

Workforce Disability Equality Standard 2020-2021

Bolton NHS Foundation Trust 2021 Data Analysis Report

... for a **better** Bolton

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Introduction

- Fostering a culture of inclusion remains a critical priority for our organisation. An inclusive work environment provides a place where everyone feels welcome and can be the best version of themselves. This in turn enables our staff to thrive and deliver the best possible services and care to the people of Bolton.
- Nationally, it is known that colleagues living with disabilities have a poorer experience of working within the NHS. The past 12 months have further highlighted the health inequalities which exist and how COVID-19 has impacted people from these communities.
- The importance of inclusion is embedded into the NHS People Plan and our Trust's Strategy 2019-2024. In addition, the Trust has articulated its' vision and priorities for improving EDI practice and health outcomes through its' new EDI Plan 2022-2026 which will be published in April 2022.
- Each year the Trust publishes **Workforce Disability Equality Standard (WDES) data**. Although not mandated by the WDES, we report metrics data and publish WDES annual reports in the spirit of transparency.
- The WDES provides a framework for NHS organisations to report, demonstrate and monitor progress against a number of indicators which compares the workplace and career experiences of disabled and non disabled staff
- The following information in the report details key findings from the data collated for 2020/2021, comparisons of data from previous years and actions that will be put in place to address the findings.

Key findings

Only **3%** of staff have declared a disability on the NHS Electronic Staff Record (ESR) compared with **18%** of staff on the national staff survey

Non-disabled job applicants were **1.57 times** more likely to be appointed from Shortlisting. This remains the same as last year. Whilst **80.9%** of Disabled staff believe they have equal opportunities for career progression. This has improved from **76.6%** last year

There has been an increase in the number of disabled staff that reported harassment, bullying or abuse by patients/relatives/public from **26%** in 2019 to **31%**.

There has been a decrease in the amount of disabled staff that reported harassment, bullying or abuse from managers by **from** 19% in 2019 to 16% in 2020. Also decreased from colleagues with 30% in 2019 to 23% in 2020.

37.7% of disabled staff said they felt valued, compared to **51.4%** of non-disabled staff. This is a significant reduction from **43.2%** last year

23% of Disabled staff felt that the Trust had not made adequate adjustments

Disabled staff reported an engagement score of **6.7** compared to **7.3** for non-disabled staff

There is currently no declared disabled representation on the Board and has not been since reporting started in 2019

Key findings

WDES metric		2019	2020	2021	
1	Workforce representation of Disabled staff (AfC)	Overall	2.8%	2.6%	2.9%
		8c and above	0.0%	0.0%	0.0%
2	Relative likelihood of non-disabled staff applicants being appointed from shortlisting across all posts compared to Disabled staff	1.41	1.57	1.57	
3	Relative likelihood of Disabled staff entering the performance management capability process compared to non-disabled staff	0	0	0	
4(i)	Percentage of staff experiencing harassment, bullying or abuse in the last 12 months by patients/service users, their relative or other member of the public	Disabled	34.0%	26.1%	30.8%
		Non-disabled	24.0%	21.9%	24.2%
4(ii)	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers	Disabled	10.0%	19.1%	15.7%
		Non-disabled	11.0%	9.9%	9.4%
4(iii)	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues	Disabled	20.0%	29.9%	23.3%
		Non-disabled	16.0%	14.6%	14.3%
4(iv)	Percentage of Disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	Disabled	68.0%	42.1%	54.0%
		Non-disabled	50.0%	41.3%	49.8%

Key findings

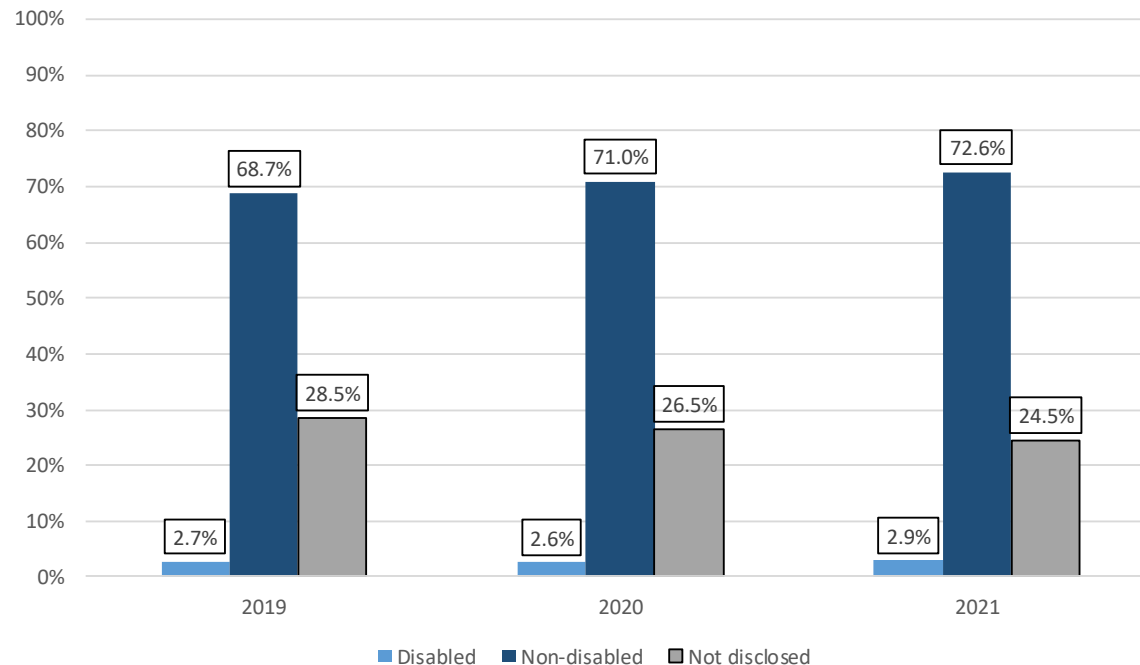
WDES metric		2019	2020	2021	
5	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	Disabled	85.0%	76.6%	80.9%
		Non-disabled	89.0%	86.1%	89.6%
6	Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	Disabled	27.0%	31.7%	28.2%
		Non-disabled	19.0%	14.7%	21.4%
7	Percentage of staff saying that they are satisfied with the extent to which their organisation values their work	Disabled	47.0%	43.2%	37.7%
		Non-disabled	57.0%	55.4%	51.4%
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Disabled	74.0%	69.4%	77.0%
9	Staff engagement score (a composite based on several questions in the NHS Staff Survey)	Disabled	6.80	7.10	6.70
		Non-disabled	7.40	7.40	7.30

