



North Tees and Hartlepool  
NHS Foundation Trust

# NHS Workforce Disability Equality Standard (WDES)

Annual Report 2023

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# Introduction

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

Research shows a strong association between staff experience and patient outcomes. Staff who feel valued are more likely to be engaged with their work, and senior-level diversity increases productivity and efficiency in the workplace. A more inclusive environment for disabled people working and seeking employment in the NHS is better for our people, for teams and for patients.

The WDES consists of ten specific measures (metrics), which enables organisations to compare experiences of disabled and non-disabled colleagues. It also examines the disparities that exist between these groups. This report provides an overview of the key metrics and supports the Trust to identify meaningful actions to demonstrate progress against the indicators of Disability equality.

The findings within this report illustrate the need for equality and inclusion to be intrinsic to everything we do at North Tees and Hartlepool NHS Foundation Trust and we are committed to identifying robust actions to support our journey to continuous improvement.

# Executive Summary (1/3)

This WDES report represents the fifth report since the Workforce Disability Equality Standard (WDES) was established.

Within North Tees and Hartlepool NHS Foundation Trust, we have a workforce of 4,886 staff. Our Electronic Staff Record (ESR) data shows that 4% of our workforce have declared that they have a disability or long-term health condition. A total of 22.7% of our workforce have not declared their disability/non-disability status.

The Key findings for 2023 are summarised as:

## **Metrics 1 to 3:**

The data for Metrics for 1 to 3 is derived from the Trust's Electronic Staff Record (ESR), Trac Recruitment System and People Databases.

- Our Disability representation is 4%, which is a 1% improvement on our 2022 data (3%). Non-disclosures continue to reduce with a further 6.8% reduction for 2023, however overall non-disclosures remain high.
- The relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled applicants for 2023 is 1.25. This is an increase from 2022, when this was reported as 0.98.
- The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff - the Trust's latest figure continues to be zero.

# Executive Summary (2/3)

## Metrics 4 to 9:

The data for metrics 4 to 9 is obtained from the annual staff survey report, therefore for the WDES 2023 report, the information relates to the 2022 staff survey. Surveys completed by staff with a long lasting health condition or illness account for 26.6% of completed surveys for 2022 and in 2021 this rate was 25.9%.

- The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months has increased for the first time in a number of years. Percentage rates for disabled staff are now 30.7% (28.6% in 2021), whereas for non-disabled staff this has reduced to 23.5% (26.3% in 2021).
- The percentage of disabled staff experiencing harassment, bullying or abuse from their manager in the last 12 months - Percentage rates for disabled staff are 12.5% (a reduction from 14.2% in 2021), and non-disabled staff are 6.3% (7.6% in 2021).
- The percentage of disabled staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months - Percentage rates for disabled staff are 23.2% (an increase from 19.9% in 2021), whereas for non-disabled staff this has reduced to 12.7% (13.3% in 2021).
- The percentage of disabled staff who have said that the last time they experienced harassment, bullying or abuse at work, they reported it - Percentage rates for disabled staff are 53.2% (an increase from 46.2% in 2021), and non-disabled staff are 48.1% (47.3% in 2021).

## Executive Summary (3/3)

- The percentage of staff believing that their trust provides equal opportunities for career progression or promotion - The percentage rate is unchanged for disabled staff at 57.3%. There continues to be a variance between the experience of disabled and non-disabled staff (Disabled 57.3%, Non-disabled 65.3%).
- The percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties continues to improve. Percentage rates for disabled staff are now 26.9% (27.8% in 2021) and non-disabled staff are now 18% (21% in 2021). However, there continues to be a variance between the experience of disabled and non-disabled staff.
- The percentage of staff who are satisfied with the extent to which their organisation values their work has reduced for 2022 to 34.6% (37.4% in 2021), whereas the figure has increased to 48.4% for non-disabled staff (47.6% in 2021).
- The percentage of staff with a long lasting health condition or illness who have had said that their employer has made adequate reasonable adjustments to enable them to carry out their work has reduced in 2022 to 72.9% (74.1% in 2021).
- The staff engagement score for disabled staff is unchanged at 6.6 for 2022. The score has increased for non-disabled staff from 7.1 to 7.2

### **Metric 9:**

- Board Membership - Board member representation is 0%; this compares to a total workforce representation of 4%. Whilst the overall percentage has reduced for 2023, it is noted that due to the low numbers of staff employed at this level, very minor changes to the number of Board Members in post can significantly alter the data from year to year.

# Progress in 2022/2023

We are committed to being a more inclusive organisation, ensuring equal opportunity and celebrating diversity. Encouraging and supporting the workforce we employ to reach their potential. This will support our ultimate goal to be a brilliant place to work and thrive.

During 2022/2023, we have achieved the following outcomes:

- Awarded Disability Confident Leader (level 3) status in March 2023 in recognition of the work undertaken by the Trust to ensure that disabled people have the opportunities to fulfil their potential and realise their aspirations.
- Undertaken various campaigns and issued guidance aimed at increasing disability declaration rates across the organisation. This has resulted in a 1% increase in staff declaring that they have a disability in 2023, with a 6.8% reduction in non-disclosures.
- Implemented a new Supporting Performance Improvement Policy, which includes a strong emphasis of Just Culture and supporting staff.
- Implemented a Menopause Policy to support employees who are experiencing symptoms of the menopause and considering reasonable adjustments where symptoms may be affecting them in the workplace.
- Continued embedding of the Trust's revised Attendance Management Policy, with a new manager training programme commencing in April 2022. This includes awareness of the new reasonable adjustment guidance and understanding how an individual's disability can affect their performance at work.

- Implemented new processes for reporting on recruitment and selection monitoring data, with analysis at Care Group level across a range of protected characteristics including age, disability, ethnicity, gender and sexual orientation.
- Reviewed and refreshed our Recruitment and Selection Training for managers, to raise awareness of EDI considerations and the impact of unconscious bias, as well as embedding our approach to values based recruitment.
- Participated in the Scope for Growth pilot programme delivered by NHS England. This provides a framework for high-quality career conversations that help draw out an individual's aspirations as well as developing their potential.
- Continued discussion of the health and wellbeing needs of staff, including opportunities for flexible working, as part of the annual appraisal process.
- Hosted a Disability Awareness Day to raise awareness of the difficulties experienced by colleagues who have a disability/long-term condition.
- Developed and implemented a stand-alone Dignity and Respect policy for colleagues, which is aimed at supporting individuals who have experienced bullying or harassment at work from other colleagues/managers.
- Developed a new training package for managers to support with Difficult Conversations and managing Difficult Situations.
- Implemented a case review process for employee relations cases to allow for the continuous sharing of lessons learned and continuous improvement of our people practices processes.
- Introduced a process for monitoring all employee relations cases, to review data related to protected characteristics and identify emerging themes.
- Development of a Violence Prevention and Reduction Strategy with input from a range of stakeholders across the organisation. The strategy is aimed at supporting colleagues who experience violence and aggression from patients/visitors.
- Introduced a 'safe space' for disabled colleagues to meet with the Ability network lead, where issues of discrimination, harassment and bullying can be discussed, with signposting to appropriate sources of support.



