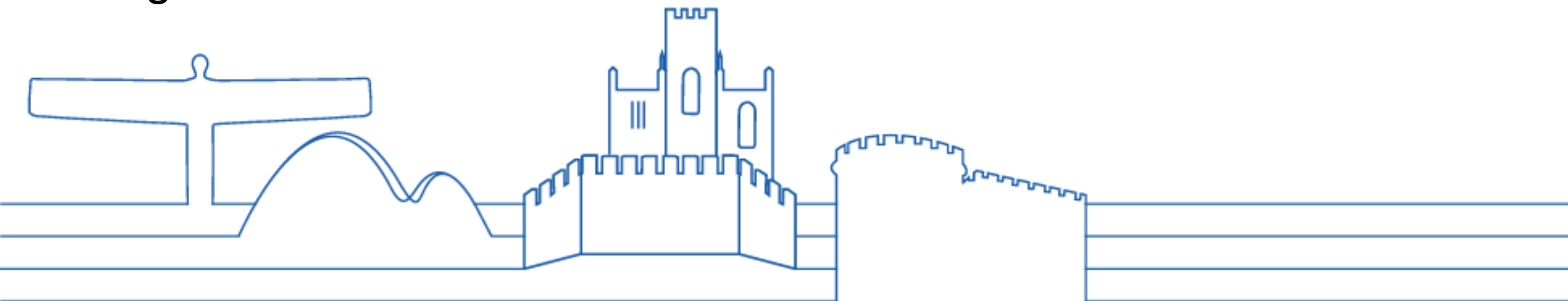




North East and
North Cumbria

Workforce Disability Equality Standard Report (WDES) 2023-24

North East and North Cumbria
Integrated Care Board



Introduction



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- The Workforce Disability Equality Standard (WDES) was introduced within the NHS in 2019 as a mandatory reporting tool for all NHS provider Trusts.
- The WDES comprises a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and not disabled staff. NHS organisations use the metrics data to develop and publish an action plan. Year on year comparison enables NHS organisations to demonstrate progress against the indicators of disability equality.
- There is a requirement for providers to report progress on their performance by publishing their performance and progress against the WDES and submitting this information to NHS England on an annual basis each year.
- ICBs are not mandated to publish WDES data, however we share this for accountability consistency, and transparency with our system partners and the public.

Introduction



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- This report provides information on NENC ICB's performance against each of the ten WDES indicators for 2023-24. The report also highlights our key achievements, the areas we need to do better in, and an overview of the 2023-2024 action plan. Comparisons have also been made with previous year's data.
- Whilst the WDES report is not required to be undertaken by ICBs for 2023-24, NENC ICB has prepared a WDES submission and reviewed trends and progress against the indicators in order to feed into our future strategic approach of working towards a more diverse, inclusive, fair and equitable workplace and practices.

WDES and ICB Requirements



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- **The work of the ICB is shaped by key statutory requirements and strategic & policy drivers including:**
 - The NHS Constitution
 - The Equality Act 2010 and the Public Sector Equality Duty
 - The NHS standard contract and associated documents
 - The Oversight Framework
 - NHS Long Term Plan and the NHS People Plan
 - NHS EDI Improvement plan - High Impact Actions
- These national drivers and strategies will support the ICB with local actions and interventions to better our performance against the standards and thrive as a more diverse and inclusive workforce.

