

Workforce Disability Equality Standard (WDES) Findings and Actions

Trust Board

2019

Contents

	Page
1. Introduction	2
2. Summary of key points	3
3. WDES Metrics and Findings	5
• Metric 1	5
• Metric 2	9
• Metric 3	10
• Metric 4	11
• Metric 5	12
• Metric 6	13
• Metric 7	14
• Metric 8	15
• Metric 9	16
• Metric 10	17
4. Appendix - A Staff Survey Results Significance Testing Information	19
5. Appendix - B Equality Impact Assessment (EIA) Form	20

1. Introduction

The NHS Workforce Disability Equality Standard (WDES) is designed to improve workplace experience and career opportunities for Disabled people working, or seeking employment, in the National Health Service (NHS). The WDES follows the NHS Workforce Race Equality Standard (WRES) as a tool and an enabler of change. The WDES is a series of evidence-based Metrics that will provide NHS organisations with a snapshot of the experiences of their Disabled staff in key areas. By providing comparative data between Disabled and non-disabled staff, this information can be used to understand where key differences lie; and will provide the basis for the development of action plans, enabling organisations to track progress on a year by year basis. The WDES is based on ten evidence-based Metrics which take effect from 1 April 2019. The data is taken from the 2018/19 financial year. The WDES is mandated in the NHS Standard Contract to enable comparisons to be made between NHS trusts and the WDES metrics data is reported to NHS England via the completion of the WDES online reporting form by the 1st August 2019. This data is also for publication on The Walton Centre Website: <https://www.thewaltoncentre.nhs.uk/175/equality-and-diversity.html>

The 2018/19 WDES metrics data have been reported to NHS England in line with the required schedule. There were 1414 staff members employed within the organisation. Of those, the proportion of staff recorded as Disabled on the Electronic Staff Records system (ESR) was 43 (3.14%) this compares with a (3%) average measured from trust's ESR records across England.

The Total number of respondents to the Walton Centre Staff Survey was 740 (52.33%) as measured against the total of all staff employed at the Trust at 1414. Of these 740 staff who responded 134 (18.11%) were Disabled and 606 (81.89%) were non-disabled.

It may be useful to extrapolate from the number of Disabled staff responding to the Staff Survey to the possible total number of Disabled staff at the Trust. Just over (50%) of staff responded to the staff survey. Of these approximately (18%) were Disabled. There is no evidence to suggest that the Staff Survey is unrepresentative in terms of the proportions of Disabled and non-disabled respondents. So it is not unreasonable to expect that if all staff had responded to the survey the proportion of Disabled staff who responded would mirror the current reporting. This would approximately double the number of Disabled staff, giving us an estimated figure for Disabled staff in the whole organisation as approximately 268 or approximately (18%). This is not an approximate figure for Disabled staff that the Trust can definitely know to be true; however, it is a reasonable working assumption that something close to that figure is correct. National NHS Staff Survey declaration rates are (18%) and 7.6m (22%) of the working age population across the country have declared a disability. So the disability reporting figures at the Trust are in line with what we see across the NHS. There is an average (15%) gap between ESR Disability reporting and the figure we would expect from other sources, which estimate a figure close to (18%).

The figure of 18% can therefore be used as a more credible estimate of the true numbers of Disabled staff at the Trust and can therefore serve as a better basis for understanding the position of Disabled staff at the Trust and for formulating actions than the (3.14%) recorded on ESR.

Note: The source for the quoted National disability figures is: (BRIEFING PAPER, Number 7540, People with disabilities in Employment, The House of Commons Library, 17 May 2019) <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-7540#fullreport>

2. Summary of key points

Metric 1) There are 7.6 million Disabled people of working age in the UK, which is 18% of the working age population. Of the total 1414 staff at The Walton Centre, 43 staff are recorded as Disabled (3.14%) this compares with a (3%) average measured from trust's ESR records across England; however these figures do not reflect the true numbers of Disabled staff at the Trust because the Staff Survey had 134 (18.11%) responses from Disabled Staff. This data shows that The Walton Centre has virtually identical staff disability figures as National ESR averages. This extreme level of under-recording produces uncertainty as to the accuracy of any figures relating to the numbers of Disabled staff and at what pay Band they are at within the Trust. However, the available data indicates a lack of any non-clinical and clinical Disabled staff at pay Bands above 7 and 8a respectively. There are just 2 (1.52%) of Medical staff recorded as Disabled on ESR. As a consequence the Trust is prioritising the taking of steps to encourage more staff to notify us about their Disability and to find ways to increase the numbers of Disabled staff in higher pay Bands.

