 6 – Presenteeism – Pressure to come to work despite not feeling well enough to perform duties

2020		2021	
Disabled	Non-disabled	Disabled	Non-disabled
33.0%	23.4%	34.6% 🔺	22.3%

(Obtained from staff survey)

Disabled staff are 12.3 percentage points more likely compared to non-disabled staff to feel pressurised to come into work despite not feeling well enough to perform their duties (34.6% vs 22.3%) in 2022. The percentage has increased slightly for disabled staff from 33% in 2021 to 34.6% in 2021.

Actions taken and planned

Some staff may not feel comfortable in sharing their specific needs to line manager, exacerbated by their disability or long-term condition.

- ➤ Health & Wellbeing (HWB) support is available from the Inclusion & Wellbeing team e.g. HWB Support Officer, Staff Counsellor, EDI Lead for HWB
- ➤ Compassionate Leadership is currently in development with an expected launch date in October/November 2022. It will focus on the key components of compassion and how we can all be more compassionate individuals, team leaders and a more compassionate organisation overall. There is also a section about inclusivity Health & well-being conversations are promoted and encouraged,
- ➤ Passport to Management EDI training has been refreshed and updated and ongoing training is delivered to managers
- ➤ Courageous Conversations for Managers – will be newly available as a separate session for all managers from October 2022 instead of being a part of the Passport to Management programme

- Civility & Respect Toolkit is in development to be launched and support managers with dealing with sensitive conversations including health and wellbeing and equality, diversity & inclusion

Metric 7 – Feeling valued – Extent to which the organisation values their work

2020		2021	
Disabled	**Non-disabled**	**Disabled**	**Non-disabled**
37.4%	49.3%	37.3% ⬇	47.3%

Disabled staff are 10 percentage points less likely to say that they feel their organisation values their work when compared to non-disabled staff (37.3% vs 47.3%). The scores are similar in 2020 and 2021 for disabled staff feeling valued.

Actions taken

- Disabled staff are encouraged to attend the staff disability network and related network events to share concerns and create a platform for staff to be heard
- Disability staff stories shared, positive messages including staff who are positive about working in the Trust. Further campaigns e.g. disability history month to be promoted and create a platform and increase disability awareness

Metric 8 – Workplace adjustments to enable disabled staff to carry out their work

2020		2021	
Disabled	**Non-disabled**	**Disabled**	**Non-disabled**
76.5%	N/A	81.4% ⬆	N/A

81.4% of disabled staff in 2021 felt that their employer has made adequate adjustments to enable them to carry out their work. An increase of 4.9% points since 2021. This is reassuring as reasonable adjustment resources have been collated.

What can we do?

- Further initiatives are planned e.g. managers handbook will be available digitally allowing managers to access Personal Emergency Evacuation Plans (PEEP) and risk assessments more readily.

- Representative from the diverse & inclusive culture subgroup highlighted that some new volunteers are unaware of resources available. There were plans for a checklist / toolkit to be developed to provide managers and new starters with a clear guidance and requirements for disability staff. The health & safety manual has been updated and contains reasonable adjustments information so it is no longer required.

Metric 9 – Disabled staff engagement

2020		2021	
Disabled	Non-disabled	Disabled	Non-disabled
6.7	7.1	6.6 ⬇	7.1

Disabled staff are less likely to feel engaged with an NHS staff engagement score of 6.7 compared to 7.1 for non-disabled staff. This is a difference in score of 0.4 which is negligible. Overall for staff, one of the Trust objectives this year is to increase our staff engagement score. A score of 10 is the maximum score possible.

Actions taken and planned

- Disability Staff Network has created a platform for disable staff to come together and support each other and the organisation with engagement initiatives. The network is being strengthened and membership increased.
- Disability History Month and other campaigns will be held to increase engagement
- Scoping of Disability Confident Employer will be undertaken with support of disability staff
- Disabled staff are invited to attend events including regional events e.g. Power of staff networks to engage, learn, share best practices and better understand how they can be effective in the workplace
- Drop in sessions have been held for staff across the Trust including staff with a disability to listen and engage with staff
- Representatives from the Disability staff network will be undertaking training to become health & wellbeing champion

Metric 10 – Board representation

	Disabled 2021	Disabled 2022
Exec Board Members	0%	0%
Non-Exec Board Members	0%	0%
Voting	0%	0%
Non-voting	0%	0%

No board members have a declared disability in 2022 compared to 3.91% of declared disabled staff in the wider workforce.