- Introduced new processes for reporting and reviewing data relating to violent incidents across the organisation, which allows for hotspot areas to be identified, so that additional targeted support can be delivered to colleagues.
- Delivery of new Speak Up, Listen Up training as part of the Trust's Freedom to Speak up service.

# Annual Submission Measures

The Workforce Disability Equality Standard is a set of ten specific measures which enable NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff.




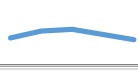







The Measures provide high-level overview, therefore we have completed a more detailed analysis to inform our conclusions and actions plans.

Workforce Disability Equality Standard Metrics:

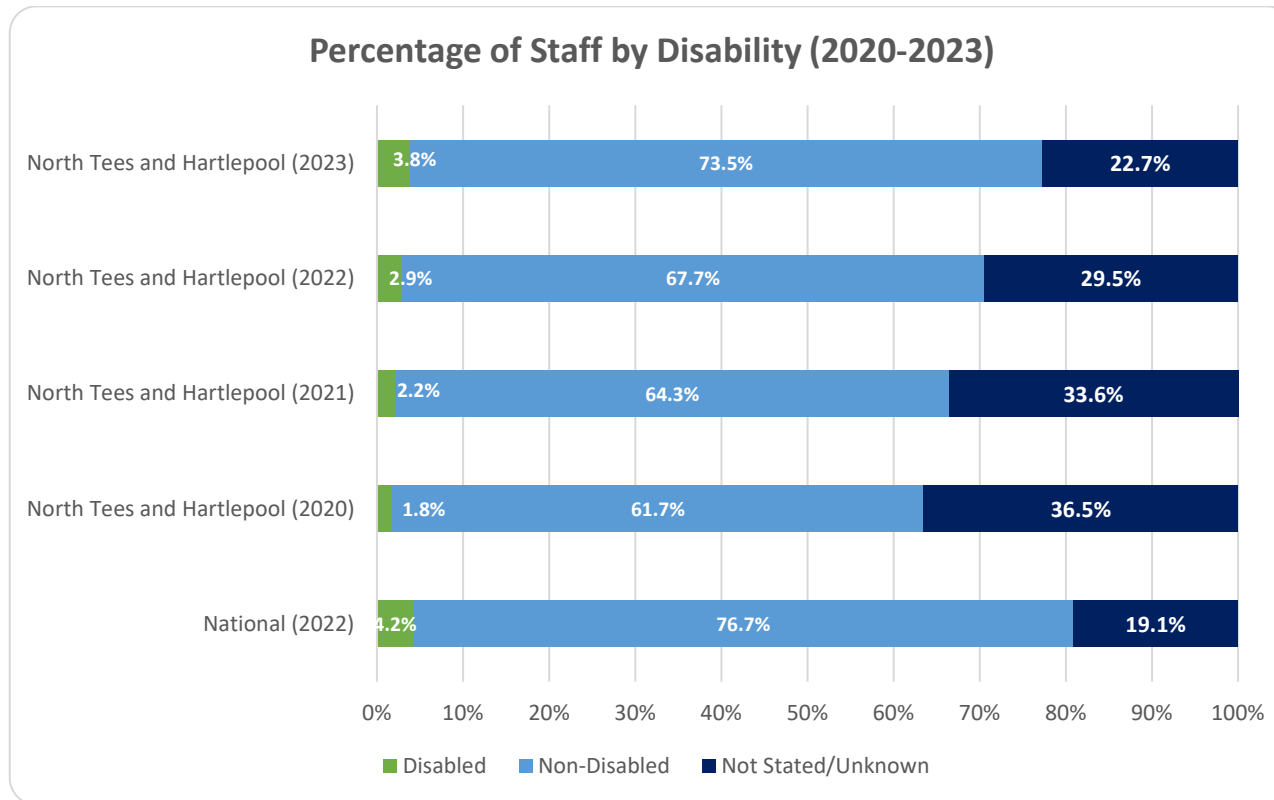
1. Workforce Representation
2. Recruitment
3. Capability
4. Harassment, Bullying and Abuse from Patients, the Public, Managers and Colleagues
5. Career Progression
6. Pressure to Attend Work
7. Feeling Valued
8. Reasonable Adjustments
9. Staff Engagement
10. Board Representation

# Workforce Disability Equality Standard (WDES) Overview

WDES Indicators 2023			2019	2020	2021	2022	2023	Trend
1	Percentage of staff with a disability or long term health condition	Overall	2.0%	2.0%	2.0%	3.0%	4.0%	
		Non-Clinical	2.0%	2.0%	2.0%	3.0%	4.0%	
		Clinical	2.0%	2.0%	2.0%	3.0%	3.0%	
2	The relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff		1.64	1.34	0.94	0.98	1.25	
3	The relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff		0	0	0	0	0	
			2018	2019	2020	2021	2022	Trend
4a	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	Staff with a disability or LTC	35.4%	35.5%	29.6%	28.6%	30.7%	
		Staff without	26.7%	27.8%	24.1%	26.3%	23.5%	
4b	Percentage of staff experiencing harassment, bullying or abuse from manager in the last 12 months	Staff with a disability or LTC	16.3%	14.2%	18.3%	14.2%	12.5%	
		Staff without	5.8%	7.3%	7.5%	7.6%	6.3%	
4c	Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	Staff with a disability or LTC	33.7%	21.5%	23.4%	19.9%	23.2%	
		Staff without	12.4%	14.7%	13.8%	13.3%	12.7%	
4d	Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	Staff with a disability or LTC	51.2%	45.9%	54.3%	46.2%	53.2%	
		Staff without	52.9%	46.3%	47.3%	47.3%	48.1%	