Metric 2) The percentage of Disabled applicants appointed from shortlisting is (6.61%) less for Disabled candidates, but because the actual number of Disabled staff recruited in this period was from the relatively small number of 28 shortlisted, the percentage figure for those recruited from shortlisting is not very informative. The recruitment of just one or two more or fewer Disabled applicants would radically change that percentage figure. In order to make the percentage figure more useful the Trust will identify actions to boost the numbers of Disabled job applicants.

Metric 3) There were no disciplinaries of Disabled staff in the reporting period. It is not possible to form firm conclusions from this figure other than to observe that, with only 43 staff recorded as Disabled it is not surprising to have low figures for the number of disciplinaries involving those few Disabled staff. To have greater confidence in this Metric the Trust will take steps to increase the numbers of staff recorded as Disabled.

Metric 4) The Disabled staff that responded were (12%) more likely to have experienced harassment, bullying or abuse from Patients/service users, their relatives or other members of the public.

- Disabled staff that responded were (2.6%) more likely to have experienced harassment, bullying or abuse from managers.
- Disabled staff that responded were (7.3%) more likely to have experienced harassment, bullying or abuse from other colleagues.
- Disabled staff were (3.7%) more likely to respond that any experience of harassment, bullying or abuse at work had been reported.

The Trust will introduce actions to better support Disabled staff who experienced harassment, bullying and explore ways to reduce the number of these incidents.

Metric 5) High numbers of both Disabled and Non-disabled staff believe that the Trust provides equal opportunities for career progression or promotion and there is no significant percentage difference in their responses.

Metric 6) Disabled staff were (7.1%) more likely to say that they had felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. The figures relating to this metric are high for both non-disabled staff and for disabled staff, so Trust actions to bring these figures down will target both Disabled and non-disabled staff.

Metric 7) In the Staff Survey (56.5%) of non-disabled staff and (50.8%) of Disabled staff answered that they are satisfied with the extent to which the organisation values their work. So, the Disabled staff who responded to this question were (5.7%) less likely to answer yes. The Trust will take action to understand and address the details of why these figures are not so high for either Disabled or non-disabled staff and what the cause of the (5.7%) difference in perception is caused by.

Metric 8) (80%) of Disabled Staff Survey respondents reported that the Trust has made adequate adjustment(s) to enable them to carry out their work. This figure requires further exploration by the Trust with our Disabled staff to establish its full significance, because the metric does not determine how many of the 75 respondents actually requested a reasonable adjustment.

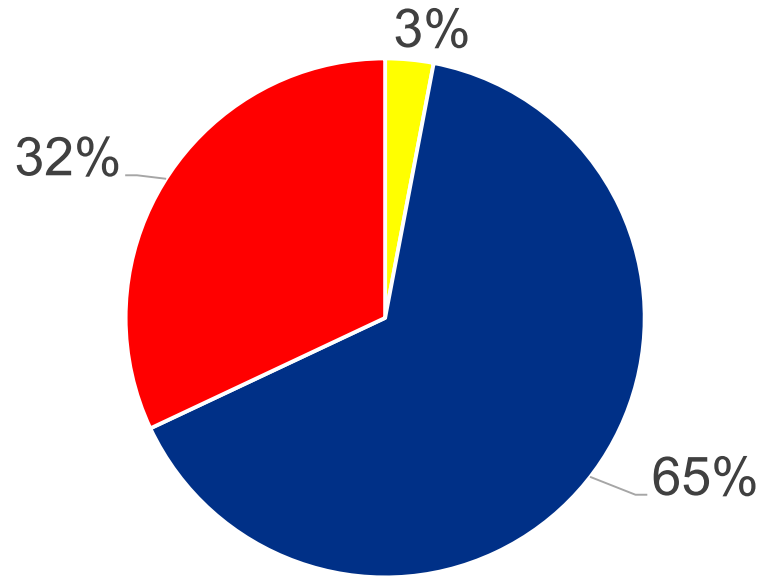
Metric 9) At 7.3 the Staff Survey engagement score for Disabled staff was slightly lower than the 7.5 for non-disabled staff, however the difference is not a statistically significant one. The Trust has, however, taken other actions to facilitate the voices of Disabled staff to be heard .e.g. In July 2019 a Berwick session was held with Disabled and non-disabled staff to begin the dialogue and a staff Disability market place event took place the following day, where external organisations were available to talk to staff about disability support in employment. A WDES Disability Equality Working Group has been established to progress this work further.

