

Workforce Disability Equality Standard (WRES) 2018/19

The Workforce Disability Equality Standard was introduced for the financial year 2018/19.

There are 10 workforce Metrics which compare the data and responses for both Disabled and non-disabled staff. The Trust submitted its data to NHS England on the 1st August 2019.

The WDES metrics information for St George's University Hospitals NHS Trust is as follows:

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.

Non- Clinical	Disabled	Non-disabled	Unknown
Cluster 1 (Bands 1-4)	3.5%	85.9%	10.6%
Cluster 2 (Bands 5-7)	2.2%	89.4%	8.4%
Cluster 3 (Bands 8a-8b)	1.6%	83.9%	14.5%
Cluster 4 (Bands 8c-9 &VSM)	2.7%	90.7%	6.7%
Clinical			
Cluster 1 (Bands 1-4)	2.3%	89.2%	8.5%
Cluster 2 (Bands 5-7)	2.1%	91.5%	6.4%
Cluster 3 (Bands 8a-8b)	0.8%	90.5%	8.7%
Cluster 4 (Bands 8c-9 &VSM)	2.3%	93.2%	4.5%
Cluster 5 (Medical & Dental Staff, Consultants)	0.5%	72.4%	27.2%
Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	0.0%	65.5%	34.5%
Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	1.0%	94.6%	4.5%

This information shows us that the percentage of Disabled staff in all clusters is low. It also shows us that there are a number of staff, particularly Medical and Dental, who have not given the information about whether or not they are disabled.

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

	Disabled	Non-disabled
Shortlisted applicants	478	11736
Appointed from shortlisting	108	2903
Relative likelihood of appointment	0.23	0.25
Relative likelihood of Disabled staff being appointed from shortlisting compared with Non-Disabled staff	1.09¹	

The table above shows us that the likelihood of Non-Disabled staff being appointed from shortlisting is 1.09 higher. Whilst it is slightly higher than 1 this is not statistically significant.

¹ A figure above 1.00 indicates that Disabled staff are less likely than non-Disabled staff to be appointed from shortlisting.

METRIC 3 – Relative likelihood of Disabled staff compared to Non-Disabled staff entering the formal capability process, as measured by entry in to the formal capability procedure.

	Disabled	Non-disabled
Number of staff	0	12
Relative likelihood	0	

NATIONAL STAFF SURVEY METRICS

METRIC 4

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

Metric	Disabled	Non-Disabled
Patient/service users, their relatives or other members of the public	31.5%	31.1%
Managers	24.3%	15.3%
Other colleagues	30.2%	22%

The table above shows us that Disabled staff feel that they experience harassment and bullying from line managers and colleagues more than non-Disabled staff.

- 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.**

	Disabled	Non-Disabled
	41.3%	43.9%

The table above shows us that Disabled staff are slightly less likely to report harassment and bullying at work than non-Disabled staff.

METRIC 5, 6, 7, 8, 9a and 9b

Metric	Disabled	Non-Disabled
5 - Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion	64.7%	74.4%
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.	33.3%	26.4%
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	32.1%	43.7%

8- Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	66.4%	
9a- The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	6.4	6.9
9b- Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	Yes – Disability and Wellbeing staff network.	

The above table shows us that Disabled staff have a lower engagement score than Non-disabled staff. It also shows us that Disabled staff are less likely to feel that the Trust provides equal opportunities for carer progression and promotion, and are 11.6% lower than non-Disabled staffing in feeling that the organisation values their work.

METRIC 10

Percentage difference between the organisation's Board voting membership and its organisation's overall workforce:	-2%
By Voting Members	
By Executive Membership	-2%

Actions going forward

A WDES action plan for 2019-2020 has been developed and is on the Trust's internet site.