

Workforce Disability Equality Standard (WDES) 2021 Report

Trust information

Name of organisation:

County Durham & Darlington NHS Trust

Date of report:

Month: September

Year: 2021

Name and title of the Board lead for the Workforce Disability Equality Standard:

Morven Smith Director of Workforce & OD

Name and contact details of the lead compiling this report:

Pat Winter

Workforce Experience Officer, pat.winter@nhs.net

Names of commissioners this report has been sent to:

Dr S Finlay, NHS County Durham CCG

This report has been signed off by on behalf of the board on

25th August 2021

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

Level 2 – Employer

Does your organisation use the Guaranteed Interview Scheme?

Yes

Does your organisation have a reasonable adjustments policy?

Not at present but planned in the next 12 months

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

Centralised budgets

Have you undertaken any actions in the last 12 months to improve the reasonable adjustments process?

Not at present but planned in the next 12 month (review of Disability Policy & Health Passport)

Background

Total number of staff employed within this organisation at the date of the report:

7342

Proportion of disabled staff employed within this organisation at the date of the report:

3%

The proportion of total staff who have self-reported their disability:

68.5%

Have any steps been taken in the last reporting period to improve the level of self-reporting by disability?

Yes

Are any steps planned during the current reporting period to improve the level of self-reporting by ethnicity?

Yes

Workforce Disability Equality Indicators

Metric 1

Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of disabled/non-disabled staff:

Pay Band	Non clinical		Clinical	
	% disabled	% non-disabled	% disabled	% non-disabled
Under Band 1	0.0%	0.0%	0.0%	0.0%
Band 1	0.03%	0.9%	0.0%	0.25%
Band 2	0.26%	5.16%	0.28%	7.75%
Band 3	0.28%	4.1%	0.18%	3.53%
Band 4	0.08%	1.35%	0.11%	2.15%
Band 5	0.05%	0.62%	0.78%	15.35%
Band 6	0.11%	0.55%	0.46%	10.13%
Band 7	0.03%	0.41%	0.33%	5.28%
Band 8a	0.04%	0.39%	0.05%	1.18%
Band 8b	0.01%	0.29%	0.0%	0.11%
Band 8c	0.0%	0.08%	0.0%	0.05%
Band 8d	0.01%	0.03%	0.0%	0.01%
Band 9	0.0%	0.0%	0.0%	0.0%
VSM	0.0%	0.2%	0.01%	0.07%
Other	0.0%	0.0%	0.04%	0.37%
Medical & Dental Staff, Consultants	0.0%	0.0%	0.01%	2.63%
Medical & Dental Staff, Non-Consultants career grade	0.0%	0.0%	0.01%	1.1%
Medical & Dental Staff, Medical and dental trainee grades	0.0%	0.0%	0.08%	1.15%
Total	0.9%	14.08%	2.34%	51.11%

Metric 2 to 3

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

Descriptor	Disabled	Non-disabled
Number of shortlisted applicants	220	3820
Number appointed from shortlisting	23	541
Ratio	1.35	

Relative likelihood of Disabled staff being compared to non-disabled staff entering formal capability process, as measured by entry into the formal capability procedure:

Descriptor	Disabled	Non-disabled
Number of staff in workforce	239	4787
Number of staff entering the formal capability process by entry into the formal capability procedure	0	1
Ratio	0.00	

Metric 4 to 9

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public (the lower the score the better)

Descriptor	Staff % 2019	Staff % 2020
Disabled staff results	38%	38%
Non-disabled staff results	32%	28%

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers (the lower the score the better)

Descriptor	Staff % 2019	Staff % 2020
Disabled staff results	17%	22%
Non-disabled staff results	9%	11%

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues (the lower the score the better)

Descriptor	Staff % 2019	Staff % 2020
Disabled staff results	32%	29%
Non-disabled staff results	12%	17%

Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion (the higher the score the better)

Descriptor	Staff % 2019	Staff % 2020
Disabled staff results	81%	82%
Non-disabled staff results	92%	90%

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 (the lower the score the better)

Descriptor	Staff % 2019	Staff % 2020
Disabled staff results	30%	31%
Non-disabled staff results	17%	24%

Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work (the higher the score the better)

Descriptor	Staff % 2019	Staff % 2020
Disabled staff results	36%	34%
Non-disabled staff results	48%	43%

Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work (the higher the score the better)

Descriptor	Staff % 2019	Staff % 2020
Disabled staff results	75%	75%

The staff engagement score for disabled staff, compared to the Non-disabled staff and the overall engagement score for the organisation (the higher the score the better)

Descriptor	Staff % 2019	Staff % 2020
Overall Trust engagement score	6.9	6.9
Disabled staff results	6.5	6.6
Non-disabled staff results	7.1	6.6

Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard (Yes) or (No) – If the Trust response is yes please provide at least one practical example of current action being taken in the relevant section of your WDES Annual report

Yes

Metrics 10

Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:

By voting membership of the Board

Descriptor	Disabled	Non-disabled	Disability Unknown	Total
Total Board Members	1	9	3	13
How many are voting members?	1	8	2	11
Number of Non-voting members	0	1	1	2

By executive membership of the Board

Descriptor	Disabled	Non-disabled	Disability Unknown	Total
How many are Exec Board Members?	0	5	2	7
Number of Non-Exec members	1	4	1	6

The data for this metric should be a snapshot as of 31st March 2021.