Actions taken and planned

➢ Staff network will be undertaking a disability communication campaign, sharing stories, and raising awareness, identifying positive role models and collaborating with Board champions and attending Disability Staff network

➢ Considerations should be made for the board to have open, one to one conversation about disability.

➢ Recruitment & selection processes should be reviewed to attract diverse candidates

3 WDES progress in 2021/22

Disability Staff Network

The network was re-launched in October 2021 and offered staff a safe place to come together, share experiences and facilitate learning and development. The network assisted in the shaping and delivery of organisational strategy and policy, worked with staff to improve their experience on specific issues. The network members support and provide a role to the organisation in championing the views of members, to have their voices heard and discuss or raise concerns in a safe environment.

Staff with disability have shared powerful stories and personal experience of working in Barnsley Hospital during Disability History Month in 2021.

The network Chair, a member of the Positive Culture Workplace Steering group, has been involved in the work to build an inclusive, compassionate and restorative culture. Representatives attends the Diverse & Inclusive Culture subgroup group to provide a voice to be heard through the reporting staff networks, a toolkit / checklist is being developed for new starters

AccessAble, surveyors were unable to attend the Trust due to the Pandemic. An annual review was undertaken in 2021 to ensure the Trust website is accessible for people with disabilities.

Positive Culture Steering Group – set up a working group to focus on creating a positive workplace culture in response to staff survey. The aim of the group is to create and embed a positive organisational and leadership culture that is aligned to our Trust values:

- treat people how we would like to be treated ourselves
- we work together to provide the best quality care
- we focus on your individual and diverse needs

Three subgroups are formed to produce some focused work: Diverse & Inclusive, Behaviour, Just and Learning and Communication and Engagement.

Long Covid Peer Support Group 2020 - 2021 - supported staff's health and wellbeing needs to support their recovery from the COVID-19 pandemic. Raising awareness across the Trust of long Covid and its symptoms

Wellbeing workshops – A range of workshops relating to staff issues were held for all staff, some of the topics e.g. stress management, conflict / change, a communication.

Health & Wellbeing Champions – a network of HWB champions were established in Barnsley Facilities Service (BFS), Training was delivered to equip champions to undertake the role

4   Conclusion and next steps

Four years of WDES metrics data collection and reporting starts to provide us with some comparative data from which we can take forward our work in reducing disparities between disabled and non-disabled staff.

Our action plan which accompanies this report focuses on the need to continue to improve our data quality and disability declaration rates via a staff communications and engagement plan in order for us to accurately monitor and report our workforce disability representation and help identify areas for improvement.

The People Committee is asked to approve the WDES Annual Report 2022 before submission to the Trust Board on 6th October to be ratified. The report will then be published on the Trust's website.

Appendix 1   WDES metrics report

Detailed below is the organisation's WDES data which was submitted in August 2022 covering the period 1 April 2021 to 31 March 2022.

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.

(Data source: ESR).
Unknown/null staff are those who have not responded to the disability monitoring question, or have indicated that they prefer not to say, on ESR

1a. Non-clinical workforce

	Disabled staff in 2021 Percentage (%)	Disabled staff in 2022 Percentage (%)	Non-disabled staff in 2021 Percentage (%)	Non-disabled staff in 2022 Percentage (%)
Cluster 1 (Bands 1 - 4)	3.9	3.7 ↓	93.9	93.7
Cluster 2 (Band 5 - 7)	3.4	4.1 ↑	94.3	93.0
Cluster 3 (Bands 8a - 8b)	10	5.4 ↓	87.5	94.6
Cluster 4 (Bands 8c – 9 & VSM)	5	9.1 ↑	85	77.3