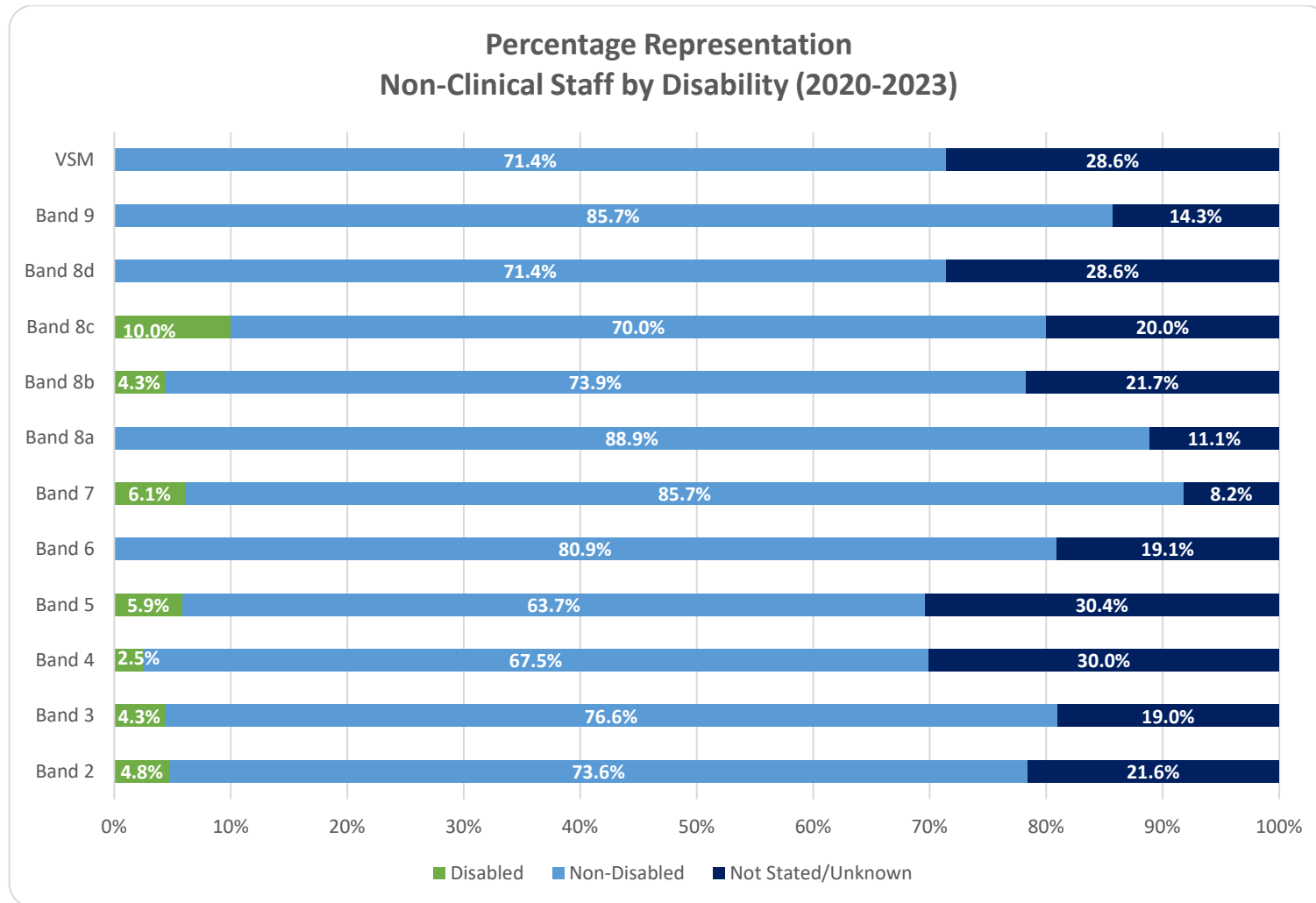
5	Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	Staff with a disability or LTC	54.0%	59.3%	54.5%	57.6%	<b>57.3%</b>	
		Staff without	67.0%	63.8%	62.6%	65.5%	<b>65.3%</b>	
6	Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	Staff with a disability or LTC	43.8%	35.7%	39.0%	27.8%	<b>26.9%</b>	
		Staff without	19.2%	24.0%	24.9%	21.0%	<b>18.0%</b>	
7	Percentage of staff satisfied with the extent to which their organisation values their work	Staff with a disability or LTC	36.7%	40.7%	36.9%	37.4%	<b>34.60%</b>	
		Staff without	53.4%	54.1%	53.3%	47.6%	<b>48.40%</b>	
8	Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	Staff with a disability or LTC	66.7%	77.4%	74.2%	74.1%	<b>72.9%</b>	
9	Staff Engagement Score (0-10)	Staff with a disability or LTC	6.50	6.7	6.7	6.6	<b>6.6</b>	
		Staff without	7.2	7.3	7.3	7.1	<b>7.2</b>	
		Overall	7.1	7.2	7.1	6.9	<b>7.0</b>	
			<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>Trend</b>
10	Disabled/LTC Board Membership		0.0%	0.0%	0.0%	7.1%	<b>0.0%</b>	

# Metrics 1 and 9 – Overall Disability Representation



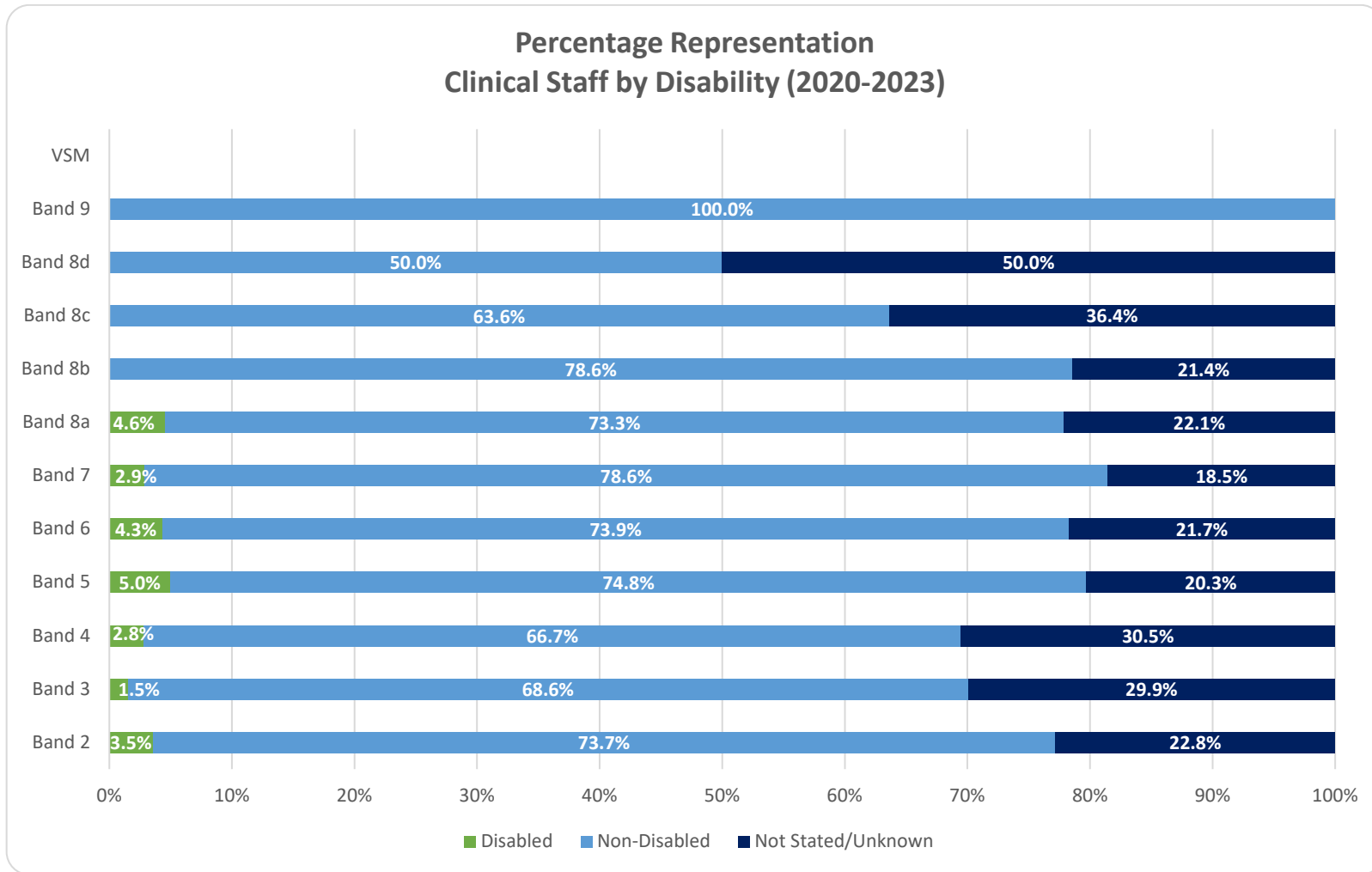
Trust Board Member representation is currently reported as 0% for disability. This compares against a total disability workforce representation of 3.8%.

