

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2023

First Community Health and Care

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1 Introduction

Welcome to the Workforce Disability Equality Standard (WDES) metrics report for First Community Health and Care, completed in August 2023. This report presents a comprehensive analysis of the organisation's disability equality data, utilising data captured on March 31, 2023, from ESR and data from the national staff survey. The report evaluates various aspects of workforce inclusivity and engagement, shedding light on the progress made in comparison to the previous year's data.

Please note:

This report includes data for our bank staff. As we are a smaller organisation, I have included bank staff in this report so that we have a larger dataset to draw conclusions from.

There is also a discrepancy in the number of staff between this report (WDES) and our Workforce Race Equality Standard (WRES) report. This is because data captured through ESR is subject to updates from the NHS Jobs website so can vary depending on the time of data collection.

2 Executive summary

The Workforce Disability Equality Standard (WDES) metrics report for First Community Health and Care presents a comprehensive assessment of the organisation's journey towards achieving disability equality in the workplace. Based on data collected as of March 31, 2023, this report highlights both noteworthy strides and areas necessitating further attention to cultivate an all-inclusive work environment.

Key Findings

Staff Distribution by Pay Bands:

While there has been positive progress in advancing disclosure in higher pay bands, such as Cluster 4, where status unknown has decreased in both clinical and non-clinical staff to 0% to 14.3%, there is still work to do to increase disclosure rates. For instance, significantly more staff disclose a disability on the staff survey when compared to ESR data. A comprehensive strategy is crucial to bridging these gaps and ensuring equitable opportunities across all pay bands.

Recruitment and Shortlisting:

The marginal decrease in the relative likelihood of disabled staff being appointed from shortlisting (-0.06 to 0.94) shows a small change. However, a figure below 1.00 indicates that staff with disabilities are more likely than staff without a declared disability to be appointed from shortlisting.

Formal Capability Process:

Although this figure currently sits at zero, there are instances of staff disclosing disabilities after the process. This indicates there is work to increase staff disclosure rates across the organisation.

Harassment, Bullying, and Abuse:

Encouraging reductions in incidents of harassment, bullying, or abuse have been noted. For instance, the percentage of staff experiencing harassment from patients dropped from 25.8% to 24.7%. However, if you compare this to staff without a long-term condition or illness, the gap remains larger in this instance. There are also persistent gaps in experience across all metrics, such as the difference between staff with disabilities and non-disabled staff experiencing harassment from managers (-14.6% difference). This highlights the need for ongoing efforts to foster a safe and respectful workplace.

Equal Opportunities and Career Progression:

The increase in staff with disabilities believing the organisation provides equal opportunities for career progression (52.6% to 65.3%) signals an improvement. There remains a -7.5% gap between staff with disabilities (65.3%) and non-disabled staff (72.8%) suggesting targeted initiatives are necessary to ensure equal perceptions of advancement prospects.

Pressure from Managers to Work:

An increase in staff with disabilities feeling pressure from managers to work despite being unwell (18% to 23.3%) indicates room for improvement, particularly since this has widened the gap between staff without a long-term condition or illness. Addressing this issue demands fostering understanding between managers and disabled staff regarding their well-being and links up to our EDS22 Domain 2 report.

Organisational Value and Satisfaction:

Although satisfaction with the extent of organisational appreciation for their work has increased slightly (by 3.3%), the -7.9% gap compared to staff without a disability necessitates strategies to enhance inclusivity and recognition.

Adjustments for Work:

82.4% of staff with a long-term condition or illness have said the organisation has made adequate adjustment(s) to enable them to carry out their work indicates positive work in this area. Data from the staff survey in 2019 shows an 0.6% increase in this metric. However, the data was not available for comparison to the previous year so this is something to continually monitor as a requirement under the Equality Act.

Staff Engagement:

While staff engagement scores remained steady (7.2), a slight decrease from the previous year (-0.5) suggests potential areas for engagement enhancement and ensuring all employees feel valued and heard.

Board Membership Representation:

Consistency in disabled board members (10%) and incremental changes in the workforce (4.82% to 4.56%) emphasise the need for sustained efforts to ensure proportional representation, especially at decision-making levels.

3 WDES progress

This is the first year First Community Health and Care have completed the WDES for some time. It is not a statutory requirement for the organisation. However, this analysis and report have been compiled to ensure that the EDI work is informed by all the data available, helping to support and steer our EDI agenda.