1b. Clinical workforce

	Disabled staff in 2021 Percentage (%)	Disabled staff in 2022 Percentage (%)	Non-disabled staff in 2021 Percentage (%)	Non-disabled staff in 2022 Percentage (%)
Cluster 1 (Bands 1 - 4)	3.0	3.0 →	93.5	92.7
Cluster 2 (Band 5 - 7)	5.1	4.8 ↓	94.3	91.1
Cluster 3 (Bands 8a - 8b)	2	3.3 ↑	87.5	96.7
Cluster 4 (Bands 8c – 9 & VSM)	0.0	0.0 →	85.0	100
Cluster 5 (Medical and Dental staff, Consultants)	0.5	1.1 ↑	97.2	96.7
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	1.0	0 ↓	98.9	98.8
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	1.0	6.9 ↑	95.0	92.3

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

(Data source: Trust's recruitment data)
a) This refers to both external and internal posts employed by the trust
b) A figure below 1.00 indicates that Disabled staff are more likely than non-disabled staff to be appointed from shortlisting.
c) The greater the number, the larger the inequality in shortlisting.

	Relative likelihood in 2021	Relative likelihood in 2022	Relative likelihood difference (+-)
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	1.1	1.1	same

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.

(Data source: Trust's HR data)
a) A figure above 1.00 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process (on grounds of performance).
b) This metric is based on data from a two-year rolling average of the current year and the previous year.
c) The number of formal capability cases overall in this period are very low and therefore this statistically distorts the result (1 Disabled staff and 9 non-disabled staff).

	Relative likelihood in 2020/21	Relative likelihood in 2021/22	Relative likelihood difference (+-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	0.0	0.0	same

Metric 4 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.

(Data source: Question 13, NHS Staff Survey)

	Disabled staff responses to 2020 NHS Staff Survey	Non-disabled staff responses to 2020 NHS Staff Survey	Disabled staff responses to 2021 NHS Staff Survey	Non-disabled staff responses to 2021 NHS Staff Survey
	Percentage (%)	Percentage (%)	Percentage (%)	Percentage (%)
4a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	30.9	24.5	26.3 ⬇	22.1 ⬇
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	19.3	10.8	11.5 ⬇	7.5 ⬇
4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	26.9	17.8	24.10 ⬇	14.2 ⬇
4d) Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	47.0	45.8	45.3 🔻	44.4 🔻

Metrics 5 – 8

(Data source: Questions 14, 11, 5, 28b, NHS Staff Survey)

	Disabled staff responses to 2020 NHS Staff Survey	Non-disabled staff responses to 2020 NHS Staff Survey	Disabled staff responses to 2021 NHS Staff Survey	Non-disabled staff responses to 2021 NHS Staff Survey
	Percentage (%)	Percentage (%)	Percentage (%)	Percentage (%)
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	79.6	86.3	55.8 ⬇	64.6 ⬇
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.	33.0	23.4	34.6 ⬆	22.3 ⬇
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.	37.4	49.3	37.3 ⬇	47.3 ⬇
Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	76.5	N/A	81.4 ⬆	N/A

Metric 9 – Disabled staff engagement

(Data source: NHS Staff Survey)
a) The staff engagement score is based on the responses to nine (9) NHS Staff Survey questions.
b) A score of ten (10) is the maximum score possible.

	Disabled staff engagement score for 2020 NHS Staff Survey	Non-disabled staff engagement score for 2020 NHS Staff Survey	Disabled staff engagement score for 2020 NHS Staff Survey	Non-disabled staff engagement score for 2020 NHS Staff Survey
a) The staff engagement score for Disabled staff, compared to non-disabled staff.	6.7	7.1	6.6 ⬇	7.1 ➡

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

Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.

Example 1: The Disability Staff Network was launched in October 2021, it is an active network and creates opportunities for disabled staff to engage with each other and contribute to the organisational development.

Example 2: Staff with disability have shared powerful stories and personal experience of working in Barnsley Hospital during Disability History Month in 2021. Disabled staff will be getting involved again and raising awareness and creating a video for managers and staff across the Trust.

Metric 10 – Percentage difference between the organisation's board voting membership and its organisation's overall workforce

(Data source: NHS ESR and/or trust's local data)

For the % points difference columns, this includes data on total percentage of Board known to be disabled, the % of Disabled staff in overall workforce in the trust, and the points difference between these two figures.

