

WDES Report 2024

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Background

The Workforce Disability Equality Standard (WDES) was mandated reporting for NHS organisations, starting in 2019. WDES provides a framework for NHS organisations to demonstrate and monitor progress against ten metrics of workforce equality, helping to ensure that employees receive fair treatment in the workplace and have equal opportunities.

The importance of disability equality is embedded in the NHS People Plan¹, in a context where nationally, disabled colleagues have poorer experiences of working within the NHS. At the Royal Devon, one of our values is inclusion, focusing on ensuring equity for our staff, in a context of valuing and celebrating individual differences.

Analysis

The data period for the information within the submission was 1st April 2023 – 31st March 2024, with workforce data taken from a snapshot on 31st March 2024 from ESR. Staff survey data was taken from the most recent staff survey in 2023. As with previous WDES reporting, bank staff are not included in this submission.

The WDES submission is split into the below metrics, which are addressed beneath the sub-headings below.

WDES Metrics and Sources

1. Percentage of staff in each of the Agenda for Change (AfC) Bands 1-9 or Medical and Dental subgroups and VSM compared with the percentage of staff in the overall workforce disaggregated by:
 - a. Non-clinical staff
 - b. Clinical staff - of which
 - i. Non-medical staff
 - ii. Medical and dental staff

Source: ESR

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

Source: Workforce Information Team / Career Gateway

3. Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into a formal capability procedure

Source: Employee Support and Resolution Team

¹ <https://www.england.nhs.uk/ourhsppeople/>

4. Harassment, bullying and abuse
 - a. Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives of the public in the last 12 months
 - b. Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months
 - c. Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months
 - d. Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

Source: NHS Staff Survey 2023

5. Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion

Source: NHS Staff Survey 2023

6. Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

Source: NHS Staff Survey 2023

7. Percentage of staff satisfied with the extent to which their organisation values their work

Source: NHS Staff Survey 2023

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

Source: NHS Staff Survey 2023

9. Staff engagement score

Source: NHS Staff Survey 2023

10. Board representation

Source: ESR

Workforce Data

The total number of staff members employed at Royal Devon on 31st March 2024 stood at 13,906, of which 629 were recorded as having a disability and 3553 with an unknown status on ESR.

The proportion of staff who do not have their disability status recorded onto ESR is currently at 25.55% an increase of 0.42% compared to previous years reporting. According to ESR, staff with a disability represent 4.52% of the total workforce, a slight increase from the 4.08% recorded last year.

This contradicts the figures recorded from respondents to the NHS Staff Survey, where the number of respondents answering yes to the question “do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?” stood at 26.85%.

Declaration Rates

WDES reporting mandates that workforce data is divided into categories of Disabled / Non-Disabled and Unknown. The unknown category will include both staff members who have not entered any disability status into ESR and those who do not wish to disclose their status. Only 39 of the 3553

members of staff with a disability of unknown have actively elected not to disclose their status on ESR.

Metric 1: ESR Data

Non-Clinical Staff

Band Clusters	% Disabled	% Non-disabled	% Unknown
Cluster 1: AfC bands <1 to 4	6.27%	68.61%	25.12%
Cluster 2: AfC bands 5 to 7	6.07%	76.79%	17.14%
Cluster 3: AfC bands 8a and 8b	4.33%	75.76%	19.91%
Cluster 4: AfC bands 8c to VSM	5.81%	72.09%	22.09%
Total non-clinical	6.07%	71.48%	22.46%

Clinical Staff

Band Clusters	% Disabled	% Non-disabled	% Unknown
Cluster 1: AfC bands <1 to 4	4.75%	73.06%	22.19%
Cluster 2: AfC bands 5 to 7	4.30%	70.45%	25.26%
Cluster 3: AfC bands 8a and 8b	2.40%	78.98%	18.62%
Cluster 4: AfC bands 8c to VSM	2.70%	67.57%	29.73%
Total clinical	4.39%	71.74%	23.87%

Medical and Dental Staff

Medical and Dental Grades	% Disabled	% Non-disabled	% Unknown
Medical & Dental Consultant	1.95%	64.07%	33.98%
Medical & Dental Non-Consultant Career Grade	2.47%	50.27%	47.25%
Medical & Dental Trainee Grades	1.84%	52.09%	46.08%
Total Medical & Dental	2.03%	56.34%	41.63%

Metric 2: Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts

For the time period 1st April 2023 – 31st March 2024 the relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled candidates was 0.97 this indicates that disabled staff are slightly more likely than non-disabled staff to be appointed from shortlisting.

Metric 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process

Metric 3 is taken from a two-year rolling average of the current and previous year (1st April 2022 – 31st March 2024 divided by two). The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff is 0.28. A figure above 1.00 would indicate that disabled staff are more likely than non-disabled staff to enter the formal capability process, the data shows that they are less likely to this year.

Staff Survey Data

In 2023, 4,640 Trust employees completed the staff survey, 26.85% of whom declared a “physical or mental health conditions or illnesses lasting or expected to last for 12 months or more”.