WDES metric 1

Key supportive data

Bolton NHS Foundation Trust staff by disability

Year	Headcount			Percentages		
	Disabled	Non-disabled	Not disclosed	Disabled	Non-disabled	Not disclosed
2019	150	3750	1557	2.7%	68.7%	28.5%
2020	144	3982	1485	2.6%	71.0%	26.5%
2021	167	4226	1428	2.9%	72.6%	24.5%



Metric 1: Bolton FT Staff by disability: 2019 – 2021

Over the last 3 years the proportion of staff with non-disclosure of disability has slightly decreased, however the non-disclosure rate remains high at around 1 in 4 staff.

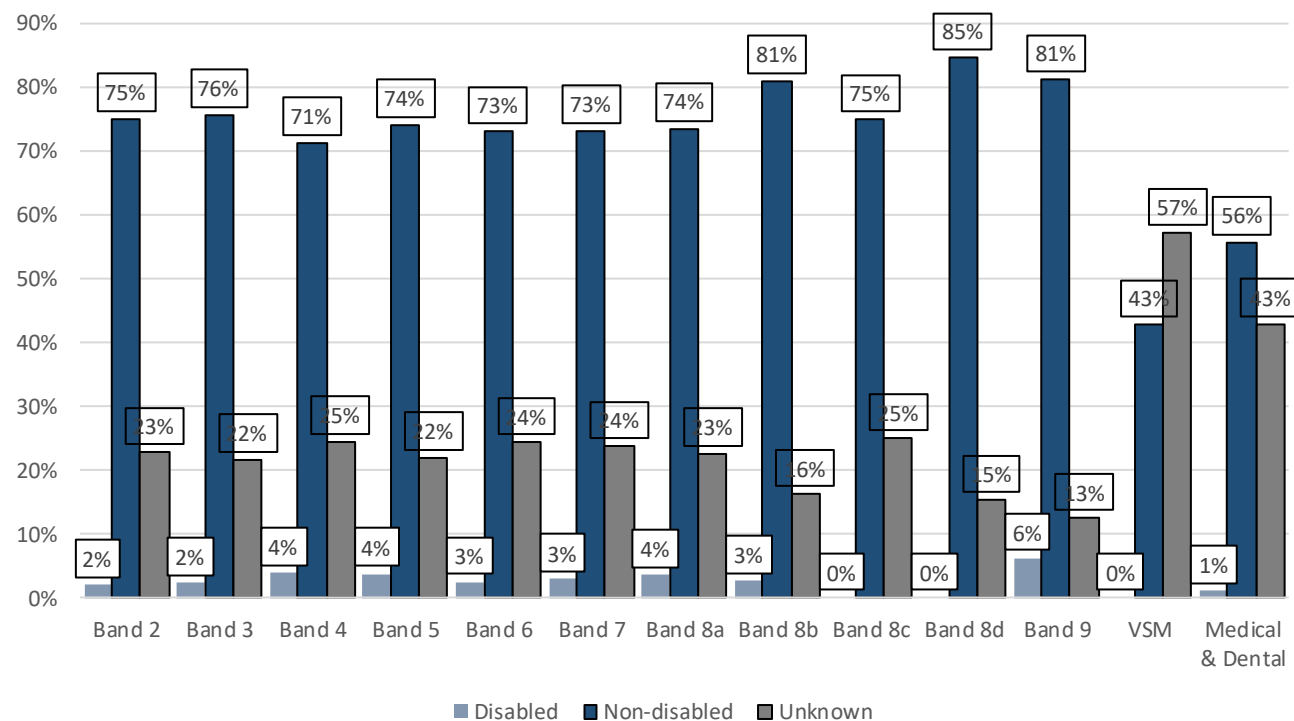
The percentage of disabled staff at 2.9% is lower than the most recently reported national average which stands at 3.5%. The percentage of 'Unknown' at 24.5% is also higher than the most recently report national average of 23%. It is important to lower the proportion of 'Unknown' staff.

