

Workforce Disability Equality Standard Report 2019



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INDRODUCTION

Welcome to the Sussex Partnership NHS Foundation Trust (SPFT) 2019 Workforce Disability Equality Standard (WDES) performance report.

SPFT has drawn up a set of values which it is committed to:

People first: People are at the heart of everything we do.

Future focused: We are optimistic, we learn and we always try to improve.

Embracing change: We are bold, innovative and disciplined about making use of our resources to continuously improve.

Working together: We provide services in partnership with patients, families and others.

Everyone counts: We value, appreciate and respect each other.

These values are underpinned by equality values to ensure that patients, staff and carers are treated with respect, whatever their equality profile and in an environment of leadership for equality that is encouraged throughout the organisation.

The Trust has responded to the introduction of the WDES in 2019 by, investing and working alongside a strong Disability Equality Network and Disability Equality Reference Group to ensure any inequalities identified by our staff and service users with a disability is minimised and opportunities for employment and progression are fair.

WHAT IS THE WORKFORCE DISABILITY EQUALITY STANDARD (WDES)?

- Ten evidence-based metrics which take effect from 1 April 2019 based on 2018/19 financial year data.
- Mandated in the NHS Standard Contract.
- Restricted to NHS Trusts and Foundation Trusts in the first two years of implementation.
- Enables NHS organisations to compare experiences of disabled/Non- Disabled staff.
- NHS organisations to publish results and develop action plans.

DEFINITION OF DISABILITY UNDER THE EQUALITY ACT 2010 (in line with the WDES technical guidance):

The general definition of disability for the purposes of the Act is a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. The Act defines long-term in this context as having lasted, or being likely to last for at least 12 months or the rest of the person's life. Substantial is defined as more than minor or trivial.

DUTIES UNDER THE EQUALITY ACT 2010 TO MAKE REASONABLE ADJUSTMENTS FOR ITS EMPLOYEES WITH A DISABILITY OR LONG TERM HEALTH CONDITION:

Employers must make reasonable adjustments to make sure workers with disabilities, or physical or mental health conditions, aren't substantially disadvantaged when doing their jobs. This applies to all workers, including trainees, apprentices, contract workers and business partners.

The Trust Board is therefore committed to this baseline year and addresses any findings in this report that may have negative impacts on our current and future workforce that identify as having a disability.

WORKFORCE DATA SOURCE

The workforce data refers to a reporting period of 01 April 2018 to 31 March 2019. The data captures all staff on ESR (Business Intelligence) in line with NHS England requirements. This report additionally includes staff employed at the Lindridge Center that is not paid through the ESR system.

Total number of staff as of 31 March 2019 on permanent and fixed term contracts: 4670

DECLARATION RATES BY DISABILITY STATUS FOR: SPFT AS OF 31 MARCH 2109.

As of 31 March 2019, **87%** of the workforce has given a valid declaration. This has supported the Trust's focus on improving the experience of the disabled workforce and gaining a better understanding for the reasons for non-disclosure. **8.0% of employees have declared a disability**, an underrepresentation against the population (18%). and the percentage of disabled people employed in the UK workforce, 46%.

<https://www.gov.uk/government/publications/disability-facts-and-figures/disability-facts-and-figures>

31 March 2019 declaration rates		
Status	Headcount	% of Staff
No disability	3,686	79%
Disability	371	8%
Not Stated	613	13%
Total	4670	100%