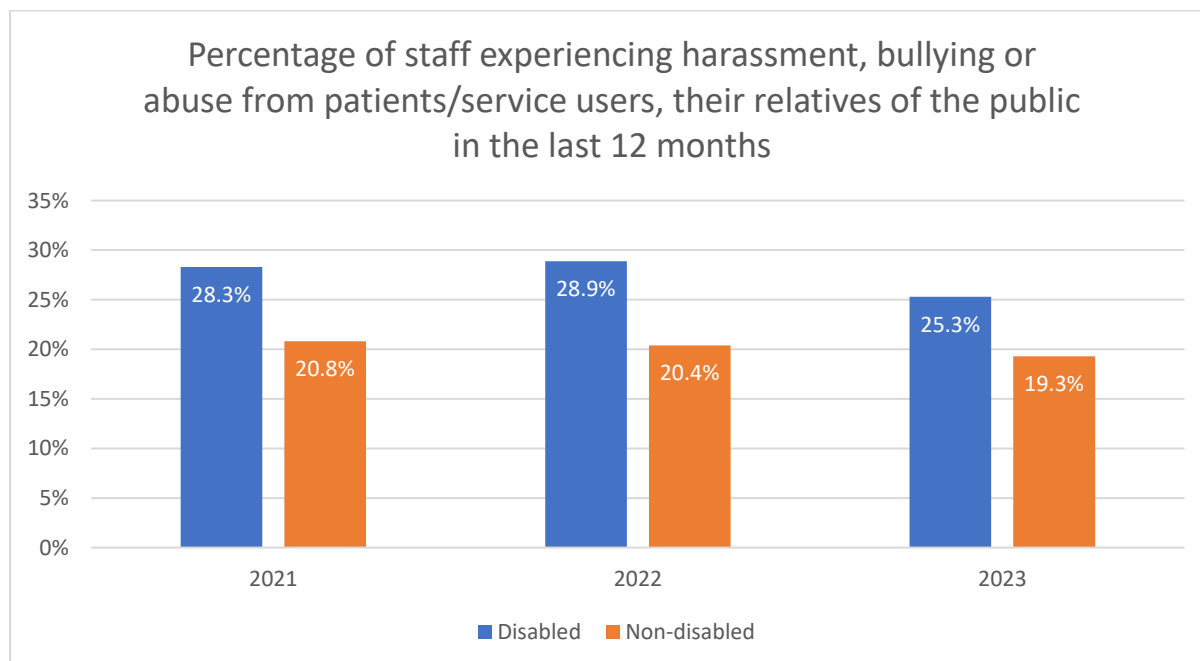
Please note 2021 results are an aggregated total of Royal Devon and Exeter NHS Foundation Trust and Northern Devon Healthcare NHS Trust, as the two trusts merged April 2022. The arrows in the below tables indicate if there has been an increase/reduction in the percentage compared to the previous year’s staff survey.

Metric 4a: Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives of the public in the last 12 months

This year an issue with the staff survey impacted results for metric 4a² with an estimated 4% (184 responses) being affected. As a consequence of this, the below results contain a statistical bias and so may not be accurate at time of this report.

	Disabled			Non-disabled		
	2021	2022	2023	2021	2022	2023
Percentage of staff	28.3%	28.9% ↑	25.3% ↓	20.8%	20.4% ↓	19.3% ↓

Despite an increase in the previous year, the percentage for disabled staff experiencing harassment, bullying or abuse from the public has now reduced to a level below 2021 data. The gap between the experiences of disabled and non-disabled staff has also reduced.



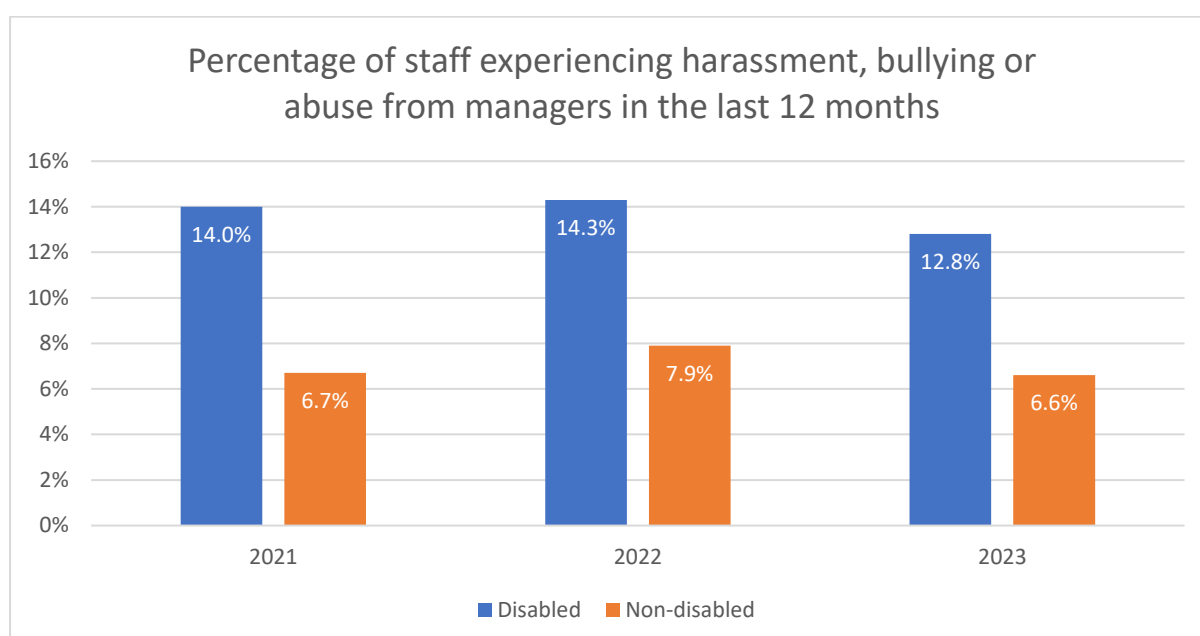
² More information on the error can be found here: <https://www.nhsstaffsurveys.com/survey-documents/>

Metric 4b: Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months

This year, an issue with the staff survey impacted results for metric 4b³ with an estimated 4% (184) of responses being affected. As a consequence of this, the below results contain a statistical bias and so may not be accurate at time of this report.

