

NHS Workforce Disability Equality Standard (WDES) Report 2023-2024



Lincolnshire
Integrated Care Board



Contents

Page title	
What is the Workforce Disability Equality Standard	Slide 3
NHS People Promise	Slide 4
WDES Metrics Explained	Slide 5
Summary of WDES outcomes – current position	Slides 6-7
Metrics 1 & 10	Slide 8
Metric 2	Slide 9
Metric 3	Slide 10
Metric 4	Slide 11
Metrics 5 to 9	Slide 12
WDES Actions to March 25	Slide 13

What is the NHS Workforce Disability Equality Standard?

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of staff with disability and staff without disability. NHS organisations use the metrics data to develop and publish an action plan, building on high impact actions shared in the first ever EDI improvement plan.

As part of our continuing improvement approach and commitment to developing good practice, NHS Lincolnshire ICB (LICB) voluntarily completed WDES data using the NHSE submission template. The information presented in this report is drawn directly from the Electronic Staff Record (ESR) and from the National Staff Survey database. The data used is a snapshot of 31 March 2024.

Please note that ICBs are not currently required to collect and publish data for WDES. However, as this may change, LICB felt it important to start collating WDES data. This is the first year that we have collected this data to provide a baseline for subsequent years. This WRES report shows an analysis of LICB's current position and identifies key areas for action.

The report has the following key roles:

- To enable organisations to compare their performance with others in their region and those providing similar services, aiming to encourage improvement by learning and sharing good practice.
- To provide a national picture of WDES in practice, to colleagues, organisations and the public on the developments in the workforce disability equality agenda.

Note on redacted data: Where the numbers of staff (or associated identifying data) for a category are five and below, the detail has been redacted. This is to ensure anonymity and that individual members of staff cannot be easily identified. The numbers five and below are represented in the data by the symbol ‘-’. This does not mean that there were zero numbers rather that they are less than five. If there were no counts at all the number zero would be kept in the data.

Year on year comparison enables NHS organisations to demonstrate progress against the indicators of disability equality to create the cultures of belonging and trust that will improve retention, recruit from the widest possible talent pool and provide sustainable careers.

NHS People Promise

“There is strong evidence that where an NHS workforce is representative of the community that it serves, patient care and the overall patient experience is more personalised and improves”.

The NHS People Promise sets out the approach to support transformation across the whole NHS. It focuses on how we must all continue to look after each other and foster a culture of inclusion and belonging.

The detail of the People Promise can be found [here](#)

The WDES is deeply rooted in the fundamental values, pledges and responsibilities set out in the NHS People Promise.



WDES Metrics Explained

1	Percentage of staff with disability in each of the Agenda for Change Bands 1-9 OR Medical and Dental subgroups, and VSM (including executive board members) – compared with the percentage of staff in the overall workforce
2	Relative likelihood of staff with disability compared to staff without disability being appointed from shortlisting across all posts.
3	Relative likelihood of staff with disability compared to staff without disability entering the formal capability process
4	Percentage of staff with disability compared to staff without disability experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public, managers, other colleagues
5	Percentage of staff with disability compared to staff without disability believing that their organisation provides equal opportunities for career progression or promotion.
6	Percentage of staff with disability compared to staff without disability saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
7	Percentage of staff with disability compared to staff without disability saying that they are satisfied with the extent to which their organisation values their work.
8	Percentage of staff with disability saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
9	The staff engagement score for staff with disability compared to staff without disability and the overall engagement score for the organisation
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