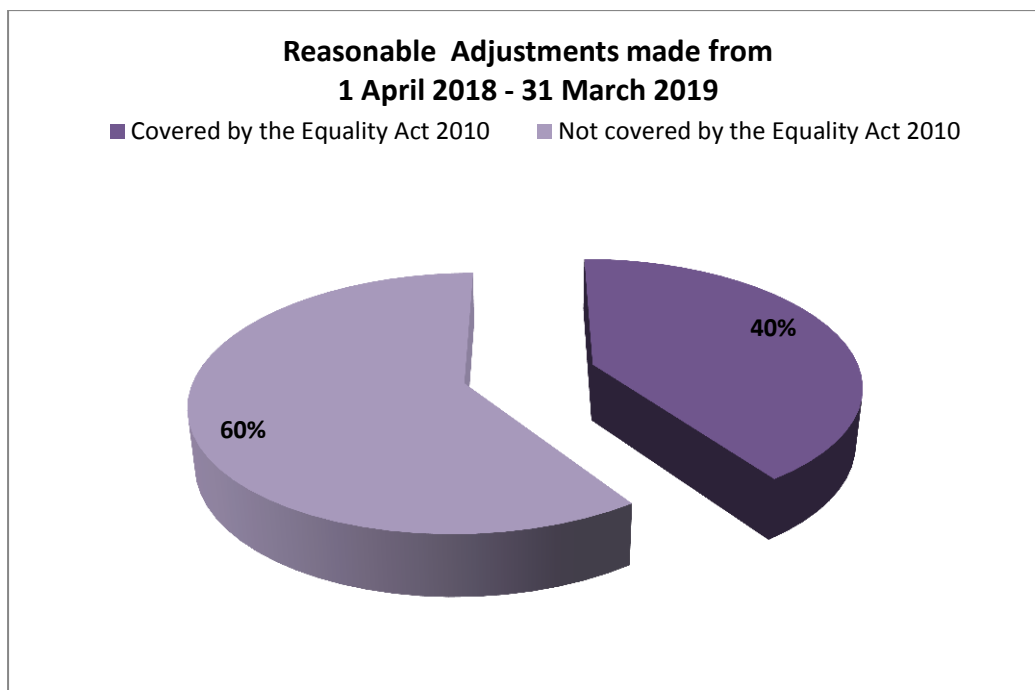
A DISABILITY CONFIDENT LEVEL 2 EMPLOYER:

The Trust was awarded a Level 2 Disability Confident employer status in 2018 and is working towards the highest Disability Confident Leader Level 3. The scheme supports employers to make the most of the talents disabled people can bring to our workplace. As a Disability Confident Employer we:

- have undertaken and successfully completed the Disability Confident self-assessment.
- are taking all of the core actions to be a Disability Confident employer.
- are offering at least one activity to get the right people for our business and at least one activity to keep and develop our people.

REASONABLE ADJUSTMENTS

During 1 April 2018 – 31 April 2019 the Trust made **648** reasonable adjustments for staff to remain in employment. 60% of the referrals were not covered by the Equality Act 2010 with positive outcomes for our staff.



WORKFORCE DISABILITY EQUALITY STANDARD METRICS 2019

Metric1.

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 Staff

Non-Clinical Cluster 1: AfC Band 1, 2, 3 and 4							
Disability Status			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No %	Yes %	Undeclared %
739	55	96	8%	2%	83%	6%	11%

Non-Clinical Cluster 2: AfC Band 5, 6 and 7							
Disability Status			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No%	Yes%	Undeclared %
217	20	23	8%	0%	83%	8%	9%

Non-Clinical Cluster 3: AfC Band 8a and 8b							
Disability Status			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No%	Yes%	Undeclared %
85	2	11	8%	6%	87%	2%	11%

Non-Clinical Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board Members)							
Disability Status			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No%	Yes%	Undeclared %
52	2	2	8%	4%	93%	4%	4%

What the data tells us:

- The highest numbers of disabled staff in non-clinical roles are in clusters, 3 and 4.
- Disabled staff account for 6% of Non-Clinical roles.
- There is no percentage difference Bands 5, 6 and 7 for disabled staff against the workforce average of 8%.
- Undefined declaration rates up to a Band 8B are overrepresented against the workforce average of 8%.
- Lower representation of disabled staff at senior leadership role.

CLINICAL STAFF

Clinical Cluster 1: AfC Band 1, 2, 3 and 4							
DISABILITY			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No %	Yes %	Undeclared %
613	83	139	8%	2%	73%	10%	17%

Clinical Cluster 2: AfC Band 5, 6, and 7							
DISABILITY			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No %	Yes %	Undeclared %
1472	175	204	8%	1%	80%	9%	11%

Clinical Cluster 3: AfC Band 8a and 8b							
DISABILITY			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No%	Yes%	Undeclared %
276	21	48	8%	2%	80%	6%	14%

Clinical Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members)							
DISABILITY			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No%	Yes%	Undeclared %
57	3	11	8%	4%	80%	4%	15%

Clinical Cluster 5: Medical and Dental staff, Consultants							
DISABILITY			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No%	Yes%	Undeclared %
97	5	47	8%	5%	65%	3%	32%

Clinical Cluster 6: Medical and Dental staff, Non-consultant career grade							
DISABILITY			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No%	Yes%	Undeclared %
46	2	19	8%	5%	69%	3%	28%

Clinical Cluster 7: Medical and Dental staff, Medical and dental trainee grades							
DISABILITY			Trust Disability average	% Difference	Declaration rates by percentage		
No	Yes	Undefined			No%	Yes%	Undeclared %
32	3	13	8%	2%	67%	6%	27%

What the data tells us

- Disabled staff are overrepresented in the lower bandings in clusters 1 & 2.
- Disabled staff account for 7% of Clinical roles.
- There is an overrepresentation of undefined disability status across all the clinical clusters
- Medical and Dental staff account for the highest undefined declaration rates for disability
- Lower representation of disabled staff at senior leadership roles

METRIC 2.