	Disabled			Non-disabled		
	2021	2022	2023	2021	2022	2023
Percentage of staff	14.0%	14.3% ↑	12.8% ↓	6.7%	7.9% ↑	6.6% ↓

As above, despite an increase for both disabled and non-disabled staff in 2022, the percentage of staff experiencing harassment, bullying or abuse from their managers has reduced to below 2021 staff survey data results.



Metric 4c: Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

This year an issue with the staff survey impacted results for metric 4c⁴ with an estimated 4% (184) of responses being affected. As a consequence of this, the below results contain a statistical bias and so may not be accurate at time of this report.

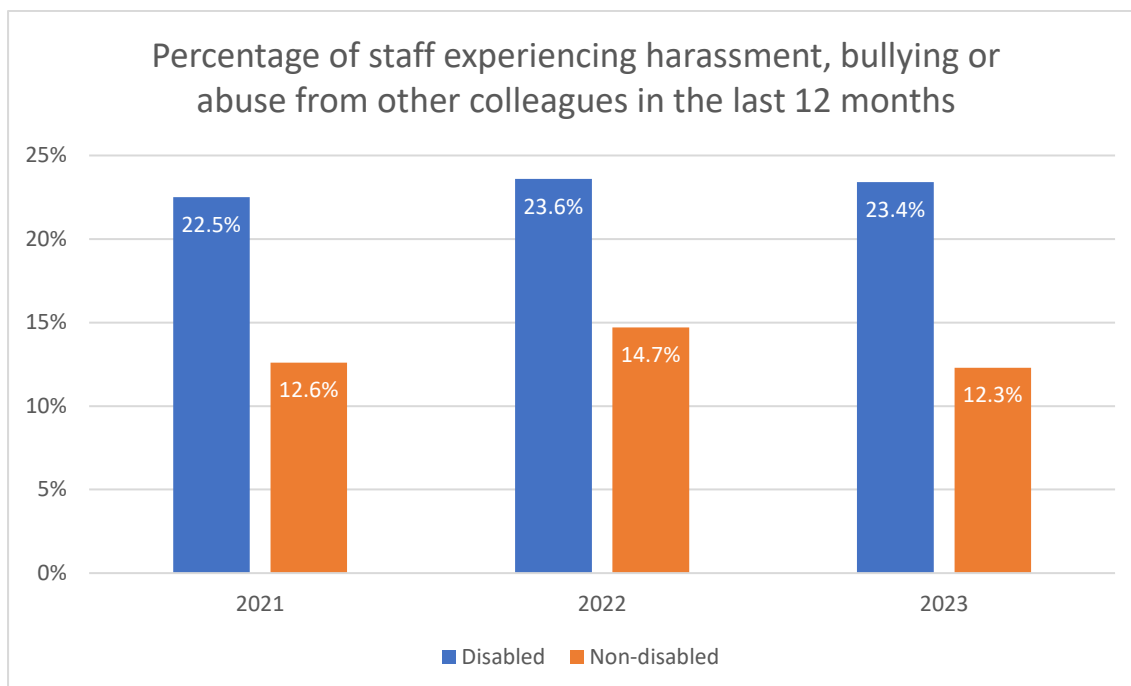
	Disabled			Non-disabled		
	2021	2022	2023	2021	2022	2023
Percentage of staff	22.5%	23.6% ↑	23.4% ↓	12.6%	14.7% ↑	12.3% ↓

In alignment with previous results concerning harassment, bullying or abuse, the percentage of disabled staff experiencing the above from colleagues has reduced from the previous year's data; however, this is still above data from 2021. The result for non-disabled staff has; however, reduced

³ More information on the error can be found here: <https://www.nhsstaffsurveys.com/survey-documents/>

⁴ More information on the error can be found here: <https://www.nhsstaffsurveys.com/survey-documents/>

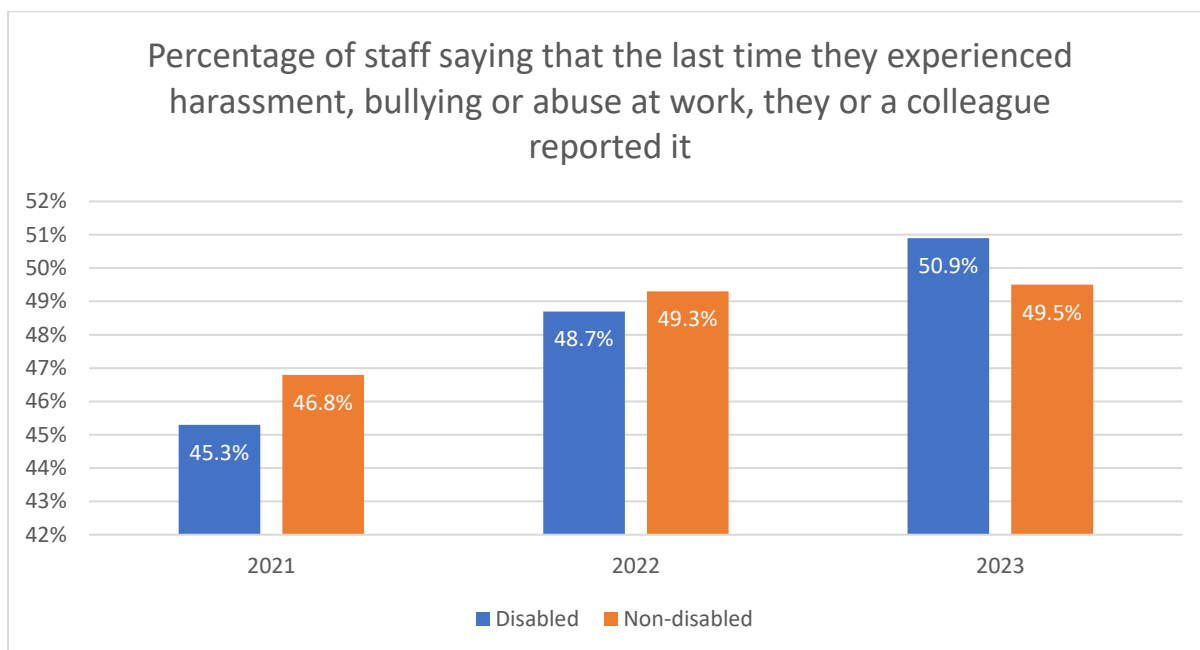
to below 2021 rates and therefore the gap between the experiences of disabled vs non-disabled colleagues has widened.



