



North East and
North Cumbria

Workforce Disability Equality Standard Report (WDES)...

2022/2023

(March 2023 data)

Introduction...

- The Workforce Disability Equality Standard (WDES) was introduced within the NHS in 2019 as a mandatory reporting tool for all NHS provider Trusts, as part of the NHS standard contract.
- The WDES comprises a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-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 NHSE on an annual basis.

Introduction...

- This report provides information on NENC ICB's performance against each of the ten WDES indicators for 2022-23. The report also highlights our key achievements, the areas we need to do better in, and an overview of the 2022-2023 action plan. No comparisons have been made with previous year's data as NENC ICB was only formed on 1 July 2022
- Whilst the WDES is not required to be undertaken by ICBs for 2022-23, 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...

- Integrated Care Boards (ICBs) were created as of the 1st July 2022 and many are still establishing themselves and therefore ICBs are not mandated to report against the WDES indicators during 2022-2023. However, all ICBs will be required to complete WDES reporting next year for 2023/2024.
- **The work of the ICB is shaped by key statutory requirements and strategic and 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
- 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...

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: <ul style="list-style-type: none"> • By voting membership of the board • By executive membership of the board

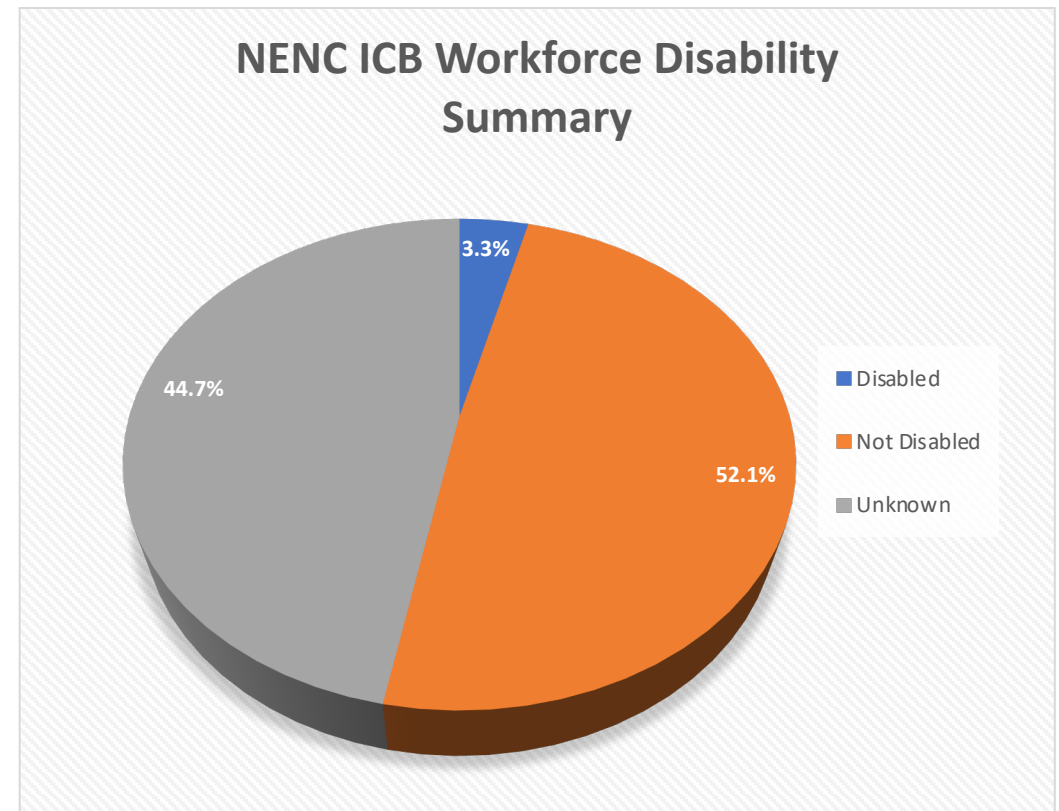
Our performance on the WDES indicators...

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 **ESR March 2023**

Number of staff in the workforce				
	Disabled	Not disabled	Unknown / not declared	Total
Count	23	366	314	703
Percentage	3.3%	52.1%	44.7%	

Number of staff in the workforce by band (count)				
	Disabled	Not disabled	Unknown / not declared	Total
Bands 1-4	4	64	32	100
Bands 5-7	7	123	77	207
Bands 8+	12	179	205	396



Recruitment...