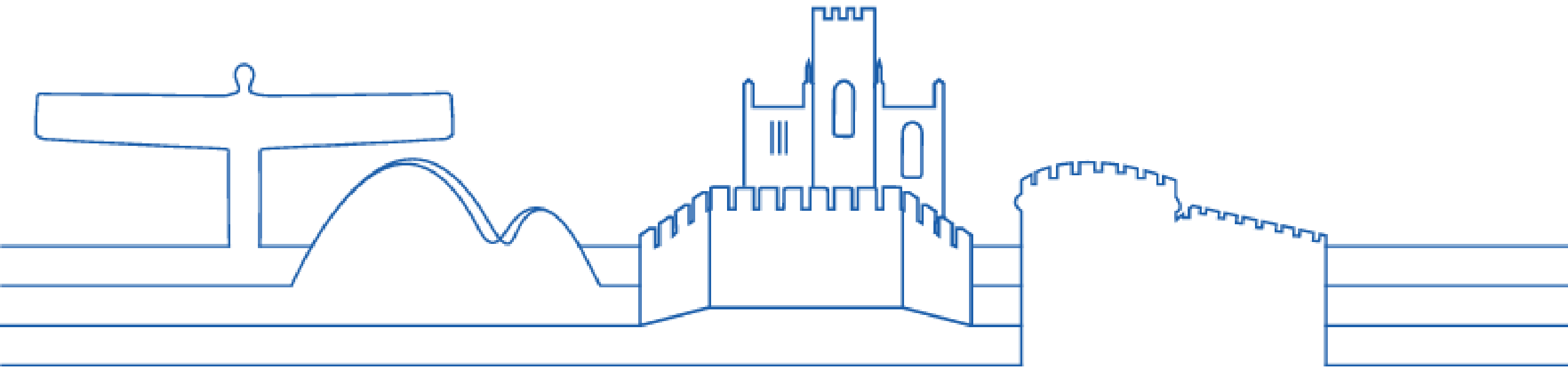
WDES Indicators



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Indicators	Workforce indicators For each of these four workforce indicators, compare the data for disabled and not disabled staff
1	Percentage of staff in each of the AfC Bands 1-9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce disaggregated by: Non-clinical staff, Clinical staff, of which - Non-medical staff - Medical and dental staff
2	Relative likelihood of staff being appointed from shortlisting across all posts.
3	Relative likelihood of staff entering the formal capability process, as measured by entry into a formal capability procedure
	National NHS Staff Survey indicators (or equivalent) For each of the staff survey indicators, compare the outcomes of the responses for disabled and not disabled staff
4	Percentage of staff experiencing harassment, bullying or abuse from patients/service users, relatives or the public in last 12 months.
	Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months.
	Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months.
	Percentage of staff saying that the last time they experienced harassment, bullying or abuse they or a colleague reported it
5	Percentage believing that trust provides equal opportunities for career progression or promotion.
6	Percentage of staff feeling pressure from their manager to come into work, despite not feeling well enough to perform their duties
7	Percentage of staff who feel their work is valued by their organisation
8	Percentage of staff who have had adequate reasonable adjustments carried out at work by their employer
9	Staff Engagement Score
	Board representation indicator For this indicator, compare the difference for disabled and not disabled staff
10	Percentage difference between the organisations' board membership and its overall workforce disaggregated: • By voting membership of the board • By executive membership of the board

NENC ICB's Performance Against the WDES Indicators



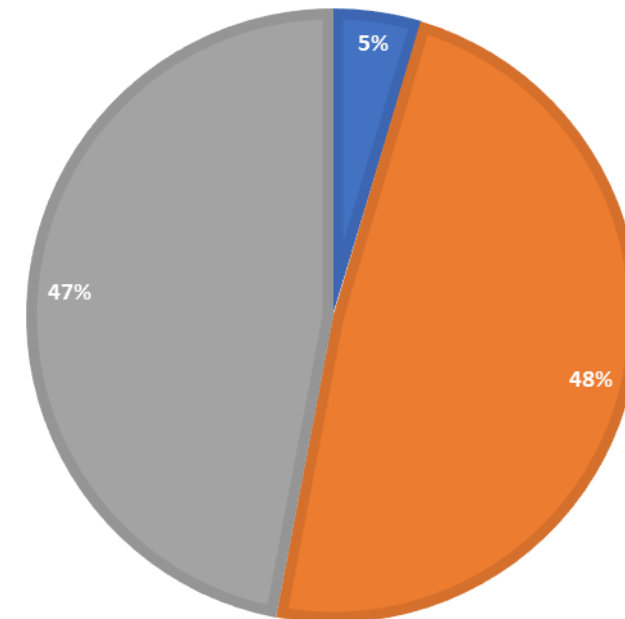
Overall Breakdown of Workforce Data

WDES Indicator 1-Percentage of staff in each of the AfC Bands 1-9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce

