

## **FHFT Performance on the Workforce Disability Equality Standard (WDES) – October 2024**

The purpose of this document is to provide an overview of what is going well, where there are challenges and what we are already doing (or intend to do) to improve with respect to workforce disability equality. The source data on Trust performance on WDES.

### **What is the Trust proud of?**

1. 3.1% of our staff have indicated that they have a disability and 80% of staff have told us they do not. This is a big step forward in data quality when compared with 2019 when 2.3% staff said they had a disability and 61% said they did not.
2. Over the past 5 years, more staff have felt confident to disclose whether they have a disability or not. In 2019, 39% of our staff had not disclosed, but in 2024 this has reduced to 17%. This is important because data about employment outcomes and experience is now more accurate, giving us a better opportunity to understand and improve the experience of disabled staff.
3. There has been an increase in disabled staff across Agenda for Change pay bands, notably Bands 3, 5, 7 and 8C as well in medical pay bands.
4. We are proud to be a Disability Confident employer and to guarantee an interview for disabled applicants who meet the criteria for the role.
5. There is parity for disabled staff when it comes to being appointed from shortlisting.
6. Disabled staff are treated the same as non-disabled staff with respect to entering disciplinary processes.
7. According to the National Staff Survey 2023, there has been an improvement on disabled staff experiencing harassment, bullying and abuse from other staff and from patients, relatives and the public and more disabled staff are reporting it when it happens.
8. The perception of disabled staff on equal opportunities in career progression improved in 2023 (National Staff Survey 2023) and this perception is better than in the average acute trust.

### **What are the challenges?**

1. Our Trust Board is not representative of our 3.1% disabled staff.
2. Harassment, bullying or abuse from patients, relatives and the public, though improved for our disabled staff in 2023, is still worse than in the average acute trust.
3. Harassment, bullying or abuse from managers is worse than in the average acute trust.
4. Disabled staff are feeling more pressured to come to work when they are not well – this has deteriorated in 2023 and is worse than in the average acute trust.
5. Disabled staff feel less valued than non-disabled colleagues and this is worse than in the average acute trust.
6. A significant percentage of disabled staff say that they have not had reasonable adjustments to enable them to perform their duties and this is worse than the average acute trust.

### **What are we doing (or intending to do) about it?**

1. We will continue to encourage all staff to update their demographic information on ESR so that we can better understand the experience of disabled staff at work.
2. We will continue to recruit in as inclusive a way as possible at senior levels.
3. We will share EDI dashboard data with every directorate so they can use it to consider what diversity is needed in their succession planning pipelines.
4. We have designed and are piloting inclusive recruitment methods with one directorate and plan to extend it.
5. We will extend our quarterly “Leader in Me” programme, which aims to enhance confidence in career progression, to staff at Bands 5 and 6 level across all protected groups.
6. We will continue with - and extend - our mutual/reverse mentoring programmes so that leaders at all levels have opportunities to understand the lived experience of staff from diverse backgrounds.
7. We are refreshing and will be offering new EDI and well-being training for managers.
8. We will be issuing new guidance/policy on reasonable adjustments.
9. We are refreshing our values and will be highlighting the need for inclusive behaviours, civility and allyship – supported by training to help embed.

**SMART objectives will be incorporated into the Trust’s Single Equality Action Plan 2024 to 2027.**

## WDES 2024 Summary

There has been an increase in the proportion of disabled staff in Agenda for Change Bands 1, 3, 5 and 7 to 8C and in Medical pay bands. Indicator 10 is red because the benchmark is 3.1% (proportion of staff who have disclosed a disability in 2024).

Indicators 2 and 3 use the statistical 4/5<sup>th</sup> rule indicating whether practices have an adverse impact on an identified group compared with another. If the likelihood of an outcome for one group compared to another is less than 0.80 or higher than 1.25, then the process would be identified as having an adverse impact. It is noted that 2024 data indicates there is no adverse impact with respect to indicator 2 and 3 for disabled applicants or staff.