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

	Shortlisting	Appointment	Relative Likelihood of disabled staff being appointed compared to non-disabled staff
Disabled	65	4	1.35
Non-disabled	603	50	
Undisclosed	18	0	

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, only data for the last year has been reviewed.
- The total number of staff that entered a formal capability process across NENC ICB for the period 01 July 2022 to 31 March 2023 is 0.

WDES staff survey questions...

WDES Indicators 4-9

NB: the data provided below comprises the percentage of ICB staff that said 'YES' to the WDES questions in the 2022 National Staff Survey (October – November capture)

Staff Survey indicator (WDES)	Disability Status	Survey results
		2022
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%
	Non-disabled	23.4%
Indicator 4aii. Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled	13.3%
	Non-disabled	7.3%
Indicator 4aiii. Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled	22.6%
	Non-disabled	14.3%
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%
	Non-disabled	50.1%

WDES staff survey questions...

WDES Indicators 4-9

NB: the data provided below comprises the percentage of ICB staff that said 'YES' to the WDES questions in the 2022 National Staff Survey (October – November capture)

Staff Survey indicator (WDES)	Disability Status	Survey results
		2022
Indicator 5. Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	Disabled	48.3%
	Non-disabled	58.2%
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%
	Non-disabled	26.2%
Indicator 7. Percentage of staff satisfied with the extent to which their organisation values their work	Disabled	35.4%
	Non-disabled	45.0%
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%

WDES staff survey questions...

WDES Indicators 4-9

NB: the data provided below comprises the percentage of ICB staff that said 'YES' to the WDES questions in the 2022 National Staff Survey (October – November capture)

Staff Survey indicator (WDES)	Disability Status	Survey results
		2022
Indicator 9a. Staff engagement score (0-10)	Disabled	6.5
	Non-disabled	7.0
Indicator 9b. Has your organisation taken action to facilitate the voices of your disabled staff to be heard? (yes) or (no)	N/A at this stage	N/A at this stage

Board membership representation...

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

Board membership				
	Disabled	Non-disabled	Unknown / not declared	Total
Count	0	11	6	17
Percentage	0%	65%	35%	

Number of staff in the workforce				
	Disabled	Not Disabled	Unknown / not declared	Total
Count	23	366	314	703
Percentage	3.3%	52.1%	44.7%	

Summary and next steps...

Key improvement areas...

Based on the WDES indicators it can be seen that:

- There are fewer disabled staff members within the ICB workforce 3.3%, versus the national (24.2% NHS in England) or regional average (5% North East)
- Shortlisting and appointment of Disabled applicants is extremely low when compared with non-disabled applicants. Non-disabled applicants are also more likely to be appointed than disabled applicants
- Disabled staff experience across the ICB is poorer than their non-disabled colleagues. More work needs to be done to reduce disability based discrimination within the ICB as a whole
- There are no Board members within the ICB who have declared a disability (March 2023)
- ESR disclosure rates on disability are low and require improvement.

Positive highlights of 2022-23...

- Since the establishment on the 1st July 2022, the NENC ICB has become one of the first NHS ICBs in the England to create and appoint the post of Director of Health Equity and Inclusion
- NENC ICB has enrolled in the NHS England Building Leadership for Inclusion Initiative which works with the Board members to assess and develop their understanding of Equality, Diversity and Inclusion (EDI). The initiative comprises a discovery phase that consisted of Board 1-2-1s and focus groups with staff and stakeholders to understand the organisational gaps in EDI and assess how the leadership team could further develop and contribute to inclusion.
- An EDI strategy has 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.

Interim EDI priorities 2023/24...

- Three key priorities have been identified for 2023/24 to improve EDI throughout the region.

This includes:

1. Improved EDI capability and knowledge - Embed the EDI strategy into the ICB
 2. Legally Compliant and Confident - Meet and exceed statutory and mandatory requirements
 3. Consciously Inclusive - Improve inclusion, belonging and psychological safety of staff
- Under each of these priorities, a number of actions to improve inclusion have been developed.