Despite this, if you compare WDES staff survey results from this year to five years ago, there have been positive and significant improvements across all metrics, except from Metric 5. Metric 5 (the percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion), has increased across five years for staff without a disability but decreased for staff with a disability.

4 Conclusion and next steps

The First Community Health and Care Workforce Disability Equality Standard (WDES) metrics report exemplifies commendable strides towards inclusivity, particularly over the last five years. The data-driven assessment highlights successes, while also identifying areas where targeted interventions are imperative. These findings underline the organisation's commitment to ongoing improvement and the creation of a workplace where all employees, regardless of disability status, thrive and contribute meaningfully.

First Community Health and Care must work together to ensure that the workplace is a safe space of disclosure for staff and that while at work staff feel supported and valued by their manager and colleagues. It should strive to increase the percentage of staff with disabilities who believe the organisation provides equal opportunities for career progression and promotion, to improve the experiences of our staff with long term conditions or illnesses.

Appendix 1 WDES metrics report

Detailed below is the organisation's WDES data which was completed in August 2023 as a snapshot of the data on 31st March

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.

(Data source: ESR).

1a. Non-clinical workforce

	Disabled staff in 2022	Disabled staff in 2023	Disabled staff in 2022/2023	Non-disabled staff in 2022	Non-disabled staff in 2023	Non-disabled staff in 2022/2023	Unknown/null staff in 2022	Unknown/null staff in 2023	Unknown/null staff in 2022/2023	Total staff in 2022	Total staff in 2023
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	4%	2.8%	-1.2	94.7%	90.3%	-4.4	1.3%	6.9%	+5.6	75	72
Cluster 2 (Band 5 - 7)	0%	3.4%	+3.4	87%	89.7%	+2.7	13%	6.9%	-6.1	23	29
Cluster 3 (Bands 8a - 8b)	4.5%	7.7%	-3.2	86.4%	88.5%	-2.1	9.1%	3.8%	-5.3	22	26
Cluster 4 (Bands 8c – 9 & VSM)	14.3%	14.3%	0	71.4%	85.7%	+14.3	14.3%	0%	-14.3	7	7

1b. Clinical workforce

	Disabled staff in 2022	Disabled staff in 2023	Disabled staff in 2022/2023	Non-disabled staff in 2022	Non-disabled staff in 2023	Non-disabled staff in 2022/2023	Unknown/null staff in 2022	Unknown/null staff in 2023	Unknown/null staff in 2022/2023	Total staff in 2022	Total staff in 2023
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	5%	2.9%	-2.1	89.1%	90.3%	-1.2	5.9%	6.8%	+0.9	101	103
Cluster 2 (Band 5 - 7)	5.5%	5.5%	0	87.3%	87.8%	+0.5	7.3%	6.7%	-0.6	275	254
Cluster 3 (Bands 8a - 8b)	3.3%	3.7%	+0.4	83.3%	85.2%	+1.9	13.3%	11.1%	-2.2	30	27
Cluster 4 (Bands 8c – 9 & VSM)	0%	0%	0	66.7%	100%	+33.3	33.3%	0%	-33.3	6	6

Metric 2 – Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts

(Data source: First Community's ESR data)

	Relative likelihood in 2022	Relative likelihood in 2023	Relative likelihood difference (+-)
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	0.88	0.94	-0.06

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.

(Data source: First Community's HR data)

	Relative likelihood in 2021/22	Relative likelihood in 2022/23	Relative likelihood difference (+-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	0	0	0

Metric 4 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.

(Data source: Question 13, NHS Staff Survey)

	Disabled staff responses to 2021 NHS Staff Survey	Non-disabled staff responses to 2021 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2021	Disabled staff responses to 2022 NHS Staff Survey	Non-disabled staff responses to 2022 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2022
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
4a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	25.8%	17.4%	-8.4	24.7%	14.1%	-10.6
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	13.5%	5.2%	-8.3	19.2%	4.6%	-14.6
4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	21.3%	11.9%	-9.4	15.1%	7.3%	-7.8
4d) 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	54.8%	51.5%	3.3	65.6%	47.2%	+18.4

Metrics 5 – 8

(Data source: Questions 14, 11, 5, 28b, NHS Staff Survey)