Relative likelihood of Disabled staff compared to Non- Disabled staff being appointed from shortlisting across all posts.

2019	Shortlisted	Appointed	Relative likelihood of being appointed
Non- Disabled	7620	878	0.12
Disabled	654	69	0.11
Total	8274	947	1.09

The relative likelihood for disabled staff being appointed to Non- Disabled staff is: **1.09 times less likely.**

NB: A figure below 1:00 indicates that Disabled staff are more 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 into the formal capability procedure.

This Metric is voluntary in this baseline year however SPFT have collected the data to gain a better understanding of any barriers for disabled staff entering a disability ;

2019	Number of Capabilities	Number in workforce	Relative likelihood of entering a capability
Non-Disabled	7	3686	0.01
Disabled	2	371	0.00
Total	9	4050	2.84

The relative likelihood of disabled staff entering a formal capability process compared to Non-Disabled staff is: **2.84 times more likely**

NB: A figure above 1:00 indicates that Disabled staff are more likely than Non- Disabled staff to enter the formal capability process.

NATIONAL NHS STAFF SURVEY METRICS

For the following three workforce Metrics, the Trust has compared the data for both Disabled and Non- Disabled staff

Source: <http://www.nhsstaffsurveyresults.com/local-workforce-equality-standards-wdes/>

Data differs from the formal declaration rates on ESR to the Staff Survey results. This is related to the Staff Survey being anonymous and open additional questions

E.g. from Question 28

- a. Do you have any physical or mental health conditions, disabilities or illnesses that have lasted or are expected to last for 12 months or more? If YES, please answer part b below; if NO, go to Question 29
- b. Has your employer made adequate adjustment(s) to enable you to carry out your work”?

METRIC 4

Staff Survey Question13.

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

Staff Survey question	DISABLED		NON-DISABLED	
	Count	Percentage	Count	Percentage
% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	489	40.7%	1732	33.7%
% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	484	15.5%	1707	11.5%
% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	485	22.3%	1708	15.6%
% of 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	235	54.5%	651	55.8%

Metric 5: Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion

Staff Survey question	DISABLED		NON-DISABLED	
	Count	Percentage	Count	Percentage
% of staff believing that the Trust provides equal opportunities for career progression or promotion.	311	80.1%	1235	87.3%

METRIC 6: Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

Staff Survey question	DISABLED		NON-DISABLED	
	Count	Percentage	Count	Percentage
% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	347	23.9%	893	14.9%

METRIC 7: Percentage of staff saying that they are satisfied with the extent to which their organisation values their work.

Staff Survey question	DISABLED		NON- DISABLED	
	% of staff saying that they are satisfied with the extent to which their organisation values their work.	484	44.6%	1733

The following NHS Staff Survey Metric only includes the responses of Disabled staff

METRIC 8: Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

Staff Survey question	DISABLED		NON- DISABLED	
	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	264	77.3%	

NHS Staff Survey and the engagement of Disabled staff for SPFT

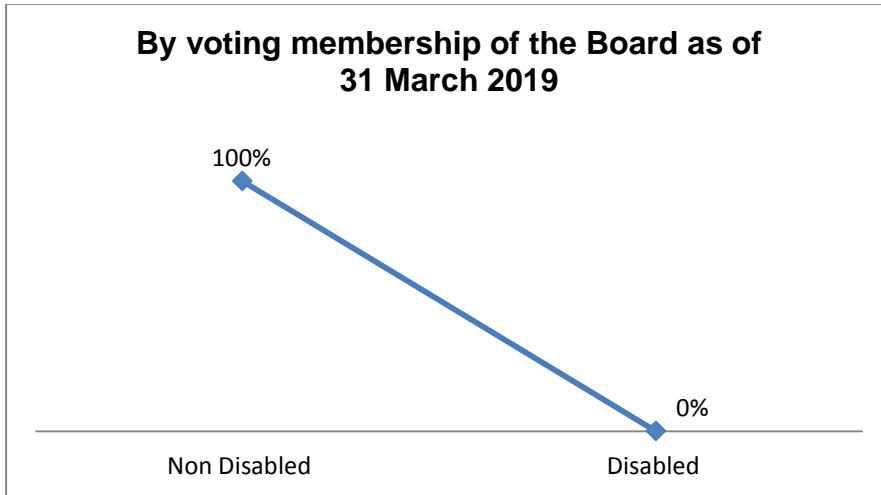
METRIC 9: The staff engagement score for Disabled staff, compared to Non- Disabled staff and the overall engagement score for the organisation.