Metric 10) There were 0 Trust Board members recorded as Disabled at the Trust. The Trust will take steps to check if this is due to under-recording of Disabled Board members or if actions need to be taken to increase the representation of Disable People at Board.

3. WDES Metrics and Findings

<p>METRIC 1</p>	<p>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.</p> <p>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</p> <p>Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of medical and dental staff, which are based upon grade codes.</p>	
<p>Findings 2018/2019</p>	<p>Narrative – the implications of the data and any additional background explanatory narrative</p>	<p>Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective</p>
	<p>There are relatively few staff recorded as Disabled by the Trust. This is not surprising as it reflects the National picture. National ESR data (analysed by Health Education England, as at June 2018) highlights that: 3% of staff in Trusts and CCGs are Disabled. 65% non-disabled and 32% unknown (staff either not declared or chose ‘prefer not to say’ to monitoring question).</p>	<p>Actions completed: (Please note: As this is the first year of WDES implementation there are fewer completed actions than there will be in future years.)</p> <ul style="list-style-type: none"> – A Disability themed Berwick/engagement session was held on 6th July 2019. This session was used to introduce the WDES to staff and use this as a trigger for ongoing dialogue with Disabled and non-disabled staff about how we view and value

All NHS Staff



■ Disabled
 ■ Non-disabled
 ■ Unknown

<https://www.england.nhs.uk/about/equality/equality-hub/wdes/>

The most likely explanation for the comparatively low levels of Disabled staff in the NHS is significant under reporting of staff who declare themselves to be Disabled. Nationally there is a 15% difference between ESR and Staff Survey declaration rates

ESR = 3%

Staff Survey = 18%

The above figures taken along with the 43 (3.04%) figure for staff reporting as Disabled at the Walton Centre strongly suggest that the Trust needs to prioritise the improvement of declaration rates to build the quality of data for the Metrics, action planning and measuring progress.

colleagues with Disabilities and different abilities.

- That meeting also relaunched disability networking at the Trust and has formed a group of Disabled staff and allies to champion Disability Equality at the Trust.
- Signed up to NHS Employers Diversity and Inclusion Partners Programme
- 30+ ED&I champions in pace with role descriptor
- The appointment of a full-time Equality and Inclusion Lead post at the Trust

Proposed further actions:

- Further exploration is needed to understand any barriers Disabled staff feel they face when applying for more senior positions or the reasons why they do not apply.
- ED&I Strategy Refresh – consultation with Disabled staff
- Continue to monitor this

	<p>Non Clinical reporting of Disabled staff at the Trust indicates that there are 13 with most of these at pay Bands between 1 to 4 and none of these are at pay Bands above Band 7.</p> <p>Clinical staff disability reporting stands at 28 with most of these clustered between pay Bands 5 to 7, with only 1 recorded Clinical Disabled staff member at Band 8a-8b and none at Clinical Pay Bands above that.</p> <p>The Trust has a total of 2 Medical staff recorded as Disabled. These staff are at WDES Cluster 5 (Medical & Dental Staff, Consultants). There are no Disabled staff at the Trust recorded in WDES Cluster 6 (Medical & Dental Staff, Non-Consultants career grade) and there are no Disabled staff at the Trust recorded in WDES Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades).</p> <p>Data from the Trust and across the NHS suggests that a reasonable objective in relating to Metric 1 would be to increase ESR disability declaration levels. This step will help the organisation to identify to what extent the lower numbers of Disabled staff at higher pay Bands is a feature of the workforce demographic and to what extent it reflects a reluctance of staff at those higher pay Bands to declare a disability.</p>	<p>indicator.</p> <p>Links to EDS2 and Trust</p> <p>Further proposed actions:</p> <ul style="list-style-type: none"> - The WDES/Disability Equality Working Group will work with the Trust's Equality and Inclusion Lead to develop further actions to increase the recording of Disabled people at all levels of the workforce.
--	--	---

Tables showing the numbers and relative positions of Disabled staff and Non-Disabled staff at the Trust in relation to AfC pay Bands.

1a) Non Clinical Disabled staff clustered total 13 .	Disabled Staff		Non-disabled staff		Total Unknown or Null		All Staff
	Totals	Percentages	Totals	Percentages	Totals	Percentages	Total
Cluster 1 (Bands 1 - 4)	11	5%	172	74%	50	21%	233
Cluster 2 (Band 5 - 7)	2	2%	63	75%	19	23%	84
Cluster 3 (Bands 8a - 8b)	0	0%	22	96%	1	4%	23
Cluster 4 (Bands 8c - 9 & VSM)	0	0%	11	79%	3	21%	14

(There is 1 staff member in the pay Band designated as "other" Non-Clinical. They are not recorded as Disabled.)