Summary of WDES Outcomes – current position 2023-24

Metric	Summary explanation of WDES outcomes 2023-24
1 and 10	<p>LICB staff and Board are encouraged to record disability. The Workforce - 4.05% of the workforce has chosen not to declare disability The Board - has a 100% declaration regarding disability.</p>
2	<p>Candidates without disability were 1.03 times more likely to be appointed from shortlisting compared to applicants with disability. The ideal ration of 1 would show no disparities between those recoding disability/without disability. The ratio 1.03 is a promising start.</p>
3	<p>No staff with disability entered the formal capability process.</p>
4	<p>11.76% of colleagues with disability experienced bullying, harassment or abuse from patients/service users or the public, this is 1.65% above the median of 10.11%. 9.41% of colleagues with disability experienced bullying, harassment or abuse from managers. This is 4.10% below the median. 8.24% of colleagues with disability experience bullying, harassment or abuse from other colleagues. This is 7% below the median. 55.56% of colleagues with disability experience bullying, harassment or abuse reported it. This is 7% above the median.</p>

Summary of WDES Outcomes – current position 2023-24

Metric	Summary explanation of WDES outcomes 2023-24
5	58.33% of staff 'with disability' believe the LICB provides equal opportunities for career progression or promotion. Both are higher than the median of 'with disability' of 47.83% (10.50%) and 'without disability' 52.72% (12.42%).
6	12.50% of staff 'with disability' feel pressure from their manager to come to work despite not feeling well. 11.11% of staff 'without a disability' feel pressure from their managers to come to work despite not feeling well which is 1.73% above the median of 9.38%.
7	58.82% of colleagues 'with disability' feel their work is valued by the ICB, compared to 57.95% for colleagues 'without disability' a difference of 0.80%. Both are above the median of 38.89% (19.93%) 'with disability' and 48.57% (9.38%) 'without disability'.
8	87.23% of colleagues 'with disability' feel they have sufficient adjustments in place to carry out their duties. This is higher than the median of 80.23%.
9	The staff engagement score for staff 'with disability' is 6.93. For those 'without a disability' 6.99 and a 0.06 difference. The median staff engagement score, for staff 'with disability' is 6.28 and for those 'without a disability' is 6.72. LICB score is slightly above the median by 0.65 'with disability' and for those 'without a disability' 0.27.

Metric 1 and 10 - Percentage of staff in each of the Agenda for Change (AfC) Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce including Board members

		With disability	% With disability	Without disability	% Without disability	Unknown	% Unknown	Total
2023-24	Workforce	40	10.13%	339	85.82	16	4.05%	395
	Board	2	18.18%	9	81.82%	0	0%	11

What is the data telling us?

- LICB staff and Board are encouraged to record disability.
- The Workforce - 4.05% of the workforce has chosen not to declare disability
- The Board - has a 100% declaration regarding disability.

Action:

- Further support is required to encourage and share the importance for everyone to complete their personal declaration. This helps the ICB to compare data and assess disparities.

Metric 2 – Relative likelihood of staff being appointed from shortlisting

	Relative likelihood of staff being appointed from shortlisting				
	With disability	Without disability	Unknown	Relative Likelihood	Total Applicants
2023-24	6 appointees (0.20%)	48 appointees (0.21%)	9 appointees (0.47%)	1.03	272

What is the data telling us?

- Candidates without disability were 1.03 times more likely to be appointed from shortlisting compared to applicants with disability.
- The ideal ratio of 1 would show no disparities between those recording disability/without disability. The ratio 1.03 is a promising start.

Action

- More work to be done to encourage applicants to record their equality data to enable the ICB to identify gaps and take relevant action.

Metric 3 - Relative likelihood of staff entering the formal capability process

	Relative Likelihood of staff entering the formal capability process	
	With disability	Without disability
2023-24	0	0

What is the data telling us?

- No staff with disability entered the formal capability process

Actions

- Continue to monitor equality data for those entering the formal capability procedure

Metric 4 – percentage of staff experiencing harassment, bullying or abuse from patients/service users, relative or the public or from Managers, or from other staff or percentage that reported the incident

2023-24	Percentage of staff of staff experiencing harassment, bullying or abuse from:	With disability	Without disability	Median With disability	Median Without disability
	4a) patients / service users, relatives or the public	11.76%	6.65%	10.11%	6.91%
4b) managers	9.41%	6.29%	13.51%	7.47%	
4c) other colleagues	8.24%	9.66%	15.42%	9.55%	
4d) Percentage that reported the incident	55.56%	42.86%	48.48%	43.64%	

What is the data telling us?

