

Workforce Disability Equality Standard Report & Action Plan 2020

NOTE: This report should be read in conjunction with the Trust's Workforce Diversity & Inclusion Strategy Plan 2020/25, WDES Report & Action Plan 2019 and the 2019 staff survey. These reports can be found by following the links below:

<http://www.uhbristol.nhs.uk/about-us/our-work-transforming-care/building-capability/diversity-and-inclusion/measures-to-improve-diversity-and-inclusion/>

<https://www.nhsstaffsurveyresults.com/>

Purpose

This document sets out the transitional arrangements for the Workforce Disability Equality Standard report and action plan for 2020 to the new merged Trust.

Formation of the new merged Trust

The University Hospitals Bristol and Weston NHS Foundation Trust (UHBW) was formed on 1 April 2020 following the merger of University Hospitals Bristol NHS Foundation Trust and Weston Area Health NHS Trust. With over 13,000 staff, UHBW is one of the largest Trust's in the country delivering over 100 different clinical services across 10 different sites serving a core population of more than 500,000 people. Over the coming months, the new Trust (UHBW) will be migrating over all equality, diversity and inclusion processes, strategy and action plans including WDES and WRES.

WDES Action Plan 2020

Although rated outstanding by CQC, the Trust has work to do to become a truly inclusive organisation with a representative board, leadership and workforce that mirrors the diversity of the people that we serve. To meet this challenge, the board agreed and launched (May 2019) a five-year Workforce Diversity & Inclusion Strategy, which was developed with input from the national WRES team, local stakeholders, BAME Staff Network, LGBT+ Staff Network and the ABLE + Staff Network. To support disability equality in the workplace, the delivery of WDES 2020 action plan has been incorporated into year two of the Trust's Workforce Diversity & Inclusion Strategy Action Plan.

We are concerned about the accuracy of our data for staff with disabilities, which has been highlighted through the staff survey for the last couple of years and is inhibiting us progressing effectively in this area. The NHS (and the Trust) can only know whether significant improvements are being made to the number of Disabled people working in the NHS if the disability declaration rate improves year on year.

The Trust is also about to embark on the Workforce Race Equality Standard (WRES) Cultural Change pilot programme to help us deliver our 'commitment to inclusion in everything we do' that realises the following benefits:

- A culture of inclusion and engagement at UHBW
- Valuing and empowering staff to ensure better outcomes for individuals and the organisation
- Ensuring talent is maximised in the organisation
- Our Leadership teams represent the community we serve
- An inclusive approach to development; education and promotion
- Greater innovation; as research shows that diverse teams are more likely to increase organisational effectiveness

The Trust is determined to become an exemplar organisation in embedding equality, diversity and inclusion in everything that we do. In this respect, the learning from the WRES cultural change pilot will be applied to the Trust's WDES and wider across the eight divisions.

The Trust is also in the process of recruiting an equality, diversity and inclusion manager to lead on the WDES and to support the development and reach of the Trust's disabled staff network.

Matrix 1a - Non-Clinical Staff

	Disability		No Disability		Not Stated	
	No	%	No	%	No	%
Band 1	6	2.6	217	92.7	11	4.7
Band 2	22	3.1	558	78.9	127	18.0
Band 3	29	4.5	564	87.2	54	8.3
Band 4	19	3.7	465	90.1	32	6.2
Band 5	16	5.5	248	85.8	25	8.7
Band 6	7	4.0	156	89.7	11	6.3
Band 7	7	4.2	153	92.2	6	3.6
Band 8a	2	2.3	80	90.9	6	6.8
Band 8b	0	0.0	57	87.7	8	12.3
Band 8c	1	3.1	29	90.6	2	6.3
Band 8d	0	0.0	11	84.6	2	15.4
Band 9	0	0.0	13	86.7	2	13.3
VSM	0	0.0	9	90.0	1	10.0
Other	0	0.0	1	14.3	6	85.7

Matrix 1b - Clinical Staff

	Disability		No Disability		Not Stated	
	No	%	No	%	No	%
Band 1	3	1.6	173	92.5	11	5.8
Band 2	36	2.6	1203	88.7	117	8.6
Band 3	15	3.3	395	87.2	43	9.4
Band 4	7	2.6	240	89.8	20	7.4
Band 5	41	1.9	1937	92.7	110	5.2
Band 6	36	2.4	1332	91.9	80	5.5
Band 7	25	2.4	922	90.9	67	6.6
Band 8a	3	1.1	249	93.2	15	5.6
Band 8b	0	0.0	71	97.2	2	2.7
Band 8c	1	2.9	31	91.1	2	5.8
Band 8d	0	0.0	10	83.3	2	16.6
Band 9	0	0.0	3	100	0	0.0
VSM	0	0.0	2	100	0	0.0
Medical & Dental Staff, Consultants	7	1.1	532	85.39	84	13.4
Medical & Dental Staff, Non-Consultants career grade	3	1.0	262	87.63	34	11.3
Medical & Dental Staff, Medical and dental trainee grades	10	1.4	614	87.22	80	11.3
Other	2	6.2	21	65.63	9	28.1

Metric 2

Metric 2 reports the relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. The 2020 data shows that non-disabled staff were 1.57 times more likely to be appointed from shortlisting compared to disabled staff.

Metric 3

Metric 3 reports the 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 is based on a two-year rolling average from this year and the previous year. Disabled staff are 3.22 times more likely than non-disabled staff to enter the formal capability process.

Metric 4

Metric 4a) reports the percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from different places, and whether they reported it. This is summarised in the table below, comparing last year's data to this year's

Metrics 4, 5, 6, 7, 8 and 9a

These metrics are part of the NHS Staff Survey, which is published on the NHS staff survey website found by following the link below

<https://www.nhsstaffsurveyresults.com/>

Metric 9b

Metric 9b reports action taken to facilitate the voices of disabled staff in your organisation to be heard. At UHBW, a staff network called ABLE + has been actively involved in facilitating the voices and rights of disabled staff. In addition, UHBW has also launched a "reasonable adjustable support service" to help disabled staff access the support they need enabling them to work to the best of their ability. UHBW also has a robust Health and Wellbeing service available to all staff.

Metric 10

Metric 10 reports the percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated.

	Disabled	Non-disabled	Unknown
Number of staff in overall workforce	298	10558	969
Total Board members - % by Disability	4%	92%	4%
Voting Board Member - % by Disability	4%	92%	4%
Non Voting Board Member - % by Disability	0%	0%	0%
Executive Board Member - % by Disability	0%	100%	0%
Non Executive Board Member - % by Disability	10%	80%	10%
Overall workforce - % by Disability	3%	89%	8%
Difference (Total Board - Overall workforce)	2%	2%	-4%
Difference (Voting membership - Overall Workforce)	2%	2%	-4%
Difference (Executive membership - Overall Workforce)	-3%	11%	-8%

October 2020