NENC ICB WORKFORCE DISABILITY SUMMARY

Number of Staff in the Workforce (%)			
	2022-23	2023-24	2023-24 performance compared with 2022-23
Disabled	3.3%	4.6%	+1.3% ↑
Non-Disabled	52.0%	48.4%	-3.6% ↓
Unknown	44.7%	47.0%	+2.3% ↑

■ Disabled ■ Non-Disabled ■ Unknown



Overall Breakdown of Workforce Data



North East and
North Cumbria

WDES Indicator 1-Percentage of staff in each of the AfC Bands 1-9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce

Number of Staff in the Workforce by Band (%)						
	2022-23			2023-24		
	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
Bands 1-4	4.0%	64.0%	32.0%	5.4%	62.5%	32.1%
Bands 5-7	3.4%	59.4%	37.2%	5.4%	58.5%	36.2%
Bands 8a-8b	3.0%	43.6%	53.4%	3.7%	44.7%	51.7%
Bands 8c-VSM	3.1%	35.7%	61.2%	4.3%	33.2%	62.5%

- There has been a +1.3% overall increase in the percentage of people declaring a disability since 2022-23.
- There has also been a +2.3% increase in the number of colleagues with an unknown disability status since 2022-23, which indicates a reduction in ESR completion rates, especially within senior bands 8c-VSM. Additionally, the percentage of disabled colleagues (4.6%) is lower than the disabled population in North East and North Cumbria (21.1%, 2021 Census).
- In terms of banding, there has been an increase in the number of disabled colleagues for all bands, since 2022-23. The biggest increase has been in Bands 5-7, where the percentage of disabled colleagues increased by 2.0%.
- We believe this increase is due to recent internal campaigns to encourage our people to declare their protected characteristics, including disability status

WDES Indicator 2: Compare the data for Disabled and Not Disabled staff: Relative likelihood of staff being appointed from shortlisting across all posts.

NENC ICB Recruitment Summary						
	2022-23			2023-24		
	Shortlisting	Appointment	Relative Likelihood of disabled staff being appointed compared to non-disabled staff	Shortlisting	Appointment	Relative Likelihood of disabled staff being appointed compared to non-disabled staff
Disabled	65	4	1.35	15	3	1.62
Not Disabled	603	50		260	84	
Undisclosed	18	0		16	6	

- Due to ongoing organisational restructure and financial controls, external recruitment has significantly reduced.
- This has meant that the opportunity to widen the diversity pool has reduced and there has been minimal appointment of any external recruits to roles.
- Due to this reduction in recruitment activities, the relative likelihood of appointment has worsened for disabled applicants.
- Disabled applicants are less likely to be appointed to a role as non-disabled applicants, with a relative likelihood of 1.62 in 2023-24, an increase from 1.35 in 2022-23.

Formal Capability Processes

WDES Indicator 3: The Relative likelihood of staff entering the formal capability process, as measured by entry into a formal capability investigation

- The ICB records and monitors all capability cases based on protected characteristics and makes note of the reason behind the case
- This indicator looks at the number of capability cases over a 2 year period and considers whether they might be on the grounds on ill health. As NENC ICB was only formed on the 1st July 2022, data for the last 2 years has been reviewed but it is not possible to make comparisons.
- The total number of staff that entered a formal capability process across NENC ICB for the period 01 July 2022 to 31 March 2024 is 0.