- 11.76% of staff with disability experienced bullying, harassment or abuse from patients/service users or the public. This is 1.65% above the median of 10.11%.
- 9.41% of staff with disability experienced bullying, harassment or abuse from managers. This is 4.10% below the median.
- 8.24% of staff with disability experience bullying, harassment or abuse from other colleagues. This is 7% below the median.
- 55.56% of staff with disability experience bullying, harassment or abuse reported it. This is 7% above the median.

Action

Work to reduce the percentage of staff experiencing bullying, harassment or abuse from patients/service users or the public by development and delivery of training and circulating anti-bullying information via regular communications exercises.

Metrics 5 – 9

Year	Metric 5 Percentage of staff believing that the ICB provides equal opportunities for career progression or promotion.		Metric 6 Percentage of staff that felt pressure from their manager to come to work, despite not feeling well		Metric 7 Percentage of staff saying that they are satisfied with the extent to which their organisation values their work		Metric 8 Percentage of staff saying that employer has made adequate adjustments at work	Metric 9 Staff engagement score (Combined score based on Motivation, Involvement and advocacy from the Staff Survey)	
	With disability	Without disability	With disability	Without disability	With disability	Without disability	With disability	With disability	Without disability
2023-24	58.33%	65.14%	12.50%	11.11%	58.82%	57.95%	87.23%	6.93	6.99
Median	47.83%	52.72%	14.29%	9.38%	38.89%	48.57%	80.23%	6.28	6.72

What is the data telling us?

- **Metric 5** - 58.33% of staff 'with disability' believe the LICB provides equal opportunities for career progression or promotion, and 65.14% 'without disability'. Both are higher than the median of 'with disability' of 47.83% (10.50%) and 'without disability' 52.72% (12.42%).
- **Metric 6** - 12.50% of staff 'with disability' feel pressure from their manager to come to work despite not feeling well. 11.11% of staff 'without a disability' feel pressure from their managers to come to work despite not feeling well which is 1.73% above the median of 9.38%.
- **Metric 7** – 58.82% of staff 'with disability' feel their work is valued by the ICB, compared to 57.95% for staff 'without disability' a difference of 0.80%. Both are above the median of 38.89% (19.93%) 'with disability' and 48.57% (9.38%) 'without disability'.
- **Metric 8** – 87.23% of staff 'with disability' feel they have sufficient adjustments in place to carry out their duties. This is higher than the median of 80.23%
- **Metric 9** - The staff engagement score for staff 'with disability' is 6.93. For those 'without a disability' 6.99 and a 0.06 difference. The median staff engagement score, for staff 'with disability' is 6.28 and for those 'without a disability' is 6.72. LICB score is slightly above the median by 0.65 'with disability' and for those 'without a disability' 0.27.

Action: Overall, it appears that disabled staff feel satisfied with how they are supported within the ICB, however there is no room for complacency and LICB should continue to improve these metrics and opportunities for disabled staff through compassionate leadership and health and wellbeing of staff.

Proposed Actions to March 2025

LICB will: -

- Embed WDES work into work of WRES and EDS Domain 2 (Health and Wellbeing) Task and Finish group. The group will review and identify links to NHS EDI Improvement Plan – high impact areas especially those related to what the current data has highlighted:
 - Improving disability equality monitoring
 - Tackling bullying and harassment
 - Promoting staff health and wellbeing
- Continue to establish a disability staff network to enable engagement with disabled staff around improvements
- Identify disability training through staff disability questionnaire
- Development of a zero-tolerance policy in regard to the abuse from patients and relatives
- Collect further WDES data for March 2025 snapshot date to enable data to be compared over 2 years
- Produce WDES action plan 2025-27