WRES Indicator	2020	2021	2022	2023	2024
Indicator 1: Disability by pay banding				↑	↑
Indicator 2: Relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled candidates	0.9	0.7	0.8	0.4	1.1
Indicator 3: Relative likelihood of disabled staff entering the formal disciplinary process compared to non-disabled staff	0	0	2.2	0	0
Indicator 10: Representation of disabled people amongst Board members as at 31st March 2024					0.00%

National Staff Survey indicators 4a to 9a show that (in all but one case) the perceptions of disabled and non-disabled staff in the Trust have improved or stayed the same in 2023. However, even though perceptions have become more positive within the Trust, a number of indicators are worse than average when compared with other acute and community trusts.

Indicator 6 on disabled staff feeling pressure to come to work when not feeling well enough is the one indicator that has deteriorated in 2023.

Indicators all remain red or amber even if they have improved as the experience of disabled staff is worse than it is for non-disabled staff within the organisation. The Trust is also flagging as worse than the average acute and community trust in some cases so this is a prompt for further action to be taken.

WDES Indicator - National Staff Survey items	2020	2021	2022	2023	Improved or deteriorated at FHF	Compared to other acute and community trusts	Status
Indicator 4a: % of disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public	32.56%	33.53%	37.26%	33.00%	Improved	Worse than average	Red
Indicator 4a: % of non-disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public	27.44%	27.16%	28.29%	25.48%	Improved	Worse than average	Red
Indicator 4b: % of disabled staff experiencing harassment, bullying or abuse from managers	17.49%	16.91%	16.93%	17.04%	No significant change	Worse than average	Red
Indicator 4b: % of non-disabled staff experiencing harassment, bullying or abuse from managers	11.24%	9.74%	9.49%	7.90%	Improved	Better than average	Yellow
Indicator 4c: % of disabled staff experiencing harassment, bullying or abuse from other staff	22.22%	24.55%	26.96%	22.67%	Improved	Better than average	Red
Indicator 4c: % of non-disabled staff experiencing harassment, bullying or abuse from other staff	17.42%	16.26%	16.36%	15.56%	Improved	Better than average	Red
Indicator 4d: % of disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	45.91%	48.53%	43.49%	46.39%	Improved	Worse than average	Red
Indicator 4d: % of non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	44.49%	47.42%	42.75%	47.81%	Improved	Worse than average	Red
Indicator 5: % of disabled staff believing that their trust provides equal opportunities for career progression or promotion	51.65%	50.12%	50.71%	53.70%	Improved	Better than average	Yellow
Indicator 5: % of non-disabled staff believing that their trust provides equal opportunities for career progression or promotion	58.76%	56.85%	58.17%	58.72%	No significant change	Better than average	Yellow
Indicator 6: % of disabled staff who have felt pressure from their manager to come work, despite not feeling well enough to perform their duties	36.83%	36.28%	31.92%	34.74%	Deteriorated	Worse than average	Red
Indicator 6: % of non-disabled staff who have felt pressure from their manager to come work, despite not feeling well enough to perform their duties	24.01%	26.57%	23.70%	23.36%	No significant change	Worse than average	Red
Indicator 7: % of disabled staff who are satisfied with the extent to which the organisation values their work	41.42%	33.29%	34.31%	34.99%	No significant change	Worse than average	Red
Indicator 7: % of non-disabled staff who are satisfied with the extent to which the organisation values their work	55.33%	46.37%	45.14%	51.10%	Improved	Better than average	Yellow
Indicator 8: % of staff with a long lasting health condition or illness saying their employer has made reasonable adjustments to enable them to carry out their work			70.25%	70.56%	No significant change	Worse than average	Red
Indicator 9a: Staff engagement score for disabled staff	6.75/10	6.6/10	6.36/10	6.54/10	Improved	Better than average	Yellow
Indicator 9a: Staff engagement score for non-disabled staff	7.32/10	7.15/10	6.98/10	7.21/10	Improved	Better than average	Yellow