In the most recent staff survey 18.9% of staff that completed the national staff survey declared a disability.

WDES metric 1

Key supportive data

Bolton NHS Foundation Trust staff by disability



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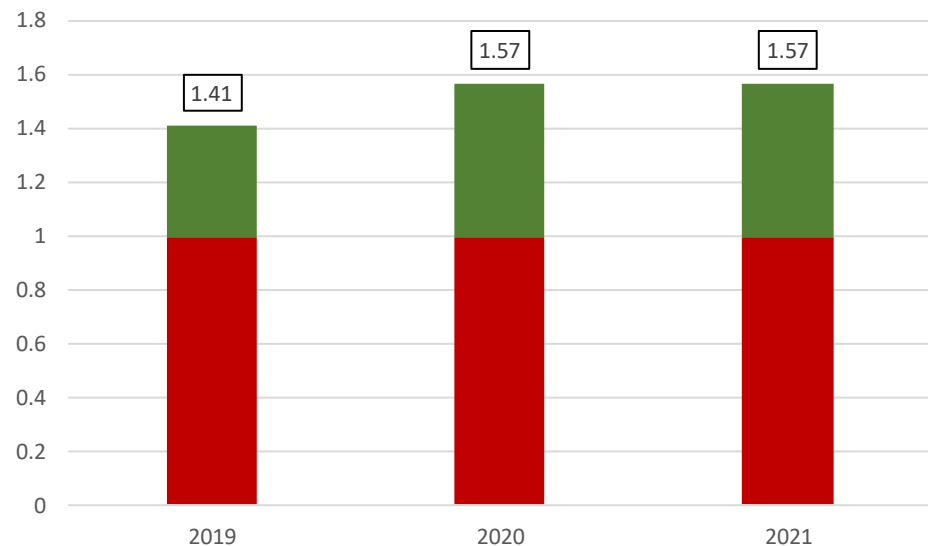
In the most recent staff survey 18.9% of staff that completed the national staff survey declared a disability.

WDES metric 2

Key supportive data

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

Year	Relative likelihood
2019	1.41
2020	1.57
2021	1.57



Metric 2: Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts: 2019 – 2021

If this metric is above 1 it indicates a higher likelihood of disabled staff being appointed from shortlisting than non-disabled staff.

For the last three years there's has been a higher likelihood of disabled staff being appointed from shortlisted compared to non-disabled staff. At 1.57 this is higher than the most recently reported national figure for acute trusts which is just under 1.3.

WDES metric 3

Key supportive data

Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process*

Year	Relative likelihood
2019	0.00
2020	0.00
2021	0.00

The numbers of staff entering the capability process for both disabled and non-disabled staff have been proportionally so low that the relative likelihood is 0.

WDES metric 4(i)

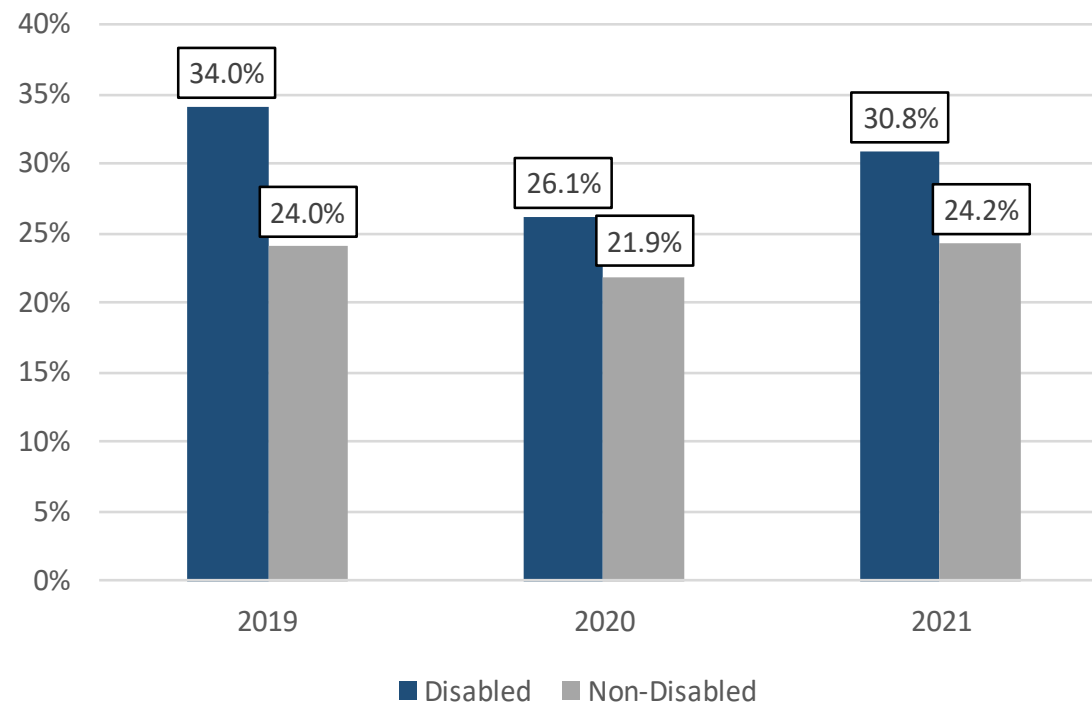
Key supportive data

Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

(i) Patients/service users, their relative or other member of the public

Year	Disabled	Non-Disabled
2019	4.0%	24.0%
2020	26.1%	21.9%
2021	30.8%	24.2%

A higher proportion of disabled staff experience bullying, harassment and abuse from the public than non-disabled staff. The proportion of both disabled staff (30.8%) and non-disabled (24.2%) staff experiencing this is lower than the most recently reported average at 34.2% and 27.4% respectively