Metric 4d: Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

	Disabled			Non-disabled		
	2021	2022	2023	2021	2022	2023
Percentage of staff	45.3%	48.7%↑	50.9%↑	46.8%	49.3%↑	49.5%↑

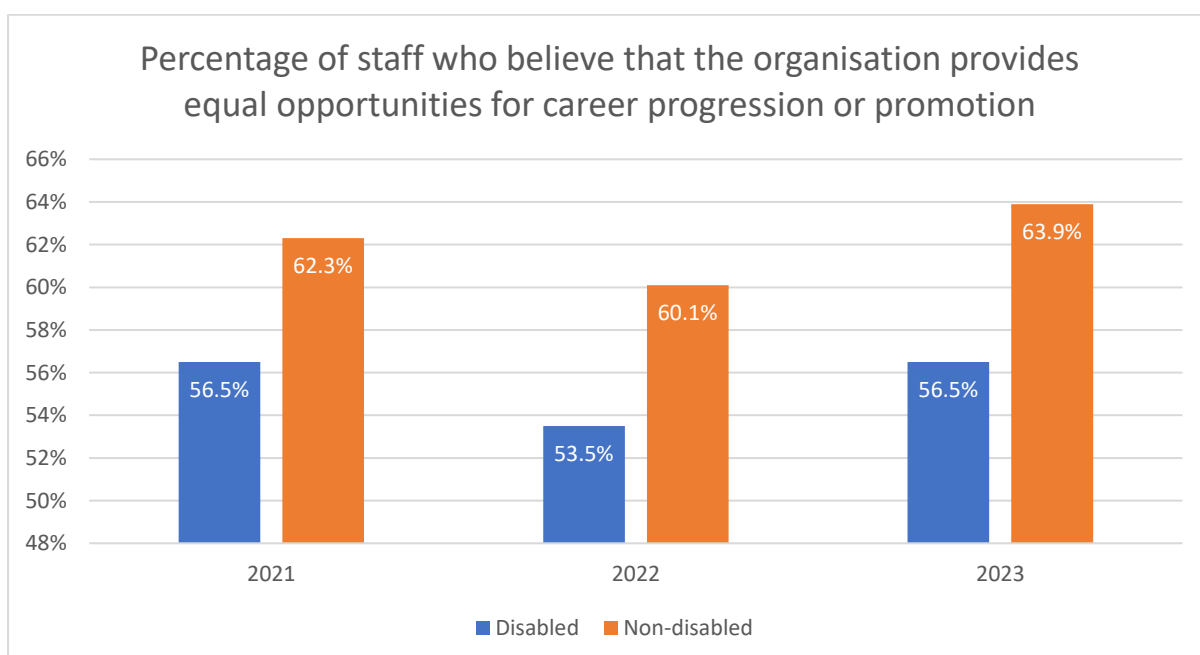
The proportion of staff reporting harassment, bullying or abuse has increased for both disabled and non-disabled staff for the second year running. It is worth noting that this increase is greater for disabled colleagues (**2.2%** increase for disabled staff compared to **0.2%** for non-disabled staff).



Metric 5: Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion

	Disabled			Non-disabled		
	2021	2022	2023	2021	2022	2023
Percentage of staff	56.5%	53.5% ↓	56.5% ↑	62.3%	60.1% ↓	63.9% ↑

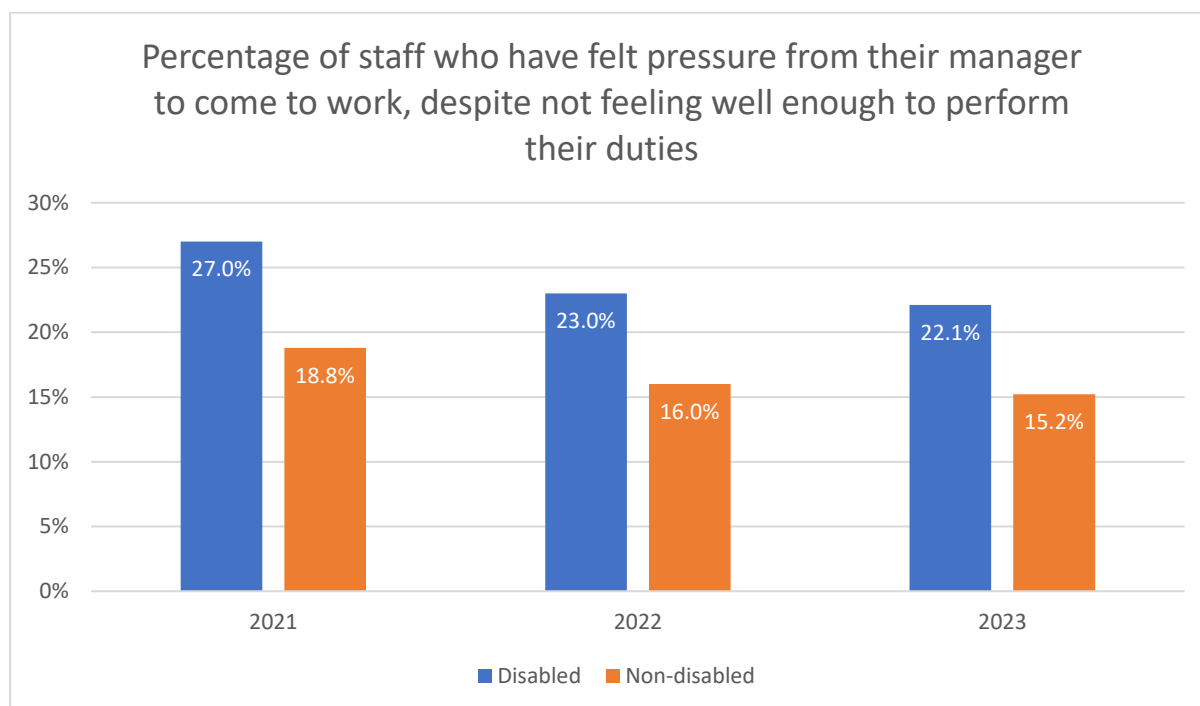
Despite a decrease last year, more disabled and non-disabled staff feel there is equal opportunity for career progression or promotion this year. This increase has been slightly larger for non-disabled staff.



