

Workforce Disability Equality Standard

Name of organisation Calderdale and Huddersfield NHS Foundation Trust	Date of report: July 2021
Name and title of Board lead for the Workforce Disability Equality Standard Suzanne Dunkley, Executive Director of Workforce and OD	
Name and contact details of lead manager compiling this report Nicola Hosty, Assistant Director of Human Resources	
Names of commissioners this report has been sent to Director of Commissioning, Kirklees CCG, Chief Officer, Calderdale CCG	
Name and contact details of co-ordinating commissioner this report has been sent to Director of Commissioning, Kirklees CCG	
Unique URL link on which this report will be found (to be added after submission) http://www.cht.nhs.uk/about-us/equality-and-diversity-at-chft/	
Date of Board meeting at which organisation's WDES Annual report will be ratified. 30 September 2021	

Report on the WDES indicators

1. Background narrative

Any issues of completeness of data

None identified

Any matters relating to reliability of comparisons with previous years

None identified

2. Total numbers of staff

Employed within this organisation at the date of the report

6428 (as at 31 March 2021 – includes Calderdale and Huddersfield Solutions Ltd. staff)

Proportion of colleagues declaring they have a disability employed within this organisation at the date of the report

271 / 4.22%

3. Survey

Does your organisation participate in any programmes or initiatives that are focused on disability equality and inclusion?

Yes: Project SEARCH / Disability Confident Scheme / NHS Learning Disability Employment Programme (LDEP) pledge / Colleague Disability Action Group

Do your staff have access to the ESR self-service portal?

Yes

Since you published your WDES 2020/21 Action Plan, have any steps been taken within your organisation to improve the declaration rate for disability status?

Yes : Promotion of ESR self-service to encourage staff to update details / Internal communications (e.g. staff email, intranet page) / Internal events

What level of Disability Confident accreditation does your organisation currently hold?

Level 1 – Committed

Does your organisation use the Guaranteed Interview Scheme?

Yes: Disabled people on interview panels / Disabled people advising review of recruitment processes / Review of recruitment policy and procedures

Please provide any examples of interventions that have impacted positively on the recruitment of Disabled staff.

Colleague Disability Action Group / Members of this Group being Inclusive Recruitment Representatives

Has your organisation compared any of the following other datasets you hold to the WDES Harassment, Bullying or Abuse metric?

None

What actions (if any) have been taken since your 2020/21 WDES Action Plan was published to reduce harassment, bullying or abuse in relation to Disabled staff.

Champions/ ambassadors / Peer support scheme / Training events

Does your organisation provide any targeted career development opportunities for Disabled staff?

Not at present but planned in the next 12 months (assistance with cv writing, application form, interview skills)

Does your 2020/21 WDES Action Plan set out any targeted actions to reduce presenteeism i.e. feeling pressured to come to work when not feeling well?

Not at present but planned in the next 12 months (Colleague Disability Action Group working with HR to review the policies)

Does your 2020/21 WDES Action Plan set out any targeted actions to increase the workplace satisfaction of Disabled staff?

Yes : Disability networks/groups / Health and wellbeing days / Line manager disability awareness training

Does your organisation have a reasonable adjustments policy?

Yes

Are costs for reasonable adjustments met through centralised or local budgets?

Local budgets

Has the Trust undertaken any actions in the last 12 months to improve the reasonable adjustments process?

Not at present but planned in the next 12 months (Reasonable adjustment policy revision / Sharing best practice examples through induction/intranet/training

Please list any actions contained in your 2020/21 WDES Action Plan that have not been completed.

None

Has the Board reviewed the 2020/21 WDES Action Plan in the last 6 months?

Yes as part of our regular Workforce Committee meetings.

4. Workforce data

a. What period does the organisation’s workforce data refer to?

1 April 2020 - 31 March 2021

5. Workforce Disability Equality Indicators

	Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
1	Percentage of staff in each of the AfC Bands 1-9, medical and dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. This metric is a snapshot as at 31 March 2019.	Please see data tables	n/a	<p>Overall 4.22% of the Trust workforce has declared they have a disability. A slight reduction on the 4.28% reported in the previous year.</p> <p>The report this year shows there has been an increase in the non-stated category. Doubling from 2% last year to 4.1% as at the 31 March 2021. Indicating an overall data quality reduction.</p> <p>Non-clinical Band 1,2,3,4,6,8a,8d, and VSM all have disability rates higher than the Trust average.</p> <p>Clinical Bands ‘Under Band 1’, 6, and 8b have disability rates higher than the Trust average.</p>	<p>We have developed a Colleague Disability Action Group in 2019 – members of the group will promote self-declaration</p> <p>We have developed a screensaver campaign.</p>

2	Relative likelihood of disabled colleagues compared to non disabled colleagues being appointed from shortlisting across all posts.	<p>Disabled = 0.45 Non-disabled = 0.47</p> <p>Relative likelihood of disabled candidates being appointed from shortlisting compared to non disabled colleagues = 1.03</p>	<p>Disabled = 0.17 Non-disabled = 0.24</p> <p>Relative likelihood of disabled candidates being appointed from shortlisting compared to non disabled colleagues = 1.24</p>	The likelihood of disabled and non-disabled staff being appointed from shortlisting during 2020-21 is very similar, this is an improvement from the previous year.	<p><u>Inclusive Recruitment Panellists</u> - colleagues from the Colleague Disability Action Group receive interview training, ask EDI questions and assess attitudes and behaviours for bands 6 roles and above.</p> <p>Unconscious Bias training – hosted on our leadership development platform</p> <p>‘Step in our Shoes’ series developed and education and awareness videos have been made available for all to view on the cupboard / intranet</p> <p>Values based recruitment questions applied prior to shortlisting</p>
3	Relative likelihood of staff entering the formal capability process, as measured by entry into a formal capability procedure. (non-sickness related only)	<p>Disabled = <0.01 Non-disabled = <0.01</p>	<p>Disabled = <0.01 Non-disabled = <0.01</p>	Numbers of staff entering the formal capability process for non-sickness related reasons are very low within the Trust – only 7 over the past rolling 24 month period, and 2 in the previous reporting period. As such the number of staff entering the formal capability process is a very small fraction compared to the workforce as a whole. However, based on current data disabled staff are more likely to enter the capability process than non-disabled staff.	One Culture of Care wrapped around colleagues entering the process