WDES metric 4(ii)

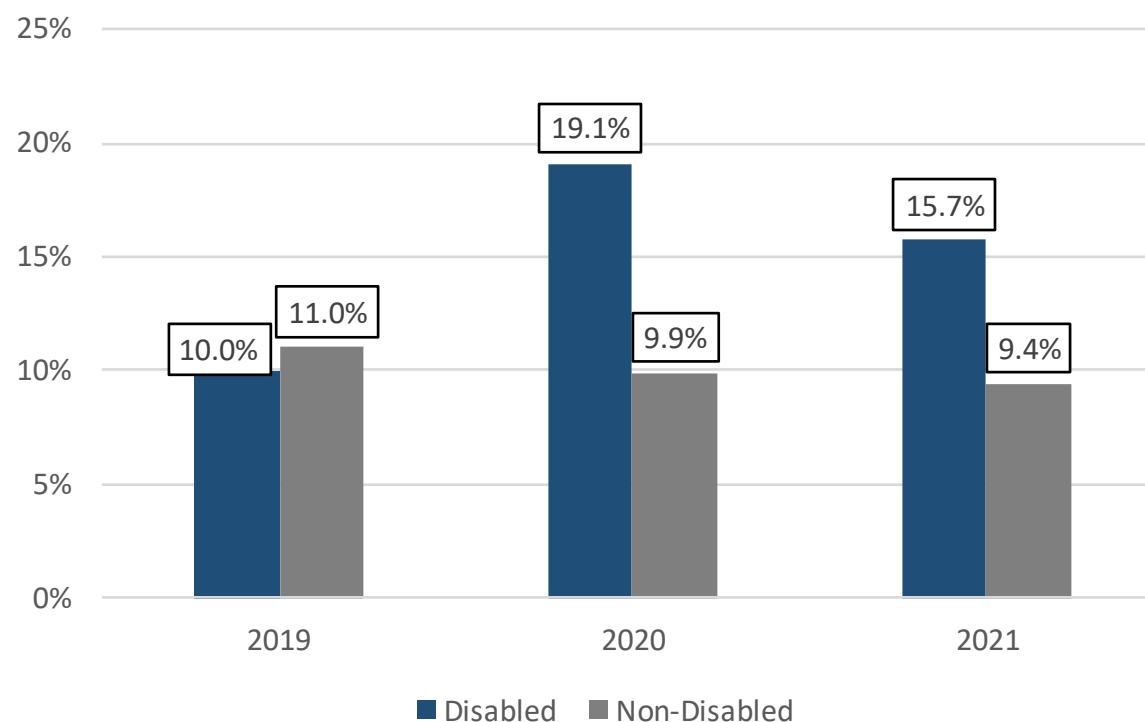
Key supportive data

Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from

(ii) Managers

Year	Disabled	Non-Disabled
2019	10.0%	11.0%
2020	19.1%	9.9%
2021	15.7%	9.4%

A higher proportion of disabled staff experience bullying, harassment and abuse from managers than non-disabled staff. The proportion of both disabled staff (15.7%) and non-disabled (9.4%) staff experiencing this is lower than the most recently reported average at 18.5% and 10.8% respectively



WDES metric 4(iii)