1b) Clinical Disabled staff clustered total 28 .	Disabled Staff		Non-disabled staff		Total Unknown or Null		All Staff
	Totals	Percentages	Totals	Percentages	Totals	Percentages	Total
Cluster 1 (Bands 1 - 4)	9	3%	202	72%	68	24%	279
Cluster 2 (Band 5 - 7)	18	3%	411	73%	131	23%	560
Cluster 3 (Bands 8a - 8b)	1	1%	45	58%	31	40%	77
Cluster 4 (Bands 8c - 9 & VSM)	0	0%	8	73%	3	27%	11

Medical staff Disabled staff clustered total 2 .	Disabled Staff		Non-disabled staff		Total Unknown or Null		All Staff
	Totals	Percentages	Totals	Percentages	Totals	Percentages	Total
Cluster 5 (Medical & Dental Staff, Consultants)	2	2%	82	72%	30	26%	114
Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	0	0%	6	86%	1	14%	7
Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	0	0%	11	100%	0	0%	11

Metric 2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.	
Findings 2018/2019	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	<p>The number of Disabled applicants shortlisted was 28. The number of Disabled applicants appointed from shortlisting was 6 and the likelihood of their Being appointed from shortlisting was (21%).</p> <p>The number of non-disabled shortlisted applicants was 560. The number of non-disabled applicants appointed from shortlisting was 157 and the likelihood of their being appointed from shortlisting was (28%).</p> <p>Disabled applicants were (6.61%) less likely to be appointed from shortlisting compared to Non-Disabled applicants in this period.</p> <p>Because the actual number of Disabled staff recruited in this period was from the relatively small number of 28 shortlisted, the percentage figure for those recruited from shortlisting is not very informative, as the recruitment of just one or two more or less Disabled applicants would radically change that percentage figure (e.g. had just 2 more Disable staff been recruited in this period the Disabled and non-disabled percentage difference would be completely eliminated). This means that the current figure is just as likely to be the result of a small random fluctuation in numbers recruited as anything else. So Metric 2 is only likely to yield useful indications of discrimination or not when looked at over a number of years. (The point to note is that percentage figures can become less useful and even misleading when applied to small numbers of individuals over short time periods.)</p> <p>For this Trust a more informative percentage figure in the short to medium term than WDES Metric 2 would be to look at the disability percentage figures of those who applied and those recruited.</p> <p>Of the 588 applicants in this period 560 (95.24%) were recorded as non-disabled and 28 (4.76) were recorded as Disabled.</p>	<p>Actions completed:</p> <ul style="list-style-type: none"> - The Trust is currently participating in the Disability Confident employer scheme at Level 1, Disability Committed Employer. <p>Further proposed actions:</p> <ul style="list-style-type: none"> - The Trust will take steps to develop to Disability Confident employer scheme Level 2, Disability Confident Employer and explore the possibility of moving on to achieve Level 3 Disability Confident Leader.

	<p>Of the 163 staff recruited in this period 157 (96.32%) were recorded as non-disabled on ESR and 6 (3.68%) were recorded as Disabled. These figures indicate that lower under reporting of Disabled staff starts at application stage.</p> <p>It is important to note that if recruitment matched the reasonable estimate of potential disabled applicants and recruits, we would be looking at figures for Disabled people closer to (18%) of the total for each stage in the process.</p> <p>The data does not show evidence of disability discrimination in the Trusts recruitment processes, however, the data does justify the Trust exploring ways to encourage more applications from Disabled people as well as looking at measures to encourage more declarations of disability once staff are recruited.</p>	
Metric 3	<p>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.</p> <p>Note: i) This Metric will be based on data from a two-year rolling average of the current year and the previous year. ii) This Metric is voluntary in year one.</p>	
Findings 2018/2019	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	<p>In the period covered there were 2 non-disabled staff that entered the formal capability process and 0 Disabled staff. There is insufficient data regarding this metric to draw any conclusions about the formal capability process.</p>	<p>Actions completed:</p> <ul style="list-style-type: none"> – Disability monitoring systems are in place with regard to the capability process, as measured by entry into the formal capability procedure. <p>Further proposed actions:</p> <ul style="list-style-type: none"> – Monitoring based on this will continue.