	Disabled Board members in 2021	Disabled Board members in 2022
	Percentage (%)	Percentage (%)
Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.	Exec = 0% Non-exec = 0% Voting = 0% Non-voting = 0%	Exec = 0% Non-exec = 0% Voting = 0% Non-voting = 0%

APPENDIX 2 - WDES action plan -2022 / 2023

Metric	Objective	Action/s	Timescales	Lead/s	Why	RAG
1	Increase the number of staff declaring their disability status via ESR.	Work with the Disabled staff network to develop a communications campaign highlighting the benefits of declaring. Disability History Month event to be held and promote & celebrate disability and encourage staff declare their disability Consider reviewing communications campaign e.g. screen saver etc	30 November 2022 30 November 2022 November 2022 – February 2023	Workforce Information Manager Head of I&WB Communications Lead Disabled staff network Lead	Necessary to improve the data quality	Amber
2	Reduce the inequality in recruitment shortlisting.	Review training offer provided to recruiting managers and interview panels Project to be undertaken to look at forming a cohort of diverse staff to voluntarily sit on recruitment panels. Undertake annual review of recruitment equal opportunities activity and present analysis to People & Engagement Group (PEG) Scope the work required to upgrade our accreditation to 'Disability Confident Leader' organisation. Passport to management EDI training refreshed and ongoing training	31 January 2023 31 January 2023 31 January 2023 30 November 2022 31 March 2022	HR Recruiting Manager EDI Lead for HWB / FTSU Guardian Head of I&WB	To improve recruitment prospects for Disabled staff Passport to management training refreshed and updated	Amber
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 (No formal capability)	Continue to monitor if Disabled staff enter formal capability process/reference workplace adjustment guidance for managers	30 April – March 2023	HRBP Head of I&WB	To prevent Disabled staff from entering formal capability because of disability.	Amber
4	Reduce the incidence of Disabled colleagues experiencing harassment, bullying and abuse from patients, managers and colleagues.	Hold workshops with 'Creating a Positive Workplace Culture' Group to explore what further work can be done to build an inclusive, compassionate and culturally sensitive workplace Evaluate the effectiveness of the Equality & Diversity, Passport to Management Training Course to deliver the required manager skills and capabilities	31 October / 31 December 2022	Creating a Positive Workplace Culture Working Group Chair Head of I&WB HRBP	Part of the overall organisational goal to create an inclusive culture	Amber

		Civility & Respect toolkit developed and circulated to the behaviour group for comments	?30 November 2022	Learning & Development Manager	
		Courageous Conversations session to be launched conversations training circulated to network leads	30 November 2022		
		No place for hate Campaigns, Social media, Staff stories, Communication channels being launched New hashtag #NoPlaceForHateInBarnsley being adopted in partnership with Barnsley Council No place for hate posters to be displayed across the hospital	30 September / 31 November 2022		
		Restorative Culture training to be undertaken and be cascaded to staff in 2023	30 November 2022/23		
		Promote Freedom to Speak Up Guardian, Champions and Staff network	30 September 2022		
		Diverse & Inclusive subgroup – disability representatives attending meeting to identify actions to focus on	30 October 2022 / March 2023		
5	Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	Create more visibility of disabled staff with career progression or promotion Disability History Month event – campaign, video to be produced Scope with Disability Staff Network to identify any barriers encountered blocking career progression Disseminate training programmes, events or resources to staff network members	30 November 2022	Creating a Positive Workplace Culture Working Group Chair Head of I&WB HRBP	To increase percentage of staff believing trust provides equal opportunities for career progression or promotion.	Amber
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.	More communication and training for managers on presenteeism/guidance for managers updated Ensure disability is taken into consideration in the Management of Sickness Absence Promote meaningful and supportive wellbeing conversations. Toolkit being developed to support managers	30 November – 31 March 2023 30 April 2022 – 31 March 2023 ?30 November 2022	Head of I&WB HRBP Learning & Organisational Development Manager	To reduce the gap between disabled staff and non-disabled staff feeling pressure from managers to come in when not feeling well enough.	Amber