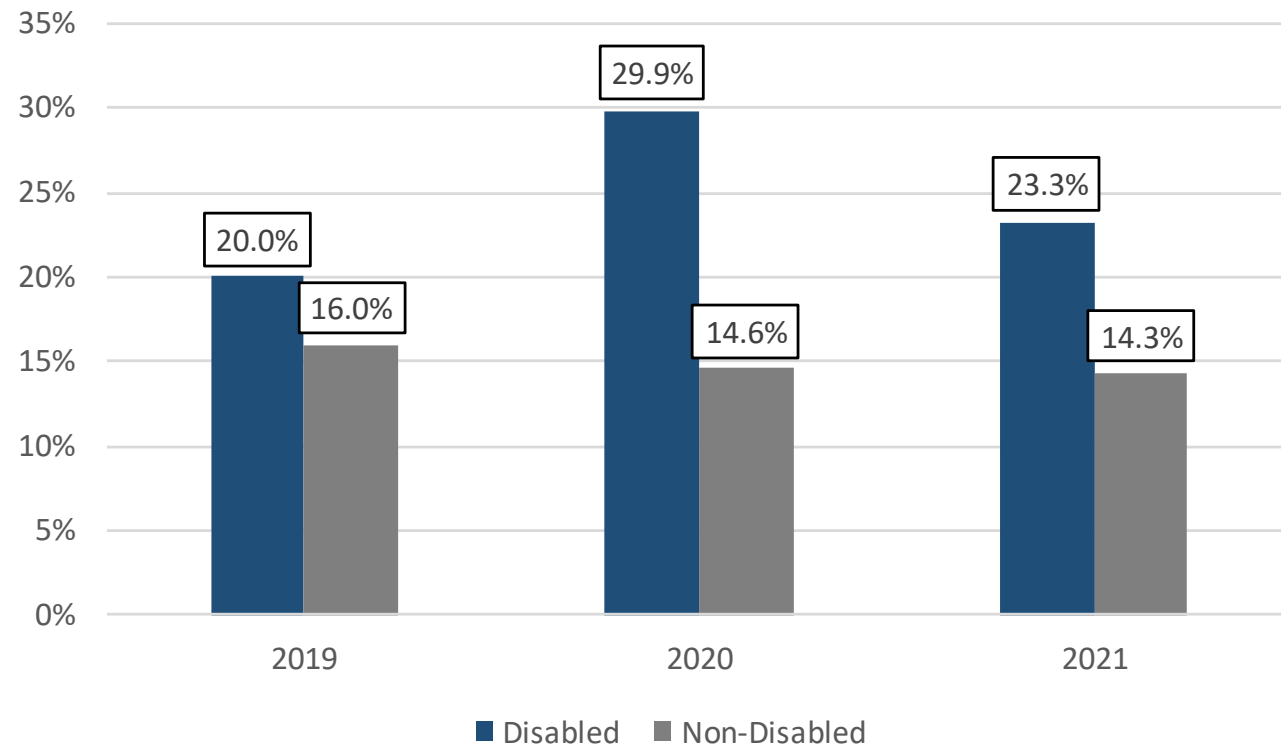
Key supportive data

Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from

(iii) Other Colleagues

Year	Disabled	Non-Disabled
2019	20.0%	16.0%
2020	29.9%	14.6%
2021	23.3%	14.3%

A higher proportion of disabled staff experience bullying, harassment and abuse from colleagues than non-disabled staff. The proportion of both disabled staff (23.3%) and non-disabled (14.3%) staff experiencing this is lower than the most recently reported average at 26.3% and 17.3% respectively



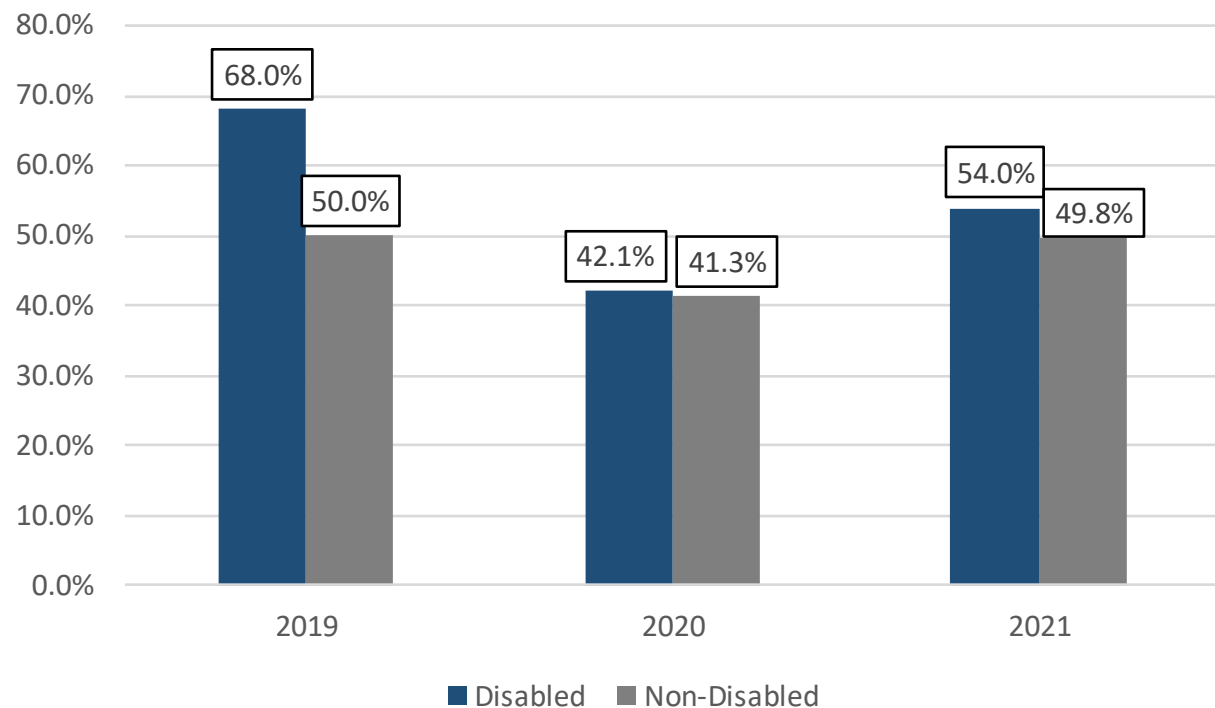
WDES metric 4(iv)

Key supportive data

(iv) Percentage of Disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

Year	Disabled	Non-Disabled
2019	68.0%	50.0%
2020	42.1%	41.3%
2021	54.0%	49.8%

A higher proportion of disabled staff than non-disabled staff said the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.