Metric 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			Non-disabled		
	2021	2022	2023	2021	2022	2023
Percentage of staff	27.0%	23.0%↓	22.1%↓	18.8%	16.0%↓	15.2%↓

There has been a further reduction in both disabled and non-disabled staff feeling pressure to come to work when unwell, with a gap between disabled and non-disabled colleagues remaining.



Metric 7: Percentage of staff satisfied with the extent to which their organisation values their work

	Disabled			Non-disabled		
	2021	2022	2023	2021	2022	2023
Percentage of staff	35.5%	37.3%↑	39.1%↑	51.4%	43.5%↓	48.9%↑

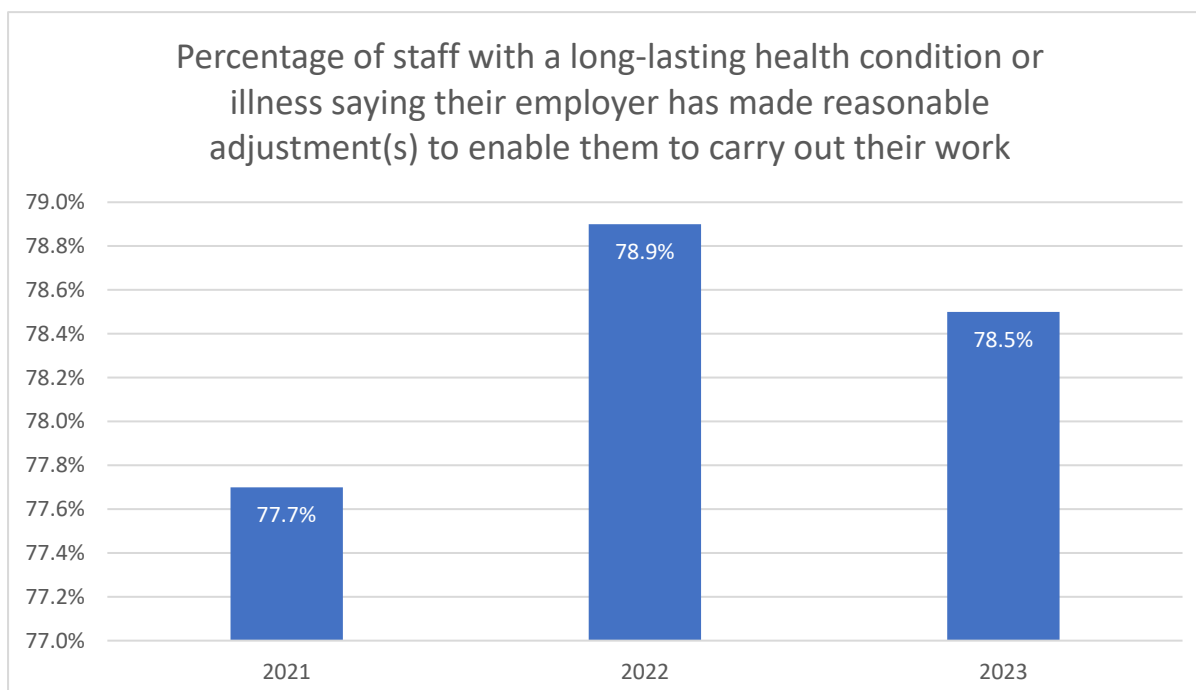
Both disabled and non-disabled staff feel more satisfied that the Trust values their work compared to last year's results, with the greatest increase being for non-disabled staff. The gap has therefore widened between staff experiences compared to previous years reporting.



Metric 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		
	2021	2022	2023
Percentage of staff	77.7%	78.9% ↑	78.5% ↓