7	Increase percentage of Disabled staff satisfaction rate and actions to facilitate the voices of Disabled staff in the organisation to be heard.	Disability staff network creates a platform for staff to be heard	30 April 2022 – 31 March 2023	Head of I&WB Disability staff network / EDI Lead for HWB	Staff stories have been circulated.	Amber
		Work with Disability staff network to produce a staff stories Comms Hub highlighting staff who are positive about working in the trust and feel valued	30 November 2022			
		Disability History Month campaign to be promoted	30 November 2022			
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Communications to managers and staff regarding workplace adjustments	30 September 2022	Head of I&WB Communications Lead Disability staff network / EDI Lead for HWB	Disabled staff will be able to carry out their role with workplace adjustments in place.	Amber
		Reasonable adjustment resources have been collated and following discussion with Health & Safety the manager handbook is going digital allowing managers to access PEEP's and risk assessments more readily		Disability Staff Network Chair, LGBTQ+ representative		
		Checklist / toolkit to be developed to provide managers and new starters guidance and requirements for disability staff	30 November 2022			
9(a)	The staff engagement score for Disabled staff, compared to non-disabled staff.	Disability staff network formally re-established	30 September 2022	Head of I&WB Communications Lead Disability staff network Lead	Disabled staff will feel more heard	Amber
		Representatives from the Disability Staff Network to become HWB Champions	30 September 2022			
		Disability staff network members invited to attend regional Power of Staff network event in November 2022 to engage, learn and share best practices	21 November 2022	Disability Staff Network / EDI Lead for HWB		
9(b)	Action to facilitate the voices to be heard of Disabled staff in the organisation	Publish Disabled staff stories/patient experiences at Board	28 February 2023	Head of I&WB Communications Lead	Disabled staff will view the organisation as a caring organisation	Amber
		Quarterly staff network reports presented at People Engagement Group	30 April 2022 – 31 March 2023	Disability staff network / EDI Lead for HWB		
		Collaborate with Board allies (Bob Kirton. Hadar Zaman)	28 February 2023			
10	Reduce the gap between Board representation and overall representation of Disabled staff in the workforce	Invite board members to check and refresh their personal details recorded in ESR including their disability data, since it was last recorded on their appointment into post.	Completed	Workforce Information Manager Head of I&WB	To demonstrate visible leadership in this area at senior levels	Amber
		Undertake gap analysis and action planning following the data cleansing exercise.	28 February 2023			

Metric	Objective	Action/s	Timescales	Lead/s	Why	
Applies to all	To offer support to staff identified as suffering with Long Covid (LC) symptoms	Set up LC Peer Support Group via Teams Promote Peer Support group in partnership with Communications Department Identify staff with diagnosis of LC Signpost staff to further sources of information / support Raise awareness across the Trust of LC and its symptoms Ensure info/support is updated in line with national and local guidance Online ICS LC support promoted via staff network , HWB Drop In session	31 June 2021 Summer 2021	Head of I&WB Communications Lead HWB Coordinator Occupational Health Managers	To ensure staff feel supported & access relevant services	Green
Applies to all	To increase number of staff completing Wellbeing Workshops, range of areas including: • Communication • Stress Management • Conflict / Change management • Team Building/ Positive Relationships	Develop range of workshops relating to identified issues across the Trust Promote workshops across the Trust through variety of forums e.g. Intranet, Team meetings, HWB events Collate data relating to staff accessing workshops, report to PEG through HWB Dashboard HWB Drop in sessions and HWB survey	30 Sept 2021 July 2022 December 2022	Occupational Health HWB Coordinator Head of I&WB Communication Engagement Officer	To contribute to the creation of a positive and inclusive workplace culture To increase knowledge in these areas and equip staff with additional skills	Amber
Applies to all	To establish a network of HWB Champions across the Trust	Deliver training to equip Champions with relevant knowledge and skills to undertake the new role Create and disseminate promotional materials outlining Champions role and areas of responsibility	September / November 2022	HWB Coordinator Head of I&WB Communications Team	To contribute to the creation of a positive and inclusive workplace culture To improve access for staff to HWB information & support	Amber