WDES Staff Survey Questions

WDES Indicators 4-9

NB the data provided below comprises the percentage of ICS staff that said 'YES' to the WDES questions in the 2022 Staff Survey

Staff Survey indicator (WDES)	Disability Status	Survey results	
		2022	2023
Indicator 4ai. Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months	Disabled	29.0%	8.6%
	Not Disabled	23.4%	8.3%
Indicator 4aii. Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled	13.3%	10.3%
	Not Disabled	7.3%	6.4%
Indicator 4aiii. Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled	22.6%	13.3%
	Not Disabled	14.3%	8.7%
Indicator 4b- Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	Disabled	52.6%	50.0%
	Not Disabled	50.1%	45.3%
Indicator 5. Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	Disabled	48.3%	46.6%
	Not Disabled	58.2%	52.4%
Indicator 6. Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	Disabled	18.4%	9.5%
	Not Disabled	26.2%	6.9%
Indicator 7. Percentage of staff satisfied with the extent to which their organisation values their work	Disabled	35.4%	45.3%
	Not Disabled	45.0%	38.9%

Key: Worsened from previous year

Improved from previous year

WDES Staff Survey Questions

WDES Indicators 4-9

NB the data provided below comprises the percentage of ICS staff that said 'YES' to the WDES questions in the 2022 Staff Survey

Staff Survey indicator (WDES)	Disability Status	Survey results	
		2022	2023
Indicator 8- Percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.	Disabled	51.9%	79.3%
Indicator 9a. Staff engagement score (0-10)	Disabled	6.5	6.4
	Not Disabled	7.0	6.6
Indicator 9b. Has your organisation taken action to facilitate the voices of your disabled staff to be heard? (yes) or (no)	-		Yes

Key:  Worsened from previous year  Improved from previous year

Overall, there have been significant improvements in colleague experience for indicators 4ai, 4aii, 4aiii, 6 and 8 for the 2023 staff survey. Less colleagues are experiencing harassment, bullying or abuse from patients/service users, their relatives or the public; managers; and colleagues in the last 12 months; and less staff have been subjected to presenteeism.

Experience has worsened for indicator 7 for non-disabled colleagues, with 6.1% less non-disabled colleagues believing the organisation values their work. Experience has also worsened for all colleagues for indicators 4b, 5 and 9a, with less colleagues reporting harassment, bullying and abuse; believing the provides equal opportunities for career progression or promotion and lower rates of staff engagement in the staff survey.

Experience has improved for disabled colleagues for indicators 6 and 8, relating to feeling the organisation values their work and receiving reasonable adjustments. While there have been many improvements for disabled colleagues, it can be seen that disabled colleague experience is still worse than non-disabled colleague's experience, indicating there is still more work to do.

Board Membership Representation

WDES Indicator 10: Percentage difference between the organisations' Board membership

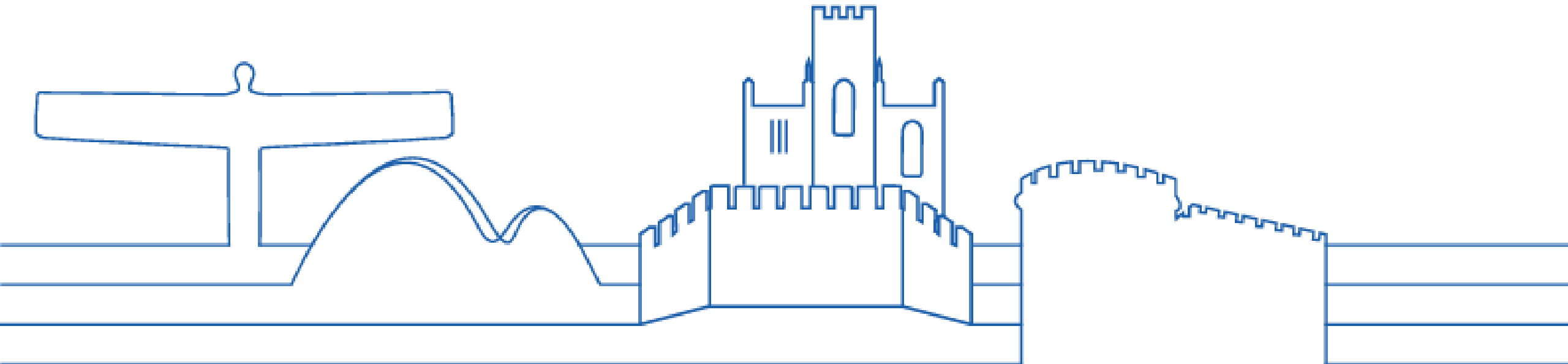
Board Membership								
	2022-23				2023-24			
Disability Status	Disabled	Non-disabled	Unknown	Total	Disabled	Non-disabled	Unknown	Total
Count	0	11	6	17	1	10	5	16
Percentage	0.0%	64.7%	32.3%		6.2%	62.5%	31.3%	

