

Item 5.4e

Executive Briefing Paper

Subject: 2019 Workforce Disability Equality Standards (WDES)
Date of meeting: 2nd October 2019
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1. Executive Summary

This paper is intended to provide a summary of the Workforce Disability Equality Standard (WDES) results and the actions identified to close the gaps and improve experiences of our disabled workforce.

2. Workforce Disability Equality Standard (WRES) / Staff Survey Results

The Workforce Disability Equality Standard is mandated by the NHS Standard Contract and applies to all NHS Trusts and Foundation Trusts from April 2019. The Trust submitted its WDES raw data in line with the deadline date of 1st August 2019.

The WDES is important, because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety and the implementation of the WDES will enable NHS Trusts to better understand the experiences of their disabled staff and support positive change for existing employees and enable a more inclusive environment for disabled people. It will also allow us to identify good practice and compare performance regionally and by type of trust.

3. Workforce Composition

Liverpool Heart and Chest Hospital currently employs approximately 1646 staff on a permanent or fixed term basis and 46 people (2.79%) have reported as having a disability, a full breakdown is provided in reporting template attached.

Appendix 1

4. Comparison Data

This is the first submission of WDES so there is no comparison data. The first WDES National Annual Data Report published will be published in winter.

5. Summary of 2019 WRES Results/Findings

The key findings are as follows:-

- There are gaps in the data with 22.7% of staff identifying as 'unknown' in ESR
- Disabled staff are more likely to report experiencing harassment, bullying and abuse from patients, managers and colleagues
- Disabled staff report lower than non-disabled staff in believing that the Trust provides equal opportunities for career progression or promotion.

- 3.7% more disabled staff said that they felt pressure from their Manager to come to work, despite not feeling well enough.
- Disabled staff are less satisfied with the extend the organisation values their work
- 75% of disabled staff say that the Trust has made adequate adjustments to enable them to carry out their work

6. WRES Action Plan – Future Focus

The Trust took a pro-active approach in preparation of WDES and held a Disability Engagement Session on 14th May 2018 to seek staff feedback and to help inform initial action planning, however, based on the WDES data, there is much more the Trust can be doing to do to close the gaps and improve experiences.

A summary of key developments and actions have been identified as below:-

- Undertake a self-assessment of the Disability Confident Framework and identify relevant actions.
- Hold a listening event (BIG conversation) to help inform meaningful action planning
- Undertake a data cleanse and improve reporting / self-reporting
- Promote and develop targeted training, for example Deaf Awareness
- Explore the need to have dyslexia champions to help raise awareness and be conduits for positive change
- Develop a support network for disabled staff, learning from the success of the Carers Network Support Group
- Review and refresh the training offering to ensure Managers are confident in managing staff with disabilities and long term health conditions
- Review the Inclusive Recruitment Resource published by NHS Employers on 18th September and implement the toolkit.
- Explore and and tap into external and regional support networks

7. Conclusion

The equality agenda needs to be made as a priority in 2019-20 in order to improve experiences of our disabled workforce and implementation of any WDES related actions need to be focused upon continuous improvement over time. In order to improve experiences, the Trust needs to involve disabled staff in decision making and seek their views of any actions which directly affect them.

The updated E&I action plan is attached in Appendix 2. The action plan sets out specific actions that align to the Equality Delivery System (EDS2), Staff Survey Results, WRES and WDES data and the requirements of the Equality Act (2010) including the Public Sector Equality Duty (PSED).

Appendix 2

8. Recommendation

The Executive Team is asked to re view the WDES results reporting template and note the actions being taken to address and close the gaps.

9. Appendices

Appendix 1	WDES Reporting Template 2019
Appendix 2	E&I Action Plan