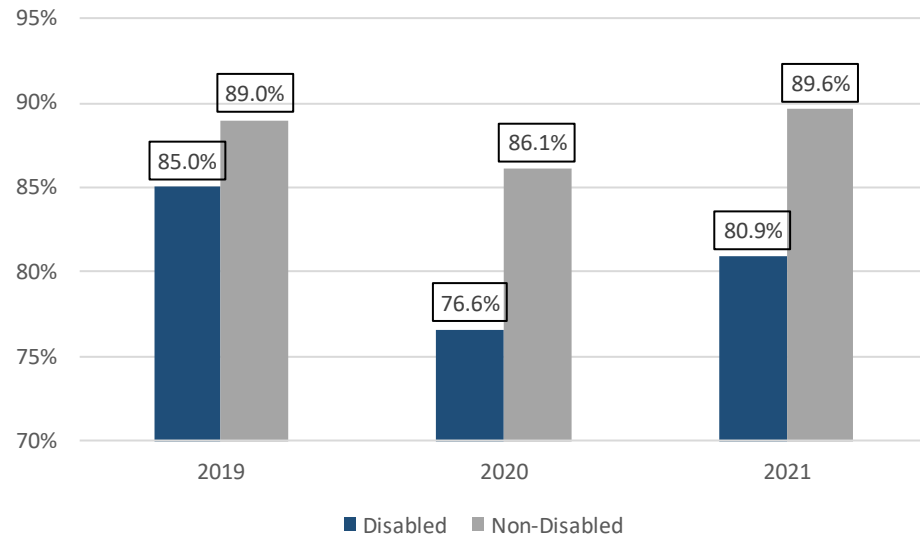


WDES metric 5

Key supportive data

Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion

Year	Disabled	Non-Disabled
2019	85.0%	89.0%
2020	76.6%	86.1%
2021	80.9%	89.6%



Metric 5: Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion: 2019 – 2021

While a lower proportion of disabled staff than non-disabled staff believe the trust provides equal opportunities, the number is higher than the North-West national average which stands at just under 80%.

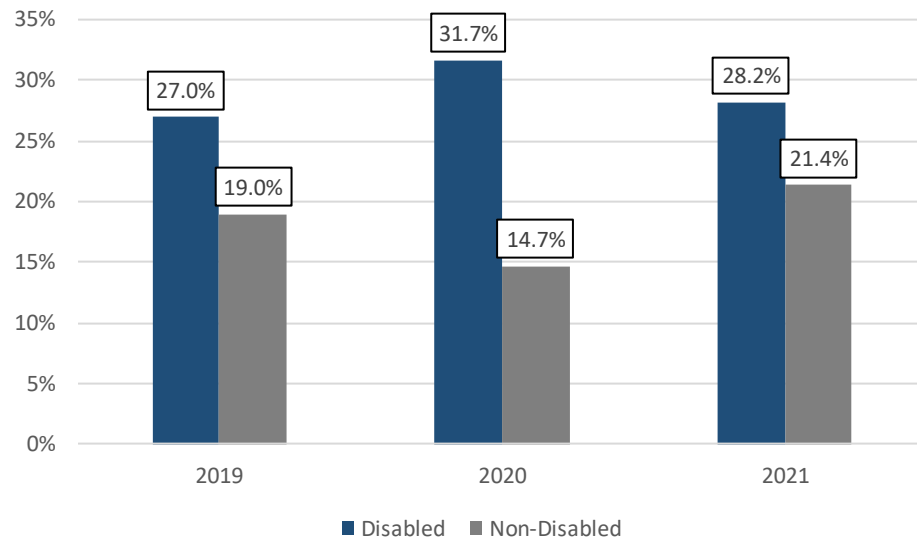
The national WDES data suggests there is a correlation between how well a trust is led overall and how Disabled staff feel about their opportunities for career progression.

WDES metric 6

Key supportive data

Percentage of Disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties

Year	Disabled	Non-Disabled
2019	27.0%	19.0%
2020	31.7%	14.7%
2021	28.2%	21.4%



Metric 6: Percentage of Disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties: 2019 – 2021

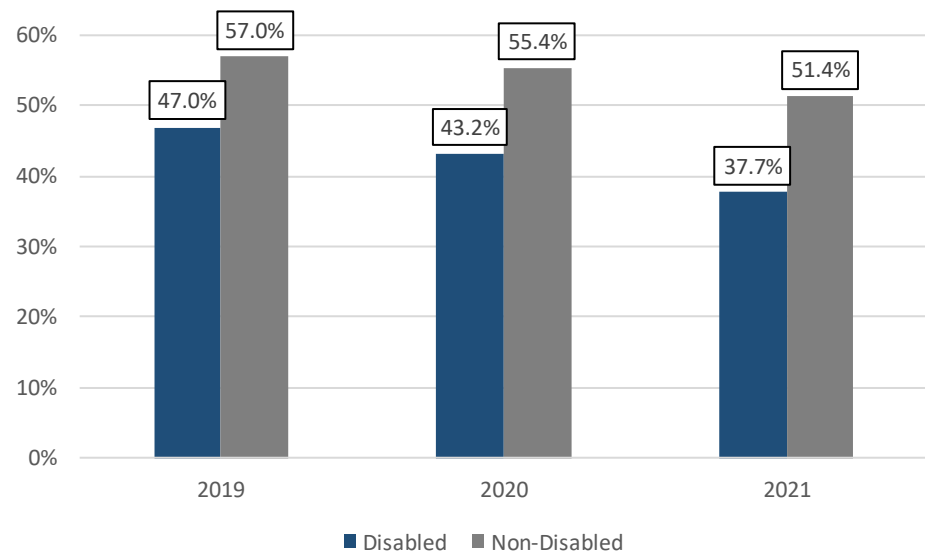
The NHS WDES 2020 shows most Trusts reporting rates of presenteeism for disabled staff at 30% - 35%, significantly higher than Bolton FT.