# Metric 1 – Non-Clinical Banding Comparison 2022-23

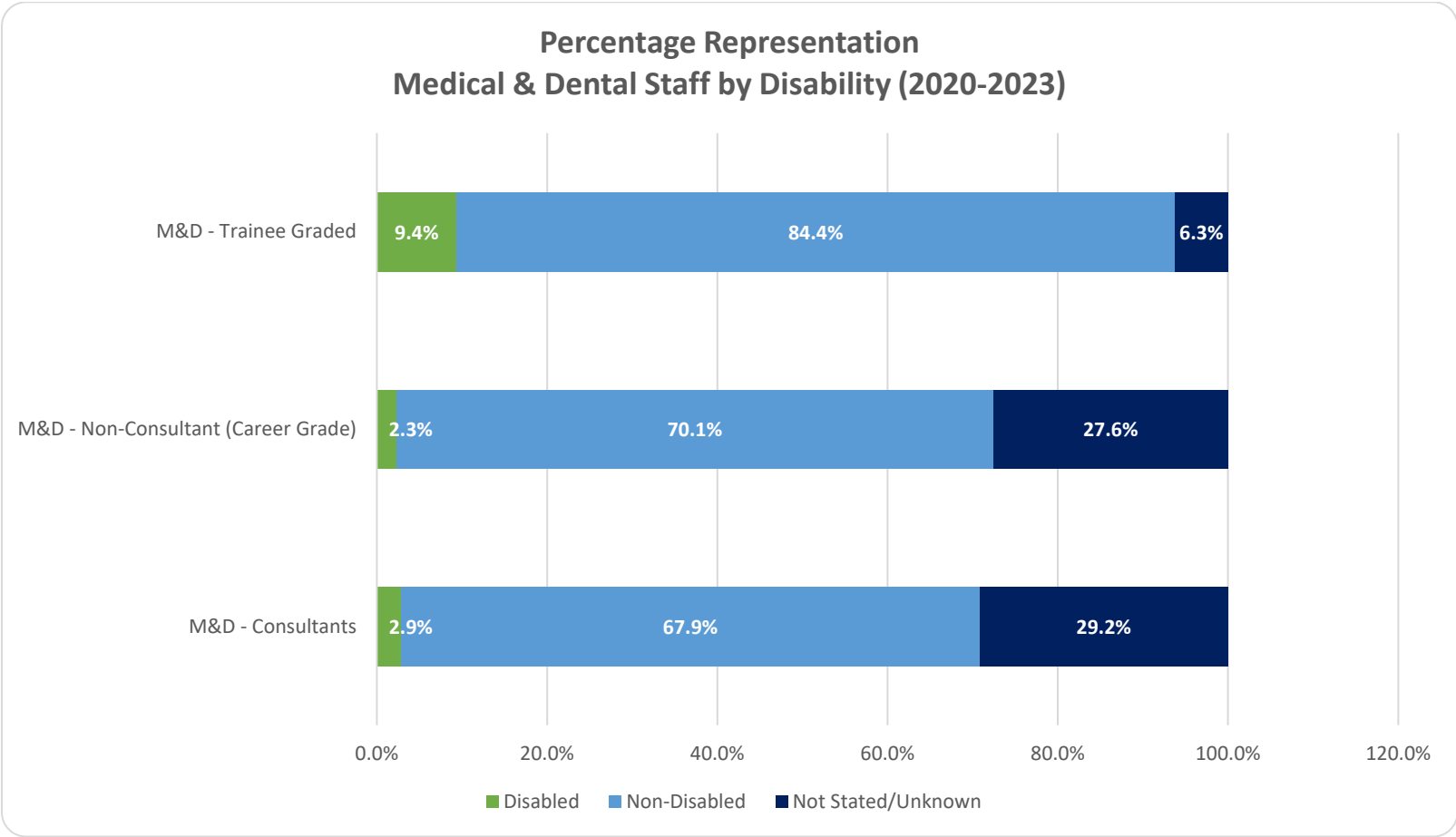


Very Senior Manager (VSM) excludes Non-Executive Directors/Chair

## Metric 1 – Clinical Banding Comparison 2022-23



Very Senior Manager (VSM) excludes Non-Executive Directors/Chair

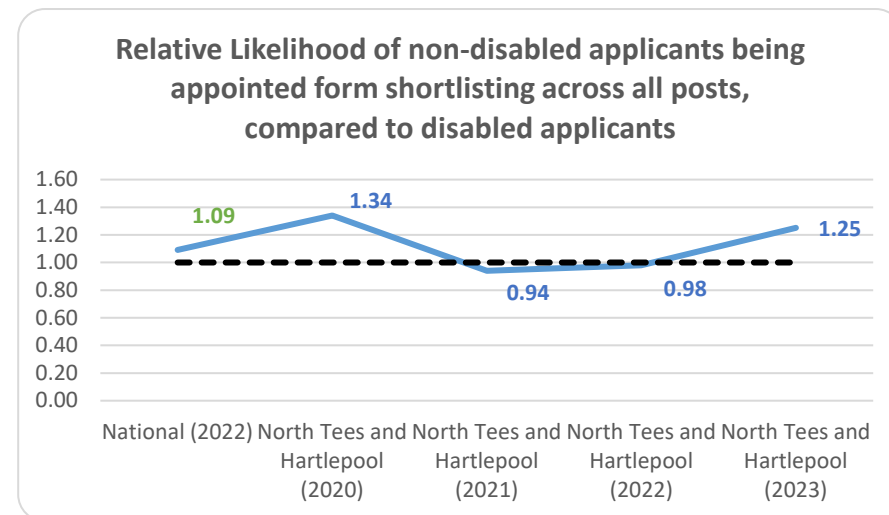
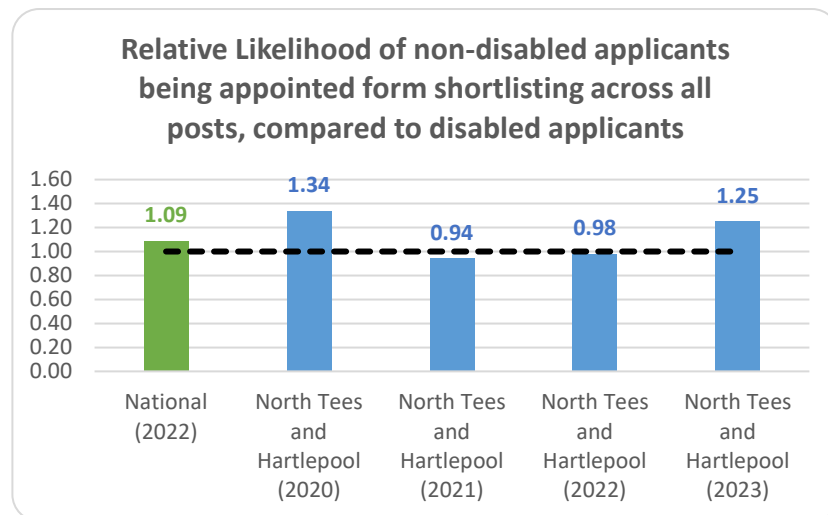