Metric 4 Staff Survey Q13	National NHS Staff Survey Metrics. For each of the following four Staff Survey Metrics, compare the responses for both Disabled and nondisabled staff. a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: i. Patients/service users, their relatives or other members of the public ii. Managers iii. Other colleagues b) 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.	
Findings 2018/2019	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	<p>Staff experience of harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the relevant 12 months. Of the 132 Disabled staff that responded to this question (63.4%) answered Yes. Of the 598 non-disabled staff that answered this question (24.4%) answered Yes. Disabled staff that responded were (12%) more likely to have experienced harassment, bullying or abuse from Patients/service users, their relatives or other members of the public.</p> <p>Staff experience of harassment, bullying or abuse from managers in this period. Of the 131 Disabled staff that responded to this question (9.9%) answered Yes. Of the 591 non-disabled staff that answered this question (7.3%) answered Yes. Disabled staff that responded were (2.6%) more likely to have experienced harassment, bullying or abuse from managers in this period.</p> <p>Staff experience of harassment, bullying or abuse from other colleagues in the last 12 months. Of the 132 Disabled staff that responded to this question (22.0%) answered Yes. Of the 591 non-disabled staff that answered this question (14.7%) answered Yes. Disabled staff that responded were (7.3%) more likely to have experienced harassment, bullying or abuse from other colleagues in this period.</p> <p>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: Of the 60 Disabled staff that responded (56.7%) responded Yes that it was reported. Of the 183 non-disabled staff that responded (53.0%) responded Yes that it was reported. Disabled staff were (3.7%) more likely to respond that any experience of harassment, bullying or abuse at work had been reported.</p>	<p>Actions completed:</p> <ul style="list-style-type: none"> – General measures to counteract the various forms of bullying and harassment related to Metric 4 are in place e.g. the Bullying and Harassment policy and freedom to speak up Guardian and information. <p>Further proposed actions:</p> <ul style="list-style-type: none"> – The Trust plans to explore with Disabled staff what extra steps can be taken to support disabled staff in this respect. Volunteer Staff Disability Support Advisors are to be recruited to help with this and The WDES Disability Equality Working Group will guide their development and role within the Trust.

Metric 5 Staff Survey Q14	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	
Findings 2018/2019	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	<p>Of the 91 Disabled staff that responded to this question (90.1%) answered Yes. Of the 435 non-disabled staff that responded to this question (92.9%) answered Yes. Disabled staff that responded were (1.8%) less likely to respond that they do believe that the Trust provides equal opportunities for career progression or promotion, but because this small percentage difference is in the context of a high satisfaction score on this question the difference is not likely to be very significant as a guide to if there are any real barriers to equal opportunities for career progression or promotion at the Trust.</p>	<p>Actions completed:</p> <ul style="list-style-type: none"> – (No specific disability targeted actions relating to this indicator have been implemented yet.) <p>Further proposed actions:</p> <ul style="list-style-type: none"> – The staff WDES Disability Equality Working Group will consider the possibility of introducing a Disability Reciprocal Mentoring Scheme to help Senior Leaders within the Trust to better understand the barriers Disabled staff perceive in their way regarding progressing their career and to help disabled staff to network within the organisation and learn more about the possibilities for advancement.

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.	
Findings 2018/2019	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	<p>Of the 94 Disabled staff that responded to this question (29.8%) said that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.</p> <p>Of the 282 non-disabled staff that responded to this question (22.7%) said that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.</p> <p>The Disabled staff who responded were (7.1%) more likely to say that they had felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.</p> <p>The figures relating to this metric are high for both non-disabled staff and for Disabled staff, so actions to bring these figures down should target both Disabled and non-disabled staff. Targeted action will also be undertaken to close the gap between the experience of Disabled and non-disabled staff.</p>	Proposed actions: <ul style="list-style-type: none"> – Use Walton Weekly to: Publicise the figures to managers and staff. – Provide information on what presentism is and why it is better to be off work and get better properly than to come to work when this hinders recovery. – Remind managers and staff that being off work in relation to a disability is not to be viewed and dealt with in the same way as standard sick leave. – Give guidance on reasonable adjustments – Put this topic on the agenda for the WDES Disability Equality Working Group to identify actions to reduce incidents where disabled staff feel pressured to work when sick.

