

## Workforce Disability Equality Standard Data Submission (as at 31<sup>st</sup> March 2024)

Table 1: Snap shot of BTHFT workforce data over a period of 3 years

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. Organisations should undertake this calculation separately for non-clinical and for clinical staff. Cluster 1: AfC Band 1, 2, 3 and 4 Cluster 2: AfC Band 5, 6 and 7 Cluster 3: AfC Band 8a and 8b Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members) Cluster 5: Medical and Dental staff, Consultants Cluster 6: Medical and Dental staff, Non-consultant career grade Cluster 7: Medical and Dental staff, Medical and dental trainee grades								
Pay Band	31st March 2022			31st March 2023			31st March 2024		
	Disabled	Non-Disabled	Disability Unknown/ NULL	Disabled	Non-Disabled	Disability Unknown/ NULL	Disabled	Non-Disabled	Disability Unknown/ NULL
<b>1a) Non Clinical Workforce</b>									
Cluster 1 (Bands 1-4)	68 (5%)	1259	149 (10%)	70 (5%)	1274	151 (10%)	80 (5%)	1323	160 (10%)
Cluster 2 (Bands 5-7)	21 (5%)	402	27 (6%)	26 (6%)	415	24 (5%)	40 (8%)	438	24 (5%)
Cluster 3 (Bands 8a-8b)	2 (2%)	87	3 (3%)	5 (5%)	95	2 (2%)	7 (7%)	98	3 (3%)
Cluster 4 (Bands 8c - 9 & VSM)	1 (2%)	40	2 (5%)	1 (2%)	40	2 (5%)	1 (2%)	39	3 (7%)
<b>1b) Clinical Workforce of which Non-Medical</b>									
Cluster 1 (Bands 1-4 and other)	38 (4%)	955	79 (7%)	46 (4%)	1025	114 (10%)	62 (5%)	1107	112 (9%)
Cluster 2 (Bands 5-7)	84 (4%)	2080	158 (7%)	90 (4%)	2098	142 (6%)	128 (5%)	2306	162 (6%)
Cluster 3 (Bands 8a-8b)	6 (3%)	188	17 (8%)	6 (3%)	189	13 (6%)	9 (4%)	192	13 (6%)
Cluster 4 (Bands 8c - 9 & VSM)	1 (5%)	19	2 (9%)	2 (8%)	21	1 (4%)	2 (7%)	24	1 (4%)
Cluster 5 (M&D Staff: Consultants)	6 (2%)	313	31 (9%)	6 (2%)	327	27 (8%)	9 (2%)	343	25 (7%)
Cluster 6 (M&D Non Consultant Career Grade)	1 (1%)	88	6 (6%)	1 (1%)	111	7 (6%)	2 (2%)	110	9 (8%)
Cluster 7 (M&D: Trainee Grades)	8 (3%)	296	19 (6%)	12 (4%)	307	22 (7%)	11 (3%)	313	5 (2%)
<b>TOTAL</b>	<b>236 (4%)</b>	<b>5727</b>	<b>493 (8%)</b>	<b>265 (4%)</b>	<b>5902</b>	<b>505 (8%)</b>	<b>351 (5%)</b>	<b>6293</b>	<b>517 (7%)</b>

Table 2: BTHFT staffing figures over a 3-year period

Year	Number of Staff in overall workforce	Number of Staff in overall workforce who have declared whether they have a disability or not	Number of disabled Staff in overall workforce	Percentage of disabled Staff in overall workforce
March 2022	6456	5963	236	3.7%
March 2023	6672	6167	265	4%
<b>March 2024</b>	<b>7161 </b>	<b>6644 </b>	<b>351 </b>	<b>4.9% </b>

See Appendix 1 (at the end) for key showing the meaning of the arrows in the data tables

Table 3

Metric 2	Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.						
	Number of shortlisted applicants		Number appointed from shortlisting		Likelihood of appointment from shortlisting		The relative likelihood of non-disabled staff being appointed compared to disabled staff
	Disabled	Non-Disabled	Disabled	Non-Disabled	Disabled	Non-Disabled	
March 2022	344	6463	73	1723	21% ↓	27% ↓	*1.26 ↑
March 2023	275	4729	68	1386	25% ↑	29% ↑	1.19 ↓
March 2024	558	7593	61	1177	10.9% ↓	15.5% ↓	1.42 ↑

\*Nb A figure above 1:00 indicates that non-disabled staff are more likely than disabled staff to be appointed from shortlisting (1:00 = equal chances)

Table 4

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. Note: i) This metric will be based on data from a two-year rolling average of the current year and the previous year ii) This metric applies to capability on the grounds of performance and not ill health or disciplinary. This is different from Indicator 3 of the WRES, which measures entry into the disciplinary process.
Data for <b>metric 3</b> has not been published as there are 10 or fewer cases (in line with guidance from the national WDES team).	