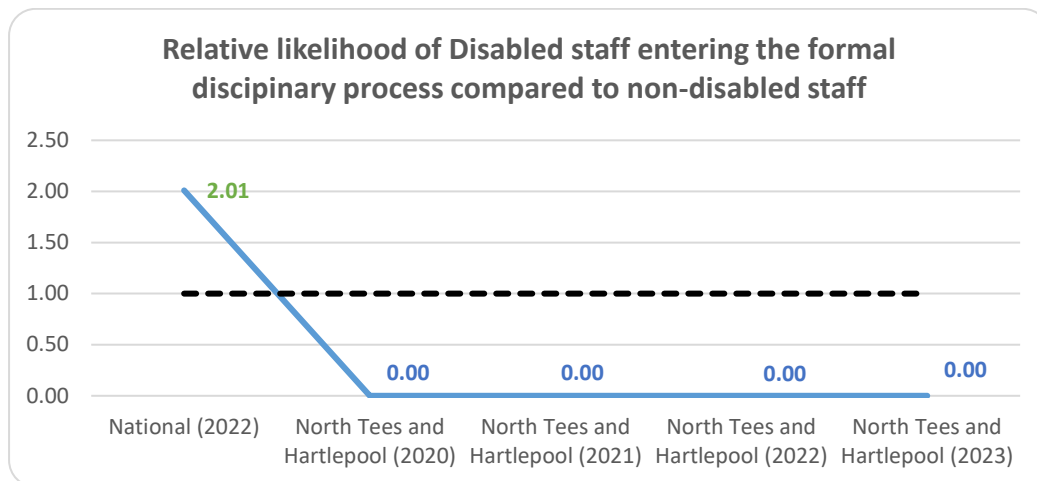
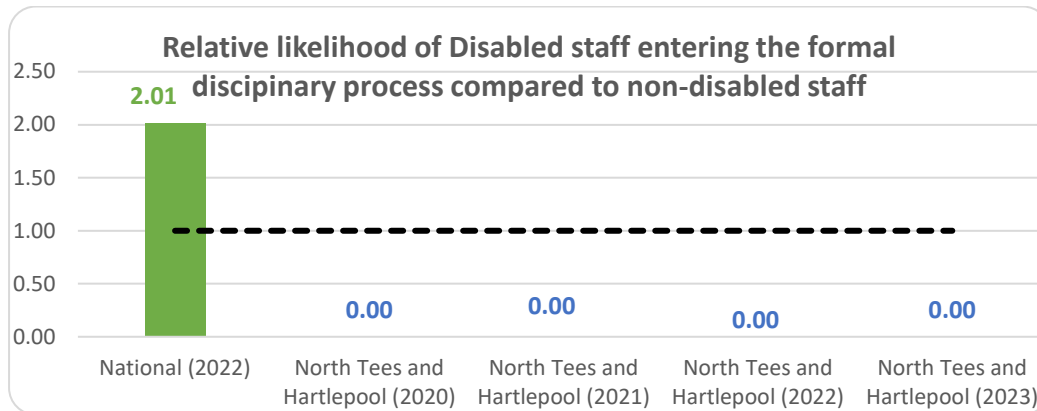
## Metric 2 – Relative likelihood of disabled applicants being appointed from shortlisting across all posts compared to non-disabled applicants (2022-23)

Values	Disabled	Non-Disabled	Unknown
Number of Shortlisted Applicants	196	2570	84
Number Appointed from Shortlisting	43	706	51
<b>Relative Likelihood of appointment from shortlisting</b>	<b>22.00%</b>	<b>28.00%</b>	<b>61.00%</b>
<b>Relative likelihood of non-disabled applicants being appointed from shortlisting across all posts compared to disabled applicants</b>	<b>1.25</b>		

The tables below show the differences from 2020 through to 2023 submissions for Metric 2. The Trust's most recent figure of 1.25 is higher when compared to the figure reported for 2022. It is also higher than the 2022 national average.



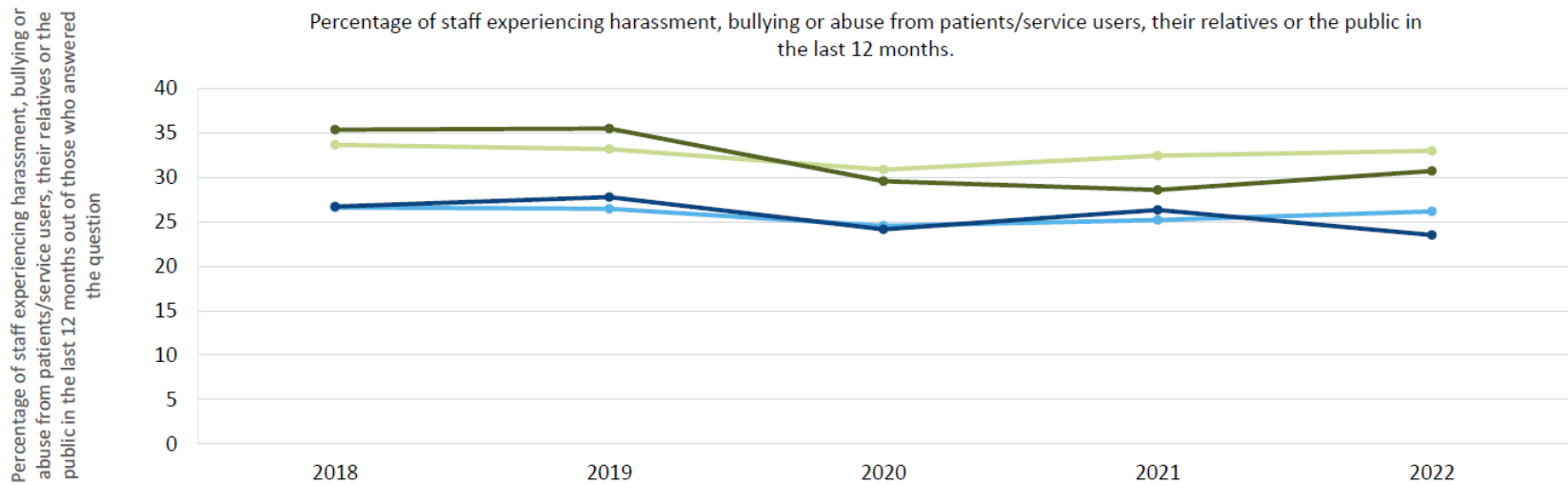
# Metric 3 – Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff (2022-23)



A figure above 1.0 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process.