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.	
Findings 2018/2019	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	<p>Of the 132 Disabled staff that responded to this question (50.8%) responded that they are satisfied with the extent to which the organisation values their work.</p> <p>Of the 602 non-disabled staff that responded to this question (56.5%) responded that they are satisfied with the extent to which the organisation values their work.</p> <p>Disabled staff who responded to this question were (5.7%) less likely to say they are satisfied with the extent to which the organisation values their work.</p> <p>The Trust needs to understand the details of why these figures are not so high for either Disabled or non-disabled staff and what the cause of the (5.7%) difference in perception is caused by and what more the organisation needs to do to show that we value our Disabled and non-disabled staff.</p>	<p>Actions completed:</p> <ul style="list-style-type: none"> – The Berwick session of 9th July 2019 commenced the conversations with Disabled staff that will help the Trust to identify specific disability targeted actions relating to this indicator. <p>Further proposed actions:</p> <ul style="list-style-type: none"> – This metric will be put on the agenda for the WDES Disability Equality Working Group. – Work with staff to Celebrate Disability History Month raise awareness and foster a conversation about what it means to be Disabled. – Network with external Disability organisations to help to change the culture within the organisation to break down stigma about what it means to have a Disability at the – Trust

Metric 8 Staff Survey Q28b	<p>The following NHS Staff Survey Metric only includes the responses of Disabled staff</p> <p>Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</p>	
Findings 2018/2019	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	<p>Of the 75 Disabled staff that responded to this question (80%) reported that their employer has made adequate adjustment(s) to enable them to carry out their work.</p> <p>These figures require further exploration to establish their full significance. Many Disabled staff will never require a reasonable adjustment and only a limited number of Disabled staff will require a reasonable adjustment in any given 12 month period. So the (80%) figure could reflect that only (80%) of requests in that period have been dealt with satisfactorily or that 100% of requests in that period were dealt with satisfactorily but only (80%) of Disabled staff required reasonable adjustments in that period. Many other scenarios, both positive or negative could fit the data as recorded.</p> <p>Source: 2018 NHS Staff Survey Benchmark Report</p>	<p>Actions completed:</p> <ul style="list-style-type: none"> – Information on reasonable adjustments is given during induction training and information on them and how to access them is also made available via the staff intranet. <p>Further proposed actions:</p> <ul style="list-style-type: none"> – This Metric will be put on the agenda for the WDES Working Group. – Action will be taken to better Determine if all disabled staff at the trust know about reasonable adjustments and are getting them when requested.

Metric 9 a)	NHS Staff Survey and the engagement of Disabled staff. For part a) of the following Metric, compare the staff engagement scores for Disabled, non-disabled staff and the overall Trust's score. For part b) add evidence to the Trust's WDES Annual Report: The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No) Note: For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the WDES technical guidance.	
Findings 2018/2019	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	<p>The Trust has taken action to facilitate the voices of Disabled staff to be heard.</p> <p>The Total number of respondents to the relevant parts of the Staff Survey was 740 (52.33%) as measured against the total of all staff employed at the Trust at 1414. Of these 740 staff who responded 134 (18.11%) were Disabled and 606 (81.89%) were non-disabled.</p> <p>The engagement score for Disabled staff was 7.3 The engagement score for non-disabled staff was 7.5 The engagement score for all staff was 7.5 These engagement scores are auto-calculated on the WDES submission template.</p> <p>The engagement score for Disabled staff was slightly lower than that for non-disabled staff, however the difference is not statistically significant</p> <p>(Appendix A).</p> <p>https://www.england.nhs.uk/about/equality/equality-hub/wdes/</p> <p>https://www.nhsstaffsurveys.com/Page/1064/Latest-Results/2018-Results/</p>	<p>Actions completed:</p> <ul style="list-style-type: none"> – The Trust has already started the process of engaging with Disabled staff to facilitate the hearing of a powerful Disabled staff voice. It is anticipated that this will help to close the 15% gap in declaration rates between ESR and the Staff Survey. On Tuesday 9th July a Berwick session was held with Disabled and non-disabled staff to begin this dialogue. This was followed by a staff Disability market place event the following day where external organisations were available to talk to staff about disability support in employment. <p>Further proposed actions:</p> <ul style="list-style-type: none"> – A WDES Disability Equality Working Group has been established to progress this work further.

Metric 10	Board representation Metric – For this Metric, compare the difference for Disabled and non-disabled staff. 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	
Findings 2018/2019	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	There were 0 Trust Board members recorded as Disabled at the Trust. The Trust will take steps to check if this is due to under-recording of Disabled Board members of if actions need to be taken to increase the representation of Disable People at Board. Please see the table immediately below for percentage figures.	<p>Actions completed:</p> <ul style="list-style-type: none"> – The Trust Board has appointed one of its members as Board Equality Lead in order to ensure that the Board provides adequate leadership regarding disability and other equality related matters. No other specific disability targeted actions relating to this indicator have been implemented yet. <p>Further proposed actions:</p> <ul style="list-style-type: none"> – This report should prompt the Board to discuss possible methods to support Disabled current members to declare a disability where appropriate. The Board should also consider taking further positive actions to increase its disability make up when recruiting new Board members e.g. by advertising future Board recruitment opportunities at organisations that support Disabled people. <p>Links to Equality Objectives:</p> <ul style="list-style-type: none"> – All of the above actions relating to all WDES Metrics link to the Trusts EDI&I 5 Year Vision’s commitment to ensuring that staff and patients have good experiences at the Trust, and feel comfortable “bringing their whole self” to The Walton Centre. The

		actions are also relevant to EDS2 3.1 to 3.6: A representative and supported workforce.
--	--	---