Table 5

Metric 4	National NHS Staff Survey Metrics For each of the following four Staff Survey Metrics, compare the responses for both Disabled and non-disabled staff.					
	<b>Metric 4a</b> Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: patients, Service users or their relatives		<b>Metric 4b</b> Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from their manager		<b>Metric 4c</b> Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from colleagues	
	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
March 2022 (2021 survey)	34.9% ↓	27.6% ↓	17.7% ↓	11.3% ↓	24.3% ↓	16.6% ↓
March 2023 (2022 survey)	34.8% ↓	27.0% ↓	19.4% ↑	10.7% ↓	27.3% ↑	17.6% ↑
March 2024 (2023 Survey)	25.8% ↓	24.3% ↓	14.2% ↓	6.8% ↓	25.9% ↓	15% ↓

Table 6







<b>Metric 4d</b>	<b>National NHS Staff Survey Metrics</b> For each of the following four Staff Survey Metrics, compare the responses for both disabled and non-disabled staff.	
	<b>Metric 4d</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.	
	<b>Disabled</b>	<b>Non-disabled</b>
March 2022 (2021 survey)	51.0% 	47.7% 
March 2023 (2022 survey)	53.2% 	42.3% 
<b>March 2024 (2023 survey)</b>	<b>53.1%</b> 	<b>51.6%</b> 

Table 7




























<b>Metrics 5-7</b>	<b>National NHS Staff Survey Metrics</b> For each of the following four Staff Survey Metrics, compare the responses for both disabled and non-disabled staff.					
	<b>Metric 5</b> Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion		<b>Metric 6</b> 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		<b>Metric 7</b> Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	
	<b>Disabled</b>	<b>Non-disabled</b>	<b>Disabled</b>	<b>Non-disabled</b>	<b>Disabled</b>	<b>Non-disabled</b>
March 2022 (2021 survey)	55.9% 	59.2% 	34.3% 	25.0% 	27.9% 	43.3% 
March 2023 (2022 survey)	55.4% 	62.1% 	29.8% 	23.4% 	33.3% 	46.8% 
<b>March 2024 (2023 survey)</b>	<b>55.2%</b> 	<b>62.2%</b> 	<b>29.2%</b> 	<b>17.9%</b> 	<b>36%</b> 	<b>50.2%</b> 

Table 8

<b>Metric 8 (Q26b)</b>	<b>National NHS Staff Survey Metrics</b> Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
<b>March 2022 (2021 survey)</b>	69.8% 
<b>March 2023 (2022 survey)</b>	<b>74.2%</b> 
<b>March 2024 (2023 survey)</b>	<b>76%</b> 

<b>Metric 9</b>	<b>NHS Staff Survey and the engagement of Disabled staff</b> 9a) compare the staff engagement scores for Disabled and non-disabled staff 9b) add evidence to the Trust's WDES Annual Report
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**Table 9**

<b>Metric 9a</b> (Q's: 2a-2c, 4a, 4b, 4d, 21a, 21c, 21d)	<b>National NHS Staff Survey Metrics</b> The staff engagement score for Disabled staff, compared to non-disabled staff	
	<b>Disabled</b>	<b>Non-disabled</b>
<b>March 2022</b> (2021 survey)	6.3 	6.9 
<b>March 2023</b> (2022 survey)	6.4 	7.1 
<b>March 2024</b> (2023 survey)	6.6 	7.2 

**Table 10**

<b>Metric 9b</b>	<b>a) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes/No)</b>
	Yes
	<b>b) Please provide at least one practical example of current action being taken in the relevant section of your WDES annual report</b>
Example	<p>We continue to raise the profile of disability equality by showcasing our innovative WDES innovation fund video, booklet and travelling photograph exhibition (locally, regionally and nationally) and participating in the Act as One "Connected on Ability" festival as part of Disability History Month at the end of 2023. We are already seeing a positive impact in terms of Enable membership and active involvement in network activity, we have held reasonable adjustment drop-in sessions on the main concourse at BRI and have included a case study discussion around reasonable adjustments in the EDI training for line managers.</p>