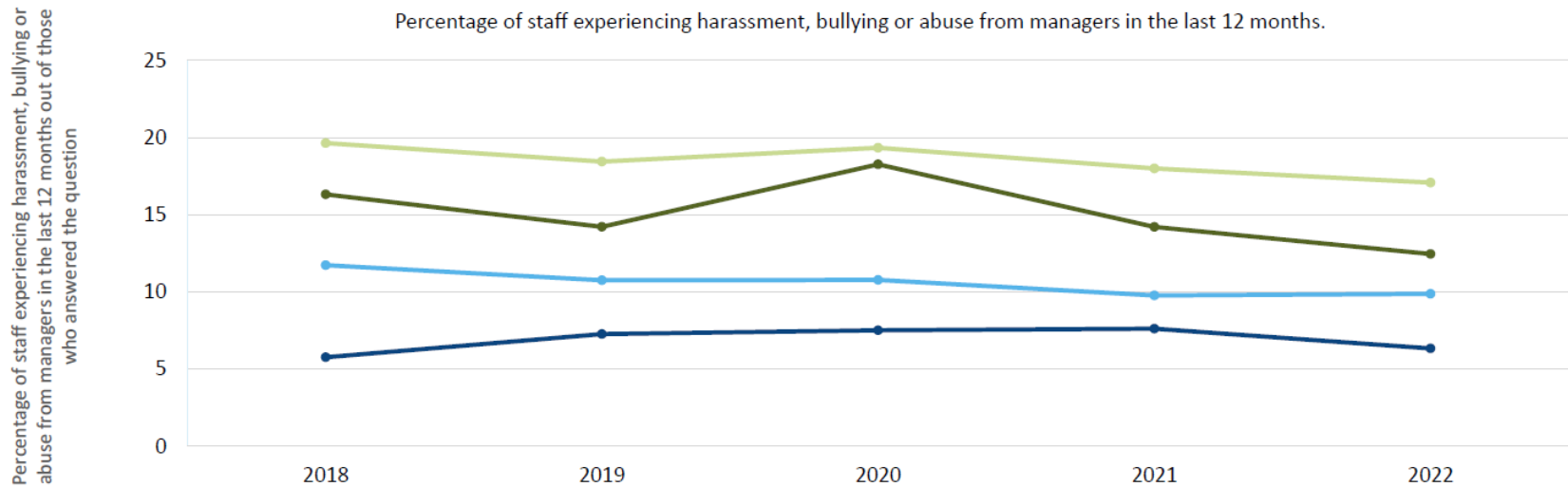
The likelihood of disabled staff entering the formal capability has consistently been reported as zero for the reporting period 2020 to 2023.

# Metric 4a – The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	35.4%	35.5%	29.6%	28.6%	30.7%
Staff without a LTC or illness: Your org	26.7%	27.8%	24.1%	26.3%	23.5%
Staff with a LTC or illness: Average	33.6%	33.2%	30.9%	32.4%	33.0%
Staff without a LTC or illness: Average	26.6%	26.5%	24.5%	25.2%	26.2%
Staff with a LTC or illness: Responses	99	465	406	609	622
Staff without a LTC or illness: Responses	453	1927	1657	1755	1706

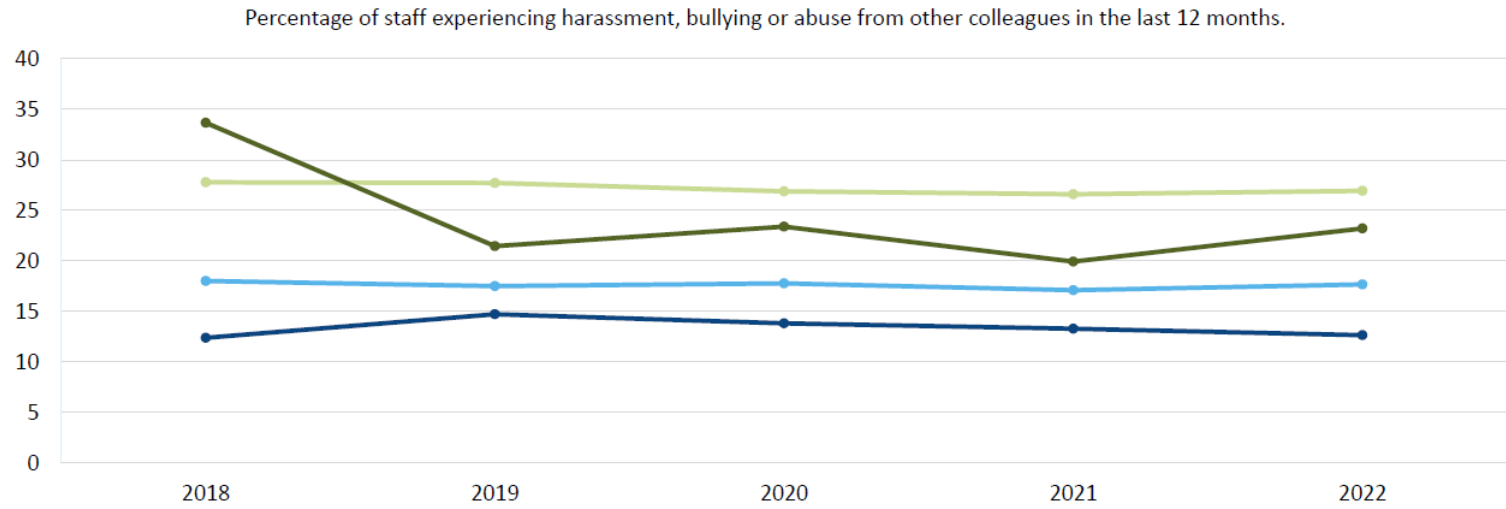
# Metric 4b – The percentage of staff experiencing harassment, bullying or abuse from their manager in the last 12 months



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	16.3%	14.2%	18.3%	14.2%	12.5%
Staff without a LTC or illness: Your org	5.8%	7.3%	7.5%	7.6%	6.3%
Staff with a LTC or illness: Average	19.6%	18.4%	19.3%	18.0%	17.1%
Staff without a LTC or illness: Average	11.7%	10.8%	10.8%	9.8%	9.9%
Staff with a LTC or illness: Responses	98	464	405	598	618
Staff without a LTC or illness: Responses	451	1912	1650	1745	1703