Table extracted from the NHS England WDES Auto-Populated reporting spreadsheet.		Total Disabled Board Members	Total non-disabled Board Members
Total Board members	Headcount	0	8
<i>of which: Voting Board members</i>	Headcount	0	8
<i>: Non Voting Board members</i>	Auto-Populated	0	0
Total Board members	Auto-Populated	0	8
<i>of which: Exec Board members</i>	Headcount	0	4
<i>: Non Executive Board members</i>	Auto-Populated	0	4
Number of staff in overall workforce	Headcount	43	1034
Total Board members - % by Disability	Auto-Populated	0%	89%
Voting Board Member - % by Disability	Auto-Populated	0%	89%
Non Voting Board Member - % by Disability	Auto-Populated	0%	0%
Executive Board Member - % by Disability	Auto-Populated	0%	100%
Non Executive Board Member - % by Disability	Auto-Populated	0%	80%
Overall workforce - % by Disability	Auto-Populated	3%	73%
Difference (Total Board - Overall workforce)	Auto-Populated	-3%	16%
Difference (Voting membership - Overall Workforce)	Auto-Populated	-3%	16%
Difference (Executive membership - Overall Workforce)	Auto-Populated	-3%	27%

End of report.

For more information please contact:

Andrew Lynch, Equality and Inclusion Lead, HR Department, The Walton Centre NHS Foundation Trust, Sid Watkins Building, Lower Lane, Liverpool, L9 7BB

Email: Andrew.Lynch2@thewaltoncentre.nhs.uk

Telephone: 0151 556 3396

Appendix A:

The table below is provided to give some context to the Trust's staff survey figures in WDES Metric 9a. It presents the results of significance testing conducted on the 2017 and 2018 staff survey in relation to: Equality, diversity & inclusion, Health & wellbeing, Staff engagement. It details the organisation's theme scores and the number of responses that each of these were based on.

The 2018 staff survey engagement score for Disabled staff was 7.3, which is slightly lower than some of the other scores detailed but it is not statistically significantly different from them.

2018 NHS Staff Survey Results > Appendices > Significance testing – 2017 v 2018 theme results

The final column contains the outcome of the significance testing. If there is no statistically significant difference, you will see 'Not significant'.

Theme	2017 score	2017 respondents	2018 score	2018 respondents	Statistically significant change?
Equality, diversity & inclusion	9.3	570	9.4	744	Not significant
Health & wellbeing	6.6	574	6.5	752	Not significant
Staff engagement	7.5	572	7.4	753	Not significant

* Statistical significance is tested using a two-tailed t-test with a 95% level of confidence.

(NHS Survey Coordination Centre, The Walton Centre NHS Foundation Trust 2018 NHS Staff Survey Benchmark Report)

For further details: <https://www.nhsstaffsurveys.com/Page/1064/Latest-Results/2018-Results/>

Appendix B - Equality Impact Assessment (EIA) Form

This section must be completed at the development stage i.e. before ratification or approval. For further support please refer to the EIA Guidance on the Equality and Diversity section of the Intranet.

Par

1. Person(s) Responsible for Assessment: **Andrew Lynch**
2. Contact Number: **0151 556 3396**
3. Department(s): **HR**
4. Date of Assessment: **19.08.19**
5. Name of the policy/procedure being assessed: **WDES Findings 2019**
6. Is the policy new or existing?
 New Existing
7. Who will be affected by the policy (*please tick all that apply*)?
 Staff Patients Visitors Public
8. How will these groups/key stakeholders be consulted with? **N/A This document is the result of a consultation process.**
9. What is the main purpose of the policy? **This document sets out the findings of the Walton Centre Workforce Disability Equality Standards monitoring for 2019.**
10. What are the benefits of the policy and how will these be measured? **Improving disability equality and reducing discrimination in Trust processes and staff, patient and visitor behaviour. This will be measured through feedback, including but not limited to complaints, grievances and concerns raised.**
11. Is the policy associated with any other policies, procedures, guidelines, projects or services? **Yes, The Equality, Diversity and Inclusion 5 Year Vision.**
12. What is the potential for discrimination or disproportionate treatment of any of the protected characteristics? **None, these findings are intended to promote and support disability equality for all staff.**