	<p>National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for Disabled and Non-Disabled colleagues.</p>				
4	<p>Percentage of staff experiencing harassment, bullying or abuse in the last 12 months from: (Q13a,b,c,d)</p> <p>Percentage of disabled colleagues compared to non-disabled colleagues saying the last time they experienced harassment, bullying, abuse at work they or a colleague reported it.</p>	<p><u>Patients and service users</u></p> <p>Disabled = 34.2% Non-Disabled = 28.6%</p> <p><u>Managers</u></p> <p>Disabled = 13.7% Non-Disabled = 9.7%</p> <p><u>Colleagues</u></p> <p>Disabled = 23.4% Non-Disabled = 16.6%</p> <p><u>Reported it in the last 12 months</u></p> <p>Disabled = 47.8% Non-Disabled = 42.7%</p>	<p><u>Patients and service users</u></p> <p>Disabled = 34.5% Non-Disabled = 29%</p> <p><u>Managers</u></p> <p>Disabled = 15.6% Non-Disabled = 10.8%</p> <p><u>Colleagues</u></p> <p>Disabled – 28.0% Non-Disabled – 16.9%</p> <p><u>Reported it in the last 12 months</u></p> <p>Disabled = 46.5% Non-Disabled = 48.3%</p>	<p>The percentage of staff experiencing harassment, bullying and abuse in the last year has decreased in all categories.</p> <p>However, disabled colleagues continue to be more likely to experience harassment, bullying or abuse than non-disabled colleagues.</p> <p>The percentage of disabled staff who experienced harassment/bullying/abuse at work and reported it has increased in 2020-21 and are more likely to report it than non-disabled staff. This is a reversal from the previous year.</p>	<p>Links to the Trust’s action plan – Inclusive Leadership essentials integrated within the Leadership Development framework</p>

5	Percentage of disabled colleagues believing the Trust provides equal opportunities for career progression or promotion (Q14)	Disabled = 84.2% Non-Disabled = 90.4%	Disabled = 83.4% Non-Disabled = 87.3%	Year on year there has been an increase in the number of disabled and non-disabled colleagues who believe the Trust provides equal opportunities for progression or promotion.	See actions in section 2 Grow the membership of the Colleague Disability Action Group
6	Percentage of disabled colleagues compared to non-disabled colleagues saying they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties. (Q11e)	Disabled = 35.0% Non-Disabled = 24.3%	Disabled = 34.4% Non-Disabled = 24.4%	Disabled colleagues feel more pressured to come to work despite not feeling well enough to perform duties, than non-disabled colleagues. This position has slightly worsened from the previous year.	See actions in section 2
7	Percentage of disabled colleagues compared to non-disabled colleagues saying they are satisfied with the extent to which their organisation values their work (Q5f)	Disabled = 36.5% Non-Disabled = 47.0%	Disabled = 36.0% Non-Disabled = 44.2%	This metric has increased for both disabled and non-disabled groups indicating that a higher proportion of colleagues are satisfied with the extent the organisation values their work. However, 10.5% less disabled staff believe this than non-disabled.	See actions in section 2,5
8	Percentage of disabled colleagues saying that their employer has made adequate adjustments to enable them to carry out their work (Q26b)	Disabled = 73.3%	Disabled = 68.2%	This metric has seen a positive increase of 5.1% compared to the previous reporting year.	See actions in section 1 The Colleague Disability Action Group will work with the Trust to support with Equality Impact Assessments.
9	The staff engagement score for disabled staff compared to non-disabled staff and the overall engagement score for the organisation Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard.	Disabled = 6.6 Non-Disabled = 7.0 Yes	Disabled = 6.5 Non-Disabled = 7.0 Yes	There has been a small increase in the engagement score for disabled staff during 2020-21. The non-disabled staff engagement score remains static.	See actions in section 5 The Trust has developed a Colleague Disability Action Group and has a strong chair and is supported by the directors.

	Board representation indicator				
10	Percentage difference between the organisations' Board voting membership and its overall workforce.	11%	2%	Due to an additional colleague within the board voting membership declaring a disability the difference in disability compared to the overall workforce has increased in the 2020-21 reporting year.	See actions in section 1 & 9

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WDES Technical Guidance for clarification on the precise means for implementing each indicator.

<p>6. Are there any other factors or data which should be taken into consideration in assessing progress?</p> <p>The Trust has established a Colleague Disability Action Group and a new chair has breathed new life into membership, engagement, and content of discussion. The Group has been critical in the delivery of the action plan and therefore the same approach will be adopted for the next annual action plan.</p> <p>7. Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.</p> <p>The Trust has developed an action plan for 2019/20 which was approved by the Workforce (Well-Led) Committee on Match 21 – Appendix 1b available at the following link:</p> <p>http://www.cht.nhs.uk/about-us/equality-and-diversity-at-chft/</p>