Staff Survey question	DISABLED		SPFT Average Score	NON- DISABLED	
	The staff engagement score for Disabled staff, compared to Non- Disabled staff and the overall engagement score for the organisation.	489	6.9%	7%	1742

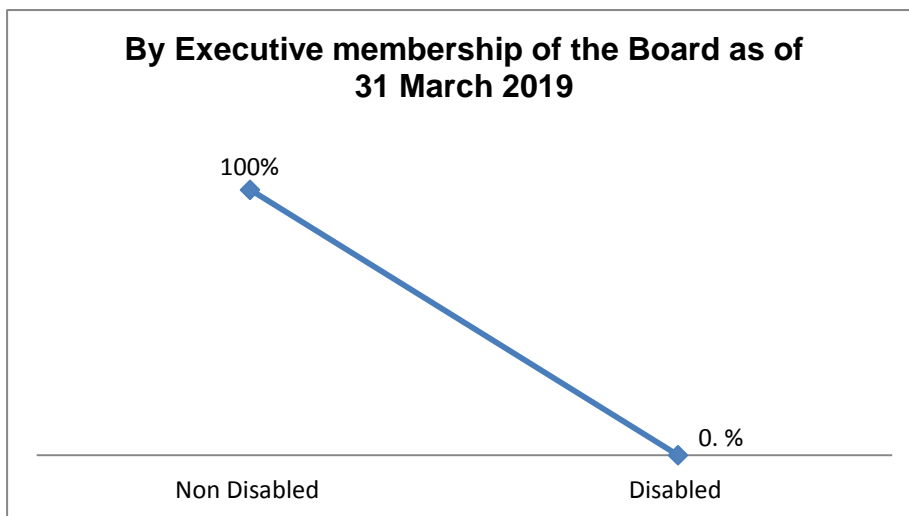
METRIC 10

Percentage difference between the SPFT Board voting membership and Executive Members

a) By voting membership of the Board as of 31 March 2018.



b) By Executive membership of the Board as of 31 March 2019.



SUMMARY.

The Trusts Equality Performance Hub report has been produced since 2008 and workforce data is analysed for trends across recruitment, leavers, redundancy, employee relations training, demographics and clinical excellence awards.

In considering the data it is pleasing to note that SPFT is one of the top 10 NHS Trusts nationally for its workforce disability declaration rates. This has led to the Trust being awarded a Level 2 Disability Confident employer status in 2018. Our staff also tells us through Staff Survey results that the Trust:

- make adequate adjustments to carry out their roles
- offers equal opportunities for career progression and promotion
- engages with its disabled staff

It is also identified that there needs to be a greater representation of staff with a disability in more senior grades and actions to support this are included in the WDES Action Plan in line with the NHS 10 Year Plan and local STP Peoples Plan.

One of our ambitions is to join the Apprenticeship Diversity Champions Network (ADCN). This champions apprenticeships and diversity amongst employers and encourages more people from underrepresented groups, including those with disabilities.

The Trust has applied for and been successful in being selected to be an early pilot adopter of the new national talent management programme which will commence in October 2019. The programme takes the form of a diagnostic process and then based on the results of this, focused support to develop and implement a talent management approach for the Trust

This will enable the Trust to recruit, train and mentor staff with a disability to progress into more senior roles.

Health and Wellbeing will be a priority for all staff at SPFT in the forthcoming year.

- The Trust has introduced Health and Wellbeing as a mandatory question at supervision
- We aim to introduce a Healthcare Passport for all staff that can be developed with their manager's Trustwide. The passport will enable staff to store information about a disability, a long term health condition, mental health issue, or learning disability/difficulty.
- One of our other ambitions is to develop a Disability Sick Leave policy to support staff with a disability with hospital appointments and sickness absence rates.

We will monitor progress on the baseline year through the Equality, Diversity & Human Rights (EDHR) Steering Group chaired by our Chief Executive. The group meets quarterly to provide assurance to the Board of Directors.

The Trusts Disability Equality Reference Group will review and ensure progression on the WDES Action Plan and establish new actions as required.

Actions and findings from this report will also feed into the Trusts equality objectives on an ongoing basis.

For further information please contact
Equality.Diversity@sussexpartnership.nhs.uk