**Table 11**

<b>Metric 10</b>	<b>Board representation metric</b> <i>For this Metric, compare the difference for Disabled and non-disabled staff.</i>  <b>Percentage difference between the organisations' Board membership and its overall workforce disaggregated:</b> <ul style="list-style-type: none"> <li>By voting membership of the Board</li> <li>By executive membership of the Board</li> </ul>					
	<b>Voting membership of the Board</b>			<b>Executive membership of the Board</b>		
	<b>Disabled</b>	<b>Non-disabled</b>	<b>Not declared</b>	<b>Disabled</b>	<b>Non-disabled</b>	<b>Not declared</b>
<b>March 2022</b>	13.3% 	73.3% 	13.3%	0% 	88.9% 	11.1% 
<b>March 2023</b>	14.3% 	71.4% 	14.3% 	0% 	88.9% 	11.1% 
<b>March 2024</b>	7.1% 	64.3% 	28.6% 	0% 	83.3% 	16.7% 

## Summary of WDES data findings

Areas where we have seen Improvement: Although some of these area's still require action, there have also been some definite improvements in our data this year:

- Increase in overall representation of disabled staff to 4.9% with:
  - 2% increase for non-clinical bands 5-7 (now 8%)
  - 2% increase for non-clinical bands 8a-8b (now 7%)
  - 1% increase for each clinical cluster from bands 1 through to 8b
  - 1% decrease for bands 8c+/VSM, but still higher than the overall Trust figure at 7%
- Improvements for all staff, with reductions in experience of harassment & bullying from both patients/ public (down 9% to 25.8%), line manager (down 5.2% to 14.2%), and colleagues (down 1.4% to 25.9%), but a slight reduction in the number of disabled staff saying they reported it.
- Improvements on other staff survey metrics: feeling valued (up 2.7% to 36%), provision of reasonable adjustments (up 1.8% to 76%) and overall engagement score (rise from 6.4 to 6.6)

Areas for further action and focus in 2024/2025: Despite some significant positives in this years' data, there is room for improvement on one or two key areas for the WDES which we propose to focus on this year:






- Improving disability declaration rates (confidence to declare, ensuring engagement with disabled staff remains a priority)
- Fair and inclusive approaches to recruitment & selection, including innovative positive action approaches.
- Improving the provision of reasonable adjustments (support for managers and staff in developing open and compassionate relationships)
- Improve staff experience in relation to harassment & bullying, and confidence to report it (development of the workplace civility work)

We know we are on a journey in raising the profile of disability equality across the Trust. We want to ensure our recruitment & selection processes are inclusive and our staff and managers feel supported in understanding the needs of disabled colleagues and the need to consider reasonable adjustments to ensure colleagues can achieve their potential and feel equally valued in the workplace.

We will continue to develop and roll out the ongoing work around civility in the workplace, along with our wider efforts in raising the profile of equality, diversity & inclusion in the Trust to improve the experience for all our diverse staff.

**Appendix 1:**

**Key for symbols used in the data tables:**

	<i>A higher % or score is better and this has shown an increase this year</i>		<i>A lower % or score is better and this has shown an increase</i>
	<i>A lower % or score is better and this has shown a decrease this year</i>		<i>The score has stayed the same from the previous year</i>
	<i>A higher % or score is better and this has shown a decrease this year</i>		

## Appendix 2

### Workforce Disability Equality Standard (WDES): The 10 Metrics

<b>Metric 1</b>	Percentage of disabled staff in each of the Agenda for Change bands 1-9, medical & dental subgroups and very senior managers (VSM), including executive board members compared with the percentage of staff in the overall workforce.
<b>Metric 2</b>	Relative likelihood of disabled staff being appointed from shortlisting across all posts.
<b>Metric 3</b>	Relative likelihood of disabled staff entering the formal capability procedure (performance and not-ill health). allowing
<b>National Staff Survey Responses (Metrics 4-9 only)</b>	
<b>Metric 4a</b>	<p>Q13a: Percentage of disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public.</p> <p>Q13b: Percentage of disabled staff experiencing harassment, bullying or abuse from their manager.</p> <p>Q13c: Percentage of disabled staff experiencing harassment, bullying or abuse from colleagues.</p>
<b>Metric 4b</b>	<p>(Q13a)</p> <p>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.</p>
<b>Metric 5</b>	Q14: Percentage of disabled staff who believe the Trust provides equal opportunities for career progression or promotion.
<b>Metric 6</b>	Q11e: Percentage of disabled staff who say they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
<b>Metric 7</b>	Q5f: Percentage of disabled staff saying they are satisfied with the extent to which their organisation values their work.
<b>Metric 8</b>	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
<b>Metric 9</b>	Comparison of the engagement scores for disabled and non-disabled staff.
<b>Metric 10</b>	Comparison of disabled and non-disabled members of the board (voting membership/ executive membership) against the overall workforce.