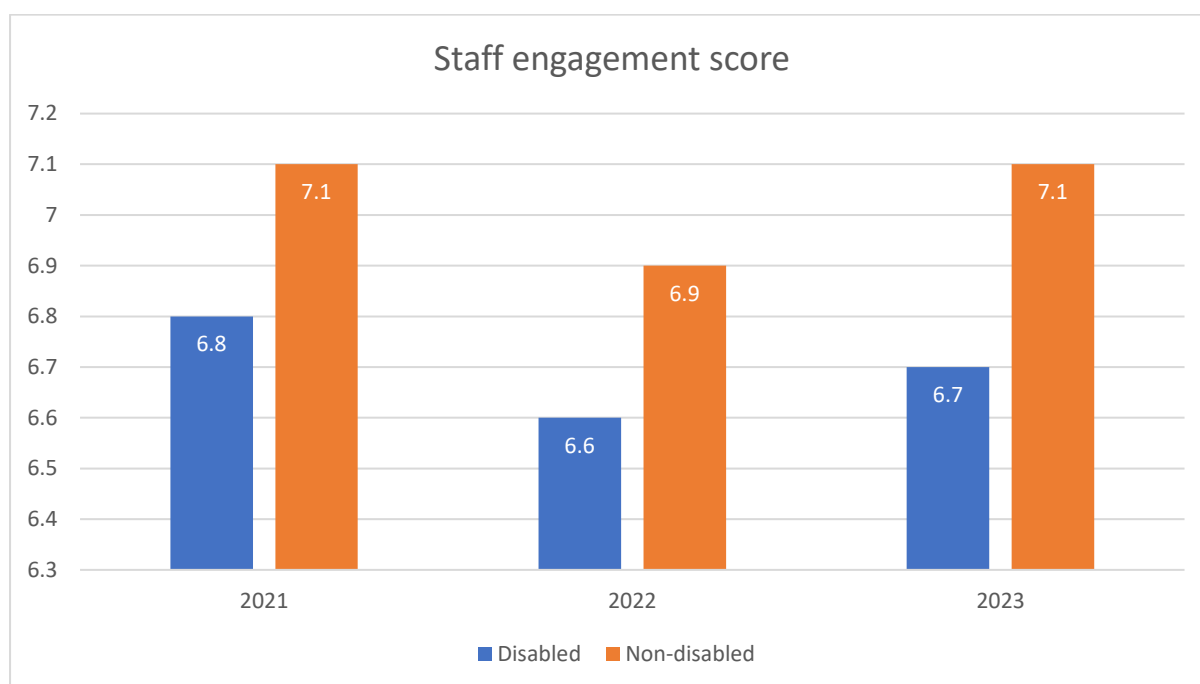
The percentage of disabled staff with reasonable adjustments has decreased by 0.4% this year, despite an increase in the 2022 survey results.



Metric 9: Staff engagement score

	Disabled			Non-disabled		
	2021	2022	2023	2021	2022	2023
Staff engagement score	6.8	6.6 ↓	6.7 ↑	7.1	6.9 ↓	7.1 ↑

The staff engagement score has increased for both disabled and non-disabled colleagues compared to last year; however, the increase has been greater for non-disabled colleagues meaning the gap has widened.



Metric 10: Board membership

This return shows that of the 15 Board members, **6.67%** declared a disability, **40.00%** are non-disabled and **53.33%** have an unknown disability status.

Key Issues

- Board membership unknown
- Reasonable adjustments
- Widening gap for harassment, bullying and abuse by other colleagues
- Number of unknown for medical and dental staff

Action Planning

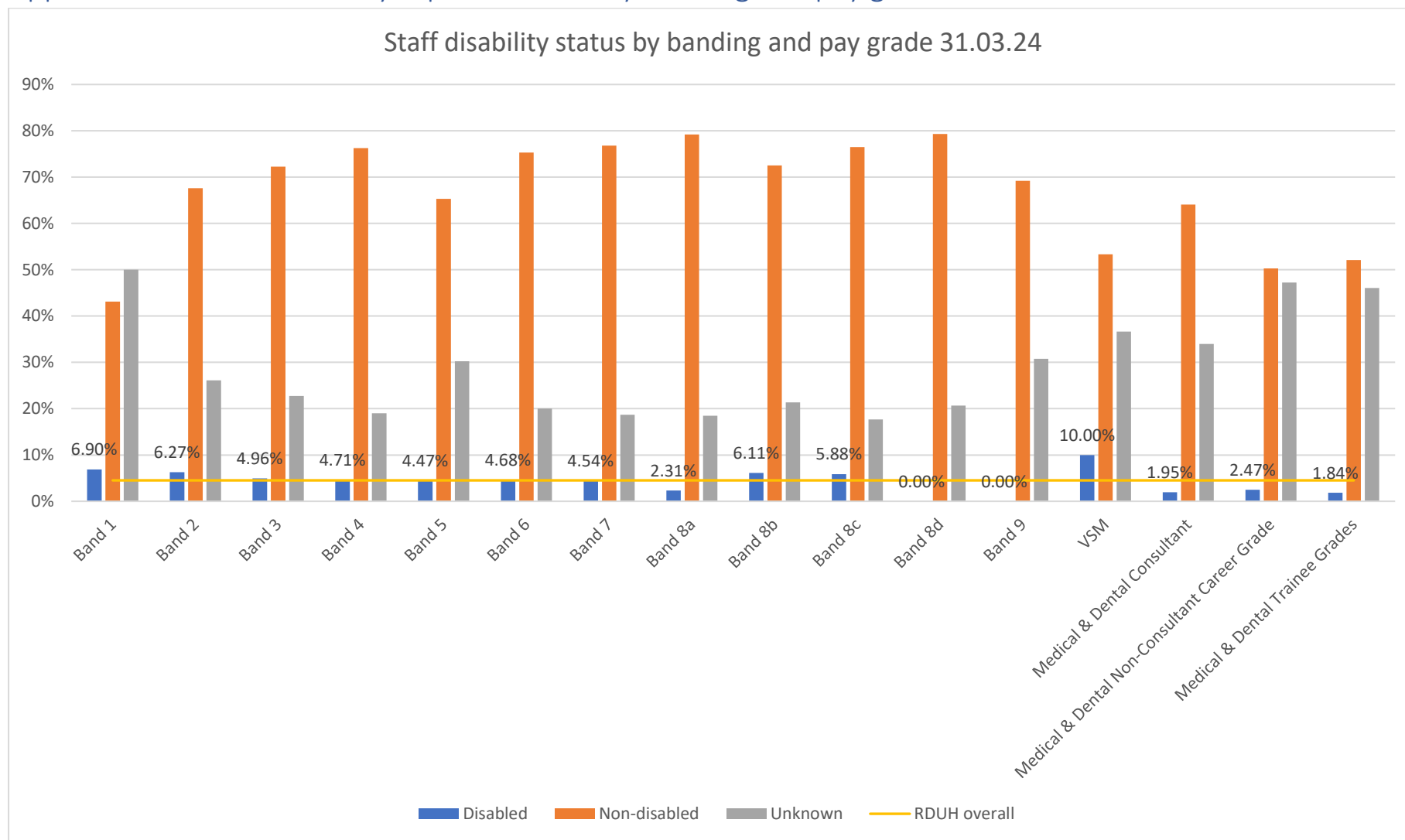
We are pleased to see some overall improvements across our metrics at the Trust and take this as a positive sign that our action planning from previous years, as well as our overall cultural work, has been successful in bridging the gap in experiences between our staff groups. There remain areas for us to concentrate on to ensure we continue to see a positive upward trajectory including to:

- Raise awareness at Board level of the data we currently hold and understand how the Trust can achieve more diverse representation, as well as increasing Board involvement in the delivery of the High Impact Action Plan.
- Roll out training and development opportunities relating to reasonable adjustments for our staff.
- Roll out incivility training and training related to inclusion for our staff with a disability or long-term health condition.
- Seek assurance to understand barriers to medical and dental staffing in sharing their disability or long-term health condition with the Trust.

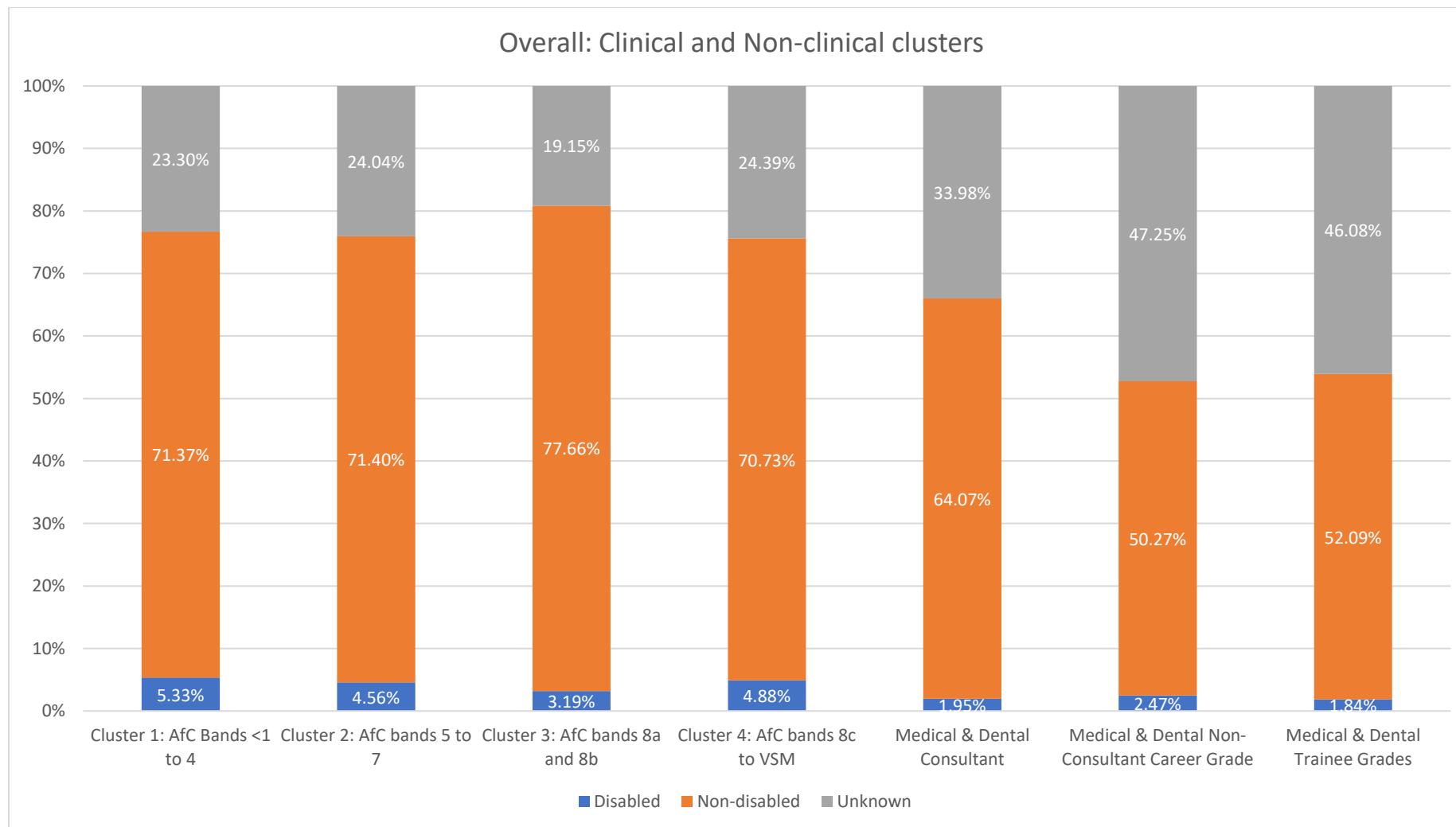
Appendix 1: Year on year comparison table