WDES metric 7

Key supportive data

Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work

Year	Disabled	Non-Disabled
2019	47.0%	57.0%
2020	43.2%	55.4%
2021	37.7%	51.4%



Metric 7: Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work: 2019 – 2021

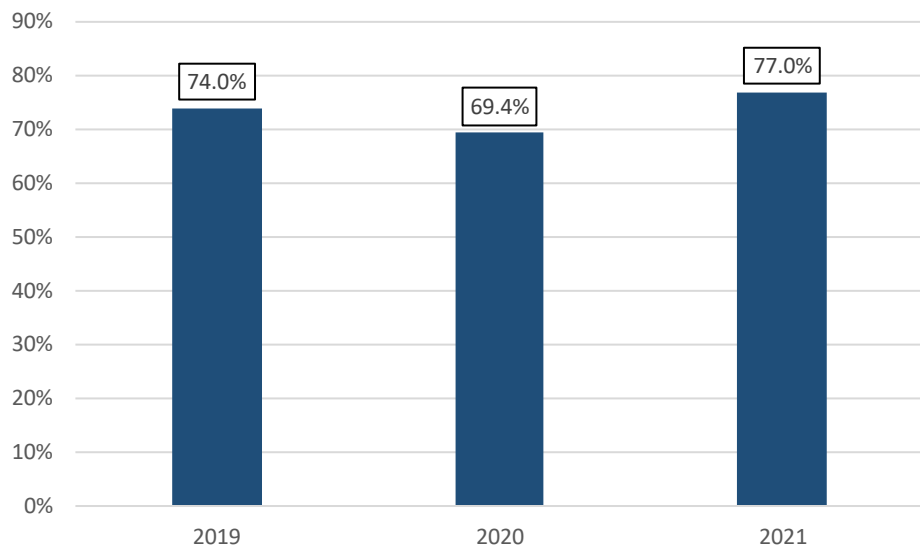
For both categories there has been a reduction between 2020 and 2021 in the proportion of staff saying they are satisfied with the extent to which their organisation values their work. While the proportion of non-disabled staff is slightly higher than the most recently reported Acute average (50.5%) for disabled staff it is slightly lower than the most recently report Acute average (38.6%).

WDES metric 8

Key supportive data

Percentage of disabled staff saying their employer has made adequate adjustment(s) to enabled them to carry out their work

Year	Disabled
2019	74.0%
2020	69.4%
2021	77.0%



Metric 8: Percentage of disabled staff saying their employer has made adequate adjustment(s) to enabled them to carry out their work: 2019 – 2021

This has significantly increased between 2020 to 2021 and is higher than the most recently reported North West average at around 73%.