Workforce								
	2022-23				2023-24			
Disability Status	Disabled	Non-disabled	Unknown	Total	Disabled	Non-disabled	Unknown	Total
Count	23	366	314	703	36	384	373	793
Percentage	3.3%	52.1%	44.7%		4.6%	48.4	47.0%	

There is a small percentage of disabled board members than there are colleagues within the workforce. While the Board disability distribution is positive, more work needs to be done to improve workforce representation and improve disclosure rates, both within the Board and the workforce.

We believe this increase is due to recent internal campaigns to encourage our people to declare their protected characteristics, including disability status and will continue to encourage and support colleagues to declare their data and seek support and reasonable adjustments in the workplace.

Summary and Next Steps



Summary Key Areas

- Based on the WDES indicators it can be seen that:
 - Disclosure rates for disability status has seen a marginal decline with the percentage of unknown disability status colleagues increasing to 47.0%, which is positive that colleagues are more likely to declare data.
 - There have been fewer disabled applicants appointed to positions within the ICB, from shortlisting, with disabled applicants being less likely to be appointed than non-disabled applicants (1.62). This has worsened since 2022-23 (1.35)
 - Disabled staff experience across the ICB is poorer than their non-disabled colleagues. Experience has worsened for indicator 7 for non-disabled colleagues, with 6.1% less non-disabled colleagues believing the organisation values their work. Experience has also worsened for all colleagues for indicators 4b, 5 and 9a, with less colleagues reporting harassment, bullying and abuse; believing the provides equal opportunities for career progression or promotion and lower rates of staff engagement in the staff survey
 - The percentage of Board members with an unknown disability status remains high and in general ESR disclosure rates are poor and require improvement – more work is needed here to obtain a better understanding of our disabled workforce

Positive Highlights of 2023-24

- The number of disabled colleagues in the workforce has increased by 1.3%, with 4.6% of the workforce identifying as disabled since 2023-24. There has also been an increase in the percentage of disabled colleagues at all banding levels
- No ICB colleagues have entered a formal capability process over the last two years
- Overall, there have been significant improvements in colleague experience for indicators 4ai, 4aii, 4aiii, 6 and 8 for the 2023 staff survey, with less colleagues experiencing harassment, bullying or abuse from patients/service users, their relatives or the public; managers; and colleagues in the last 12 months; and less staff being subjected to presenteeism. Additionally, experience has improved for disabled colleagues for indicators 6 and 8, relating to feeling the organisation values their work and receiving reasonable adjustments
- The Board is seen to be largely representative in terms of disability status demographics as that of the workforce
- A 5-year system EDI strategy is been developed which looks at improving support for colleagues and patients of all protected characteristics, addressing the WDES indicators directly with the aim to improve diversity.
- We voluntarily reported publicly on our ICB website the Disability pay gap (which is currently not mandated) as of the 31st March 2023, to highlight the difference in pay between disabled and non-disabled colleagues – this was presented at our Public ICB Board in the summer.