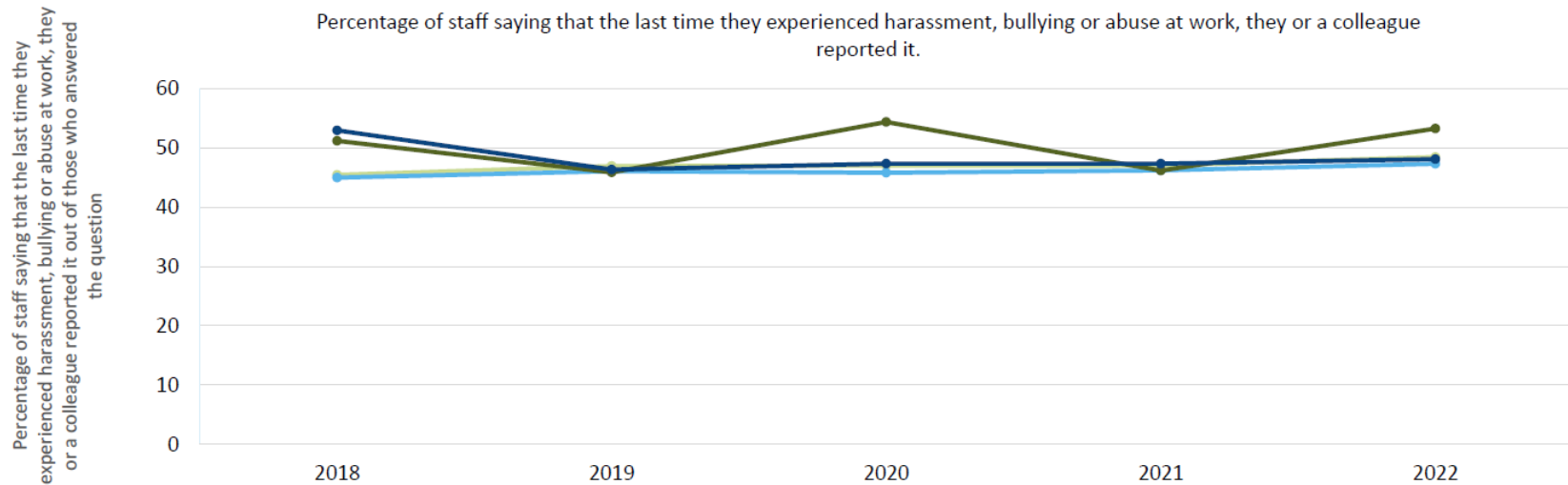
# Metric 4c – The percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months out of those who answered the question



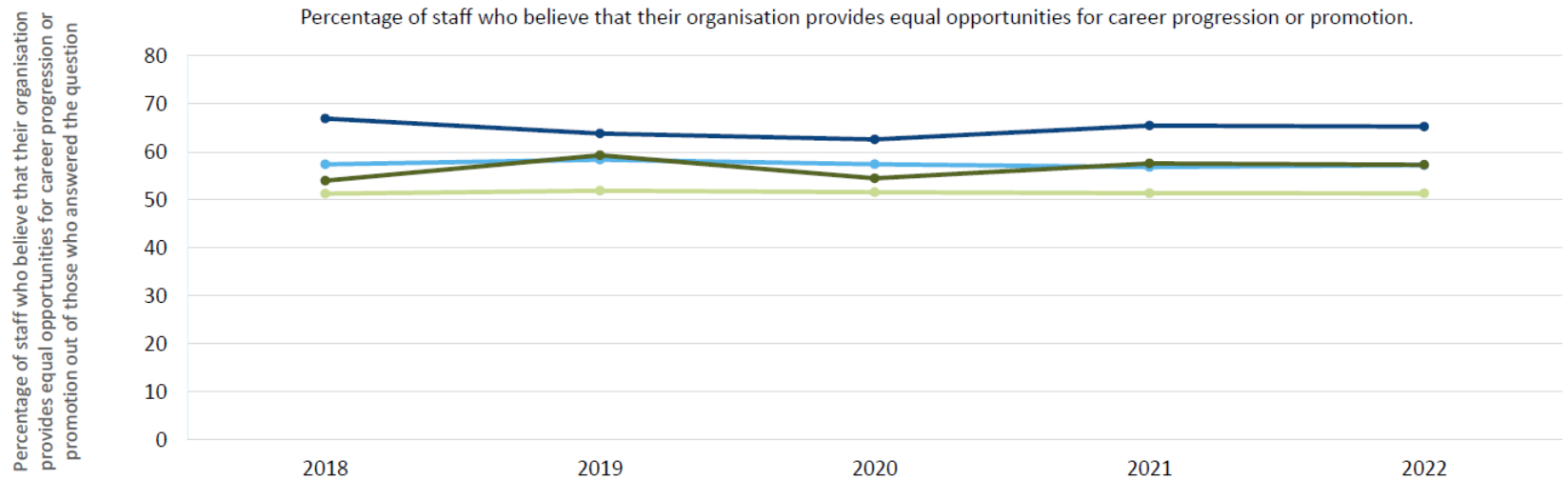
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	33.7%	21.5%	23.4%	19.9%	23.2%
Staff without a LTC or illness: Your org	12.4%	14.7%	13.8%	13.3%	12.7%
Staff with a LTC or illness: Average	27.8%	27.7%	26.9%	26.6%	26.9%
Staff without a LTC or illness: Average	18.0%	17.5%	17.8%	17.1%	17.7%
Staff with a LTC or illness: Responses	98	466	406	597	616
Staff without a LTC or illness: Responses	452	1895	1635	1738	1691