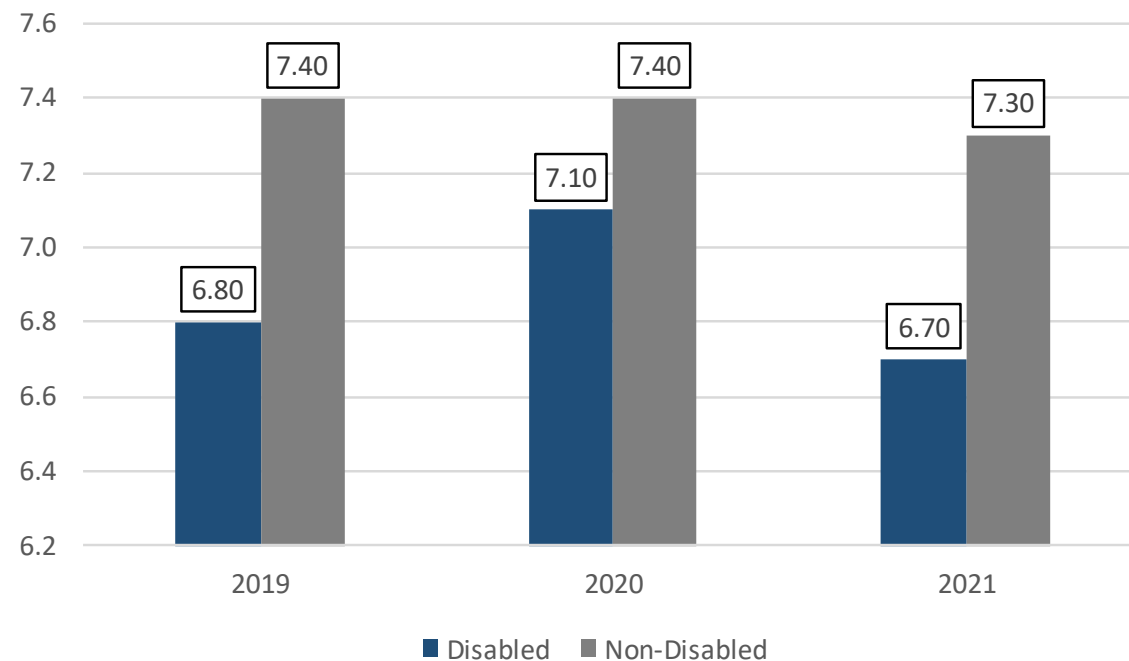
WDES metric 9

Key supportive data

Staff Engagement Score

Year	Disabled	Non-Disabled
2019	6.80	7.40
2020	7.10	7.40
2021	6.70	7.30

There has been a reduction in the engagement of both disabled and non-disabled staff between 2020 and 2021 although both are slightly higher than the most recently reported Acute average at 6.66 for disabled staff and 7.16 for non-disabled staff.



WDES metric 10

Percentage difference between an organisation's board voting membership and its overall workforce

For the duration that the WDES data has been reported since 2019 there has been no disabled representation on the Board.

Previous Actions 2020/2021

Actions

- Transferred the EDI Team to the Workforce and OD Directorate and strengthened the capacity and expertise within the team.
- A confidential survey of our shielding staff, followed up with two online listening sessions took place during the pandemic. The sessions hosted by the Chief Executive provided an opportunity for shielding staff to share their experiences, concerns and ideas with the aim of us better supporting shielding staff.
- Guidance on long-Covid has been developed and implemented to better support our staff that are suffering with symptoms and raise awareness of long-Covid.
- We have re-started our work on delivering the Accessible Information Standard (AIS). The working group includes representatives from the EDI Team, divisions and Informatics Team. The group reports progress against their action plan through to the EDI Steering Group.
- A wheelchair and hearing loop initial audit has been completed and the findings are being incorporated into an improvement plan
- A series of listening sessions for our staff living with disabilities and health conditions were arranged but unfortunately they had to be paused for unavoidable reasons. The sessions will now take place during October and November 2021. The feedback gained will help shape the new Disability & Health Conditions Staff Network that we have committed to establish.
- Launched and embedded the VOICE Behaviour Framework which clearly articulates how we expect our staff to display the Trust's values in everything they do. One of the key behaviours is Be Inclusive.
- Introduced the FABB Conversation Approach and supported line managers to facilitate meaningful and two-way check-ins and annual appraisals.
- Continued to embed our Freedom to Speak Up Approach and increased the number of FTSU champions to 30.

Action Plan 2022

	Metric	Actions
1	Percentage of staff in each of the Agenda for Change, VSM and Medical & Dental staff	<ul style="list-style-type: none"> An internal communications campaign will begin in Autumn 2021 to encourage staff to declare their disability to the Trust.
2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts	<ul style="list-style-type: none"> Developing a quarterly highlight report to understand trends, alongside challenges faced by our colleagues living with disabilities, to provide relevant support and interventions. Working over the next 12 months to implement the required actions that demonstrates that enables us to meet level 3 of the Disability Confident Scheme.
3	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process*	<ul style="list-style-type: none"> Developing and launching a new Be Inclusive Development Programme to help increase EDI awareness, practice, support and behaviour change.
4	Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from (i) patients/service users, their relative or other member of the public, (ii) managers, other colleagues (iv) reported incidents	<ul style="list-style-type: none"> Holding a series of listening sessions for our staff living with disabilities and health conditions and establishing a Disability & Health Conditions Staff Network to review WDES data. Delivering Schwartz Rounds from November 2021. This provides a structured forum where all staff, clinical and non-clinical, come together regularly to discuss the emotional and social aspects of working in healthcare
5	Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion	<ul style="list-style-type: none"> Working over the next 12 months to implement the required actions that demonstrates that enables us to meet level 3 of the Disability Confident Scheme.
6	Percentage of Disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties	<ul style="list-style-type: none"> Introducing the Trauma Risk Management (TRiM) approach in October 2021 that provides colleagues who have experienced a trauma, with a rapid risk assessment and relevant support guidance and help over a timely period
7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work	<ul style="list-style-type: none"> Holding a series of listening sessions for our staff living with disabilities and health conditions and establishing a Disability & Health Conditions Staff Network to review WDES data.
8	Percentage of disabled staff saying their employer has made adequate adjustment(s) to enabled them to carry out their work	<ul style="list-style-type: none"> Improving the Trust's internal and external websites to make them more accessible by translating content into different languages, re-sizing and adapting content and providing options for background colours. Developing hybrid working guidance and tools to support line managers and employees to implement flexible working practices.
9	The staff engagement score for Disabled staff, compared to non-disabled staff.	<ul style="list-style-type: none"> Holding a series of listening sessions for our staff living with disabilities and health conditions and establishing a Disability & Health Conditions Staff Network to review WDES data.
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated	<ul style="list-style-type: none"> Holding a series of listening sessions for our staff living with disabilities and health conditions and establishing a Disability & Health Conditions Staff Network to review WDES data.