	Disabled staff responses to 2021 NHS Staff Survey	Non-disabled staff responses to 2021 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2021	Disabled staff responses to 2022 NHS Staff Survey	Non-disabled staff responses to 2022 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2022
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	52.6%	66.1%	-13.5	65.3%	72.8%	-7.5
Metric 6 - 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.	18%	21.6%	+3.6	23.3%	16.5%	-6.8
Metric 7 - Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	49.5%	60.9%	-11.4	52.8%	60.7%	-7.9
Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	N/A	N/A	N/A	82.4%	N/A	N/A

Metric 9 – Disabled staff engagement

(Data source: NHS Staff Survey)

	Disabled staff engagement score for 2021 NHS Staff Survey	Non-disabled staff engagement score for 2021 NHS Staff Survey	Difference (+/-) between disabled staff and non-disabled staff engagement scores 2021	Disabled staff engagement score for 2022 NHS Staff Survey	Non-disabled staff engagement score for 2022 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2022
a) The staff engagement score for Disabled staff, compared to non-disabled staff.	7.1	7.5	0.4	7.2	7.7	-0.5
<p>b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)</p> <p>Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.</p> <p>Example 1:</p> <p>Example 2:</p> <p>Example 3:</p>						

Metric 10 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce

(Data source: NHS ESR and/or First Community’s local data)

	Disabled Board members in 2022	Non-disabled Board members in 2022	Board members with disability status unknown in 2022	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce	Disabled Board members in 2023	Non-disabled Board members in 2023	Board members with disability status unknown in 2023	% points difference (+/-) Between Disabled and non-disabled Board members in 2023
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)		
Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.	Exec = 1 Non-exec = 0 Voting = 1 Non-voting = 0	Exec = 6 Non-exec = 4 Voting = 4 Non-voting = 2	Exec = 2 Non-exec = 1 Voting = 3 Non-voting = 0	Total Board = 10% Overall workforce = 4.82% Difference = 5.18%	Exec = 1 Non-exec = 0 Voting = 0 Non-voting = 0	Exec = 4 Non-exec = 5 Voting = 7 Non-voting = 2	Exec = 0 Non-exec = 0 Voting = 0 Non-voting = 0	Total Board = 10% Overall workforce = 4.56% Difference = 5.44%

APPENDIX 1 - WDES action plan 2023/24

Metric	Objective	Action/s	Timescales	Lead/s	Why
1 & 5	Increase in staff with disabilities across the organisation	People management training in relation to conducting a fair interview, including training on EDI awareness. Consider the use of 'recruitment partners' or similar	Dec 2023	EDI Lead, People Team	To ensure our recruitment processes are fair and consistent
1 & 5	Increase in staff with disabilities across the organisation	Review the way applicants apply to make it easier, including allowing the submission of CVs	Dec 2023	EDI Lead, People Team	To ensure our recruitment processes are fair and consistent
8	All staff who wish to have access to reasonable adjustments in a timely manner to complete their work	Strengthen the governance framework of reasonable adjustments. Create a reasonable adjustments support pack/guidance for line managers, with a clear guide and examples	Nov 2023	EDI Lead, People Team	To ensure all staff have access to reasonable adjustments as required under the Equality Act
4	Staff who are Neurodivergent have a safe space to speak out and influence the organisation in a positive manner	Establish the framework, aims and direction of the Neurodiversity Group	Oct 23	EDI Lead, People Team	To ensure we are offering safe spaces to staff who are neurodivergent
1	All staff have disclosed their disability status on ESR	Work with EDIG and Comms team to increase disability disclosure	Snapshot to be taken Jan 24	EDI Lead, People Team, EDIG, Comms	To ensure we are working with the best data possible
4	All staff feel they have a person who they can raise their Freedom to Speak Up concerns to if needed	Create a disability champion in the FTSU space	Jan 24	EDI Lead, FTSU	People may wish to speak to someone who they know has lived experience in order to share theirs
4	First Community can show they have made a committed to becoming Disability Confident with a recognised scheme	Consider applying for the Disability confident scheme	Feb/March 24	EDI Lead, People Team, EGIG	To demonstrate clearly our commitment to making our workplace inclusive for all
Note: Explain how Disabled staff have been involved in developing and delivering the actions.					