# Metric 4d – The percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it



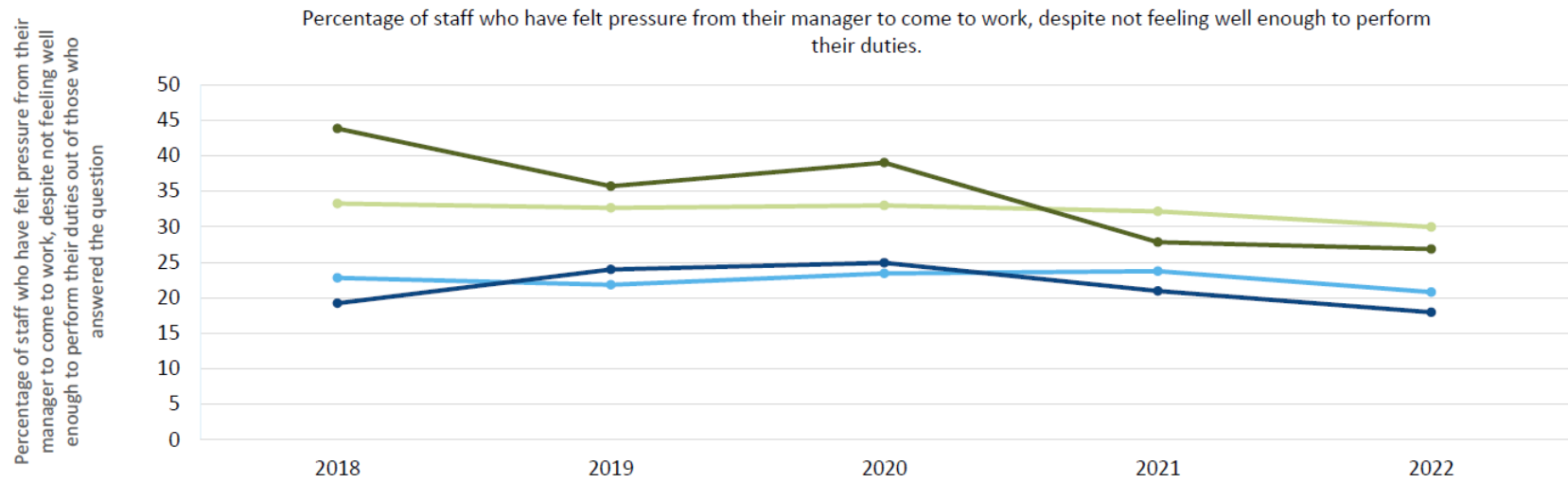
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	51.2%	45.9%	54.3%	46.2%	53.2%
Staff without a LTC or illness: Your org	52.9%	46.3%	47.3%	47.3%	48.1%
Staff with a LTC or illness: Average	45.4%	46.9%	47.0%	47.0%	48.4%
Staff without a LTC or illness: Average	45.0%	46.1%	45.8%	46.2%	47.3%
Staff with a LTC or illness: Responses	43	205	184	234	263
Staff without a LTC or illness: Responses	136	585	505	522	472

# Metric 5 – The percentage of staff believing that the Trust provides equal opportunities for career progression or promotion



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	54.0%	59.3%	54.5%	57.6%	57.3%
Staff without a LTC or illness: Your org	67.0%	63.8%	62.6%	65.5%	65.3%
Staff with a LTC or illness: Average	51.3%	51.9%	51.6%	51.4%	51.4%
Staff without a LTC or illness: Average	57.4%	58.4%	57.4%	56.8%	57.3%
Staff with a LTC or illness: Responses	100	462	411	611	621
Staff without a LTC or illness: Responses	454	1917	1653	1753	1714

# Metric 6 – The percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	43.8%	35.7%	39.0%	27.8%	26.9%
Staff without a LTC or illness: Your org	19.2%	24.0%	24.9%	21.0%	18.0%
Staff with a LTC or illness: Average	33.3%	32.7%	33.0%	32.2%	30.0%
Staff without a LTC or illness: Average	22.8%	21.8%	23.4%	23.7%	20.8%
Staff with a LTC or illness: Responses	73	336	292	431	443
Staff without a LTC or illness: Responses	234	992	666	811	830



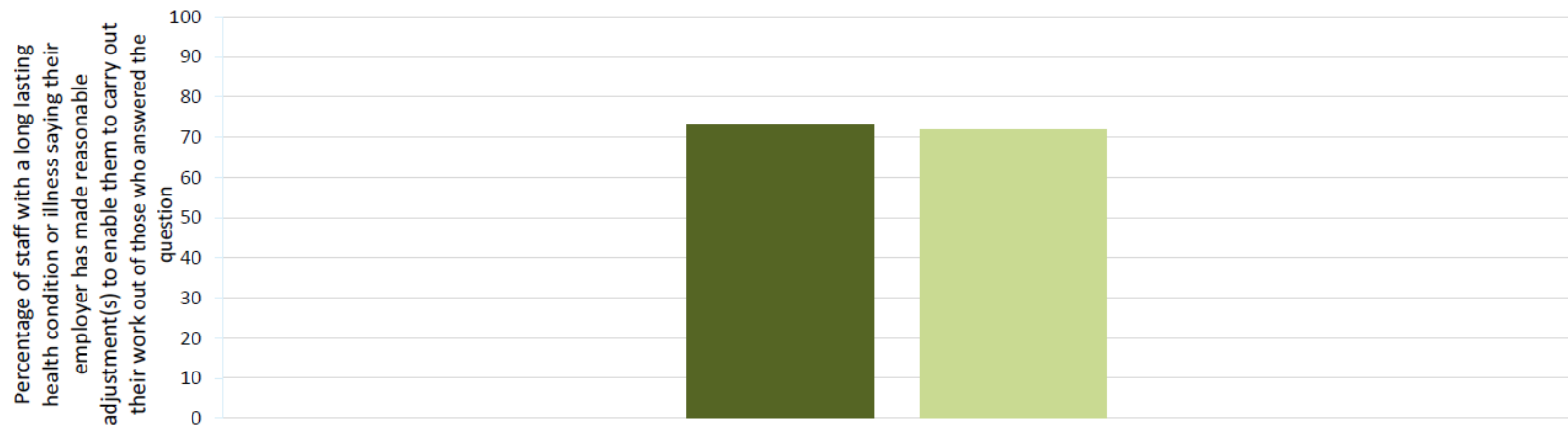
# Metric 7 – The percentage of staff satisfied with the extent to which their organisation values their work



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	36.7%	40.7%	36.9%	37.4%	34.6%
Staff without a LTC or illness: Your org	53.4%	54.1%	53.3%	47.6%	48.4%
Staff with a LTC or illness: Average	36.8%	38.1%	37.4%	32.6%	32.5%
Staff without a LTC or illness: Average	47.9%	49.9%	49.3%	43.3%	43.6%
Staff with a LTC or illness: Responses	98	460	409	609	621
Staff without a LTC or illness: Responses	451	1923	1649	1743	1711

# Metric 8 – The percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work

Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.



2022

Staff with a LTC or illness: Your org	72.9%
Staff with a LTC or illness: Average	71.8%
Staff with a LTC or illness: Responses	332

# Conclusion and Action planning

Equality, Diversity and Inclusion is a fundamental part of who we are and our ambition is for each and every one of our colleagues to feel a sense of belonging and being valued by North Tees and Hartlepool NHS Foundation Trust.

We continue to work towards becoming a truly inclusive employer and service provider by creating an environment and culture that celebrates inclusion and diversity, dignity and respect, which values, nurtures, and harnesses difference for the benefit of patients and service users, their families and carers, and of course our colleagues.

Our plans for the year ahead are to continue to embed the priority actions resulting from the Trust-wide review of our EDI practices, whilst seeking to make further improvements which will enhance culture and leadership within the Trust.

It is important that all of our actions align to our ongoing commitment to improve staff experience as measured by:

- The Workforce Disability Equality Standard (WDES)
- The Workforce Race Equality Standard (WRES)
- Gender Pay Gap Reporting
- NHS Staff Survey
- National Education and Training Survey

Our WDES Action Plan for 2023/24 can be accessed here: <https://www.nth.nhs.uk/about/trust/equality/>