Protected Characteristic	Positive Impact (benefit)	Negative (disadvantage or potential disadvantage)	No Impact	Reasons to support your decision and evidence sought	Mitigation / adjustments already put in place
Age	✓			Defines disability within the context of the Equality Act and discusses promotion of disability equality relating to all other protected characteristics.	
Sex	✓			Defines disability within the context of the Equality Act and discusses promotion of disability equality relating to all other protected characteristics.	
Race	✓			Defines disability within the context of the Equality Act and discusses promotion of disability equality relating to all other protected characteristics.	
Religion or Belief	✓			Defines disability within the context of the Equality Act and discusses promotion of disability equality relating to all other protected characteristics.	
Disability	✓			Defines disability within the context of the Equality Act and discusses promotion of disability equality relating to all other protected characteristics.	
Sexual Orientation	✓			Defines disability within the context of the Equality Act and discusses promotion of disability equality relating to all other protected characteristics.	
Pregnancy / maternity	✓			Defines disability within the context of the Equality Act and discusses promotion of disability equality relating to all other protected characteristics.	
Gender Reassignment	✓			Defines disability within the context of the Equality Act and discusses promotion of disability equality relating to all other protected characteristics.	

Marriage & Civil Partnership	✓		Defines disability within the context of the Equality Act and discusses promotion of disability equality relating to all other protected characteristics.
Other	✓		Defines disability within the context of the Equality Act and discusses promotion of disability equality relating to all other protected characteristics.
<p>If you have identified no negative impact for all please explain how you reached that decision and provide reference to any evidence (e.g. reviews undertaken, surveys, feedback, patient data etc.) The purpose of this report is to set out how disability equality as defined within the context of the Equality Act will be promoted throughout the Trust and therefore there is likely to be a positive impact on other protected characteristic, as according to this definition anybody can become Disabled.</p> <p>13. Does the policy raise any issues in relation to Human Rights as set out in the Human Rights Act 1998? This report supports a Human Rights based approach to supporting staff with disabilities.</p>			

If you have identified negative impact for any of the above characteristics, and have not been able to identify any mitigation, you MUST complete Part 2, please see the full EIA document on the Equality and Diversity section of the Intranet and speak to Hannah Sumner, HR Manager or Clare Duckworth, Matron for further support.

Action	Lead	Timescales	Review Date
N/A	N/A	N/A	N/A

Declaration

I am satisfied this document/activity has been satisfactorily equality impact assessed and the outcome is:

No major change needed – EIA has not identified any potential for discrimination/adverse impact, or where it has this can be mitigated & all opportunities to promote equality have been taken

Adjust the policy – EIA has identified a need amend the policy in order to remove barriers or to better promote equality
You must ensure the policy has been amended before it can be ratified.

Adverse impact but continue with policy – EIA has identified an adverse impact but it is felt the policy cannot be amended.
You must complete Part 2 of the EIA before this policy can be ratified.

Stop and remove the policy – EIA has shown actual or potential unlawful discrimination and the policy has been removed

Name: Andrew Lynch

Date: 19.08.19



Signed: Andrew Lynch

Translation Service

This information can be translated on request or if preferred an interpreter can be arranged. For additional information regarding these services please contact The Walton centre on 0151 525 3611

Gellir gofyn am gael cyfieithiad o'r deunydd hwn neu gellir trefnu cyfieithydd ar y pryd os yw hynny'n well gennych. I wybod rhagor am y gwasanaethau hyn cysylltwch â chanolfan Walton ar 0151 525 3611.

هذه المعلومات يمكن أن تُترجم عند الطلب أو إذا فضل المترجم يمكن أن يُرتب للمعلومة الإضافية بخصوص هذه الخدمات من فضلك اتصل بالمركز ولتتون على
0151 5253611

ئەم زانیاریە دەکریت وەرگێردریت کاتێک کە داواکریت یان ئەگەر بەباش زاندرە دەکریت
وەرگێرێک نامادە بکریت (پێک بخریت) ، بۆ زانیاری زیاتر دەربارەى ئەم خزمەتگوزاریانە تکایە
پەيوەندی بکە بە Walton Centre بە ژمارە تەلەفۆنی ۰۱۵۱۵۲۵۳۶۱۱ .

一经要求，可对此信息进行翻译，或者如果愿意的话，可以安排口译员。如需这些服务的额外信息，请联络Walton中心，电话是：0151 525 3611。