WDES Metrics			Year			Trend	Difference between 22/23 to 23/24	
			2021/22	2022/23	2023/24			
1	Percentage of disabled staff	Overall	3.76%	4.08%	4.52%		0.44%	
		Clinical	3.52%	3.64%	4.04%		0.40%	
		Non-Clinical	4.52%	5.50%	6.07%		0.57%	
2	Relative likelihood of non-disabled applicants being appointed from shortlisting compared to disabled applicants		1.00	0.65	0.97		0.32	
3	Relative likelihood of disabled staff entering a formal disciplinary process compared to non-disabled staff		3.56	8.67	0.28		-8.39 ↓	
4	a	Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives of the public in the last 12 months	Disabled	28.3%	28.9%	25.3%		-3.60% ↓
		Non-disabled	20.8%	20.4%	19.3%		-1.10% ↓	
	b	Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled	14.0%	14.3%	12.8%		-1.50% ↓
		Non-disabled	6.7%	7.9%	6.6%		-1.30% ↓	
	c	Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled	22.5%	23.6%	23.4%		-0.20% ↓
		Non-disabled	12.6%	14.7%	12.3%		-2.40% ↓	
	d	Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	Disabled	45.3%	48.7%	50.9%		2.20% ↑
		Non-disabled	46.8%	49.3%	49.5%		0.20% ↑	
5	Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion		Disabled	56.5%	53.5%	56.5%		3.00% ↑
			Non-disabled	62.3%	60.1%	63.9%		3.80% ↑
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	27.0%	23.0%	22.1%		-0.90% ↓
			Non-disabled	18.8%	16.0%	15.2%		-0.80% ↓
7	Percentage of staff satisfied with the extent to which their organisation values their work		Disabled	35.5%	37.3%	39.1%		1.80% ↑
			Non-disabled	18.8%	16.0%	15.2%		-0.80% ↓
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	77.7%	78.9%	78.5%		-0.40% ↓
9	Staff engagement score		Disabled	6.8	6.6	6.7		0.1 ↑
			Non-disabled	7.1	6.9	7.1		0.2 ↑
10	Board membership		Disabled	5.3%	6.7%	6.7%		-0.03% ↓

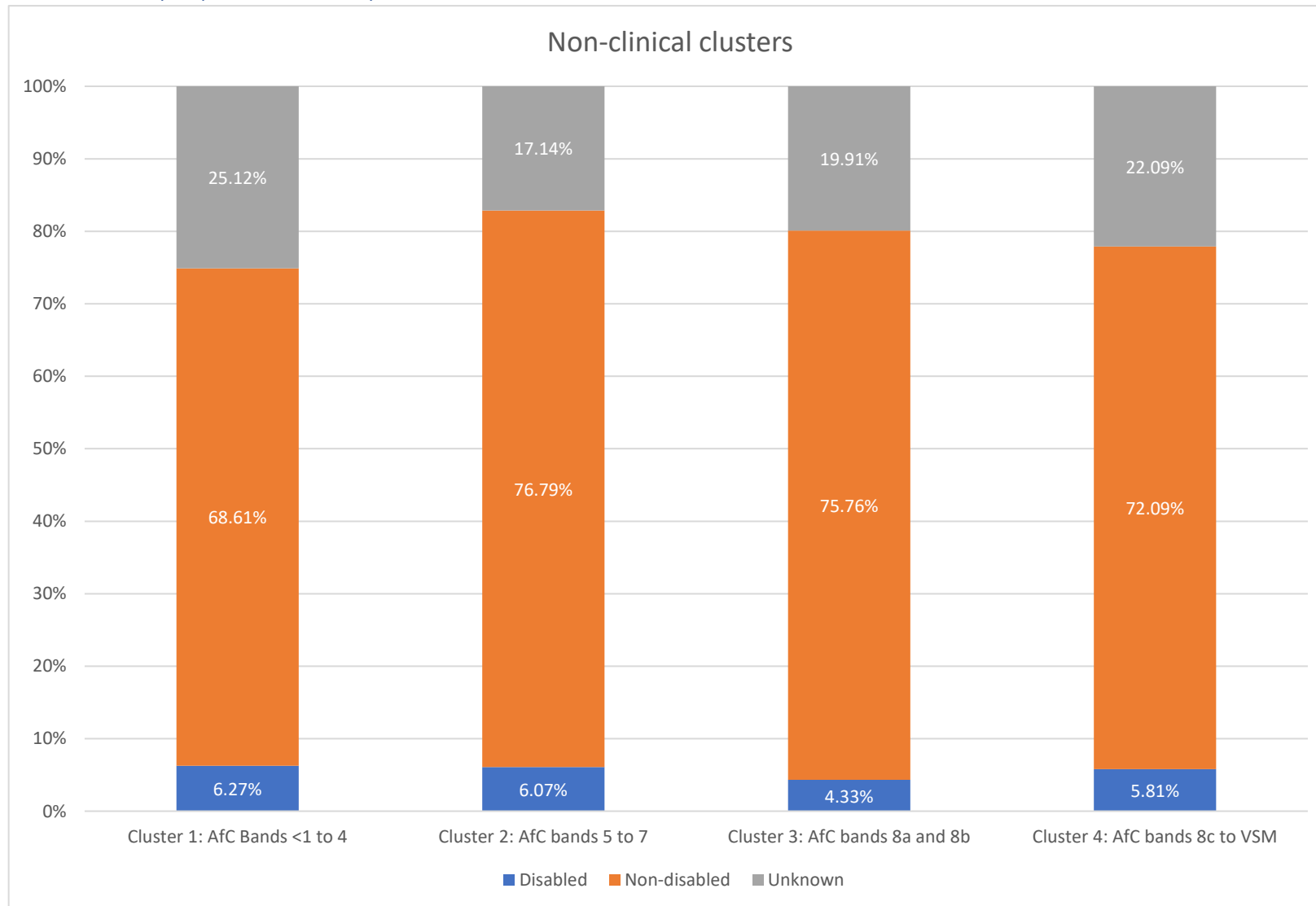
Appendix 2: Overall disability representation by banding and pay grade



Appendix 2a: Disability representation by clusters – overall



Appendix 2b: Disability representation by clusters – non-clinical



Appendix 2c: Disability representation by clusters – clinical

