

Workforce Disability Equality Standard 2023

Bolton NHS Foundation Trust 2023 Data Analysis Report

31 Mar 2023

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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.
- 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.
- Nationally, it is known that colleagues living with disabilities and health conditions have a poorer experience of working within the NHS. The past few years have further highlighted the health inequalities which exist and how COVID-19 has impacted people from these communities.
- Each year the Trust is required to publish Workforce Disability Equality Standard (WDES) data by the NHS England Standard contract, since 2019.
- 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 2022/2023. It also provides comparisons from the previous five years and the national 2021 WDES report.
- The report is to be read in conjunction with the WDES action plan.

Key findings

Workforce Representation

3.9% staff have declared a disability, an improvement of 0.7% and 0.4% improvement in declaration rates. Both are now higher than the national average. The highest proportion of Disabled staff are represented at Band 9 **(12%)**

Recruitment

The relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting is still higher and increased by a marginal 0.01 likelihood figure

Capability

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.

Bullying & Harassment

4.5% reduction in bullying and harassment towards disabled staff from patients/service users/relatives and 0.9% increase of reports from managers and 2.2.% from colleagues. However a 2.1% increase in the number of disabled staff reporting incidents.

Career progression

There has been a 2.6% increase in the number of staff with a disability who agree the trust provides equal opportunities for career progression or promotion.

Pressure to come to work and Feeling Valued

There has been an increase of 2.6% of disabled staff saying they felt pressure to come to work despite not feeling well and a reduction in feeling their work is valued.

Adequate adjustments

There has been a reduction of 1.7% in the number of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work. This equates to approx. 1 in 3 staff

Staff Engagement and Voting membership

There has been a reduction in engagement scores for staff with a disability by 0.1

There is no disabled representation on the Board.

Key findings

WDES metric		2019	2020	2021	2022	2023	Difference between 2022 & 2023	
1	Workforce representation of Disabled staff (AfC)	Overall	2.8%	2.6%	2.9%	3.3%	3.9%	0.57% ↑
		8c and above	0.0%	0.0%	0.0%	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	1.04	1.05	0.01 ↓	
3	Relative likelihood of Disabled staff entering the performance management capability process compared to non-disabled staff	0	0	0	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%	33.7%	29.2%	-4.5% ↑
		Non-disabled	24.0%	21.9%	24.2%	24.2%	24.5%	0.3% ↓
4(ii)	Percentage of staff experiencing harassment, bullying or abuse from managers	Disabled	10.0%	19.1%	15.7%	12.5%	13.4%	0.9% ↓
		Non-disabled	11.0%	9.9%	9.4%	9.7%	9.0%	-0.7% ↑
4(iii)	Percentage of staff experiencing harassment, bullying or abuse from other colleagues	Disabled	20.0%	29.9%	23.3%	20.4%	22.6%	2.2% ↓
		Non-disabled	16.0%	14.6%	14.3%	15.2%	14.4%	-0.8% ↑
4(iv)	Percentage of 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%	49.0%	51.1%	2.1% ↑
		Non-disabled	50.0%	41.3%	49.8%	46.0%	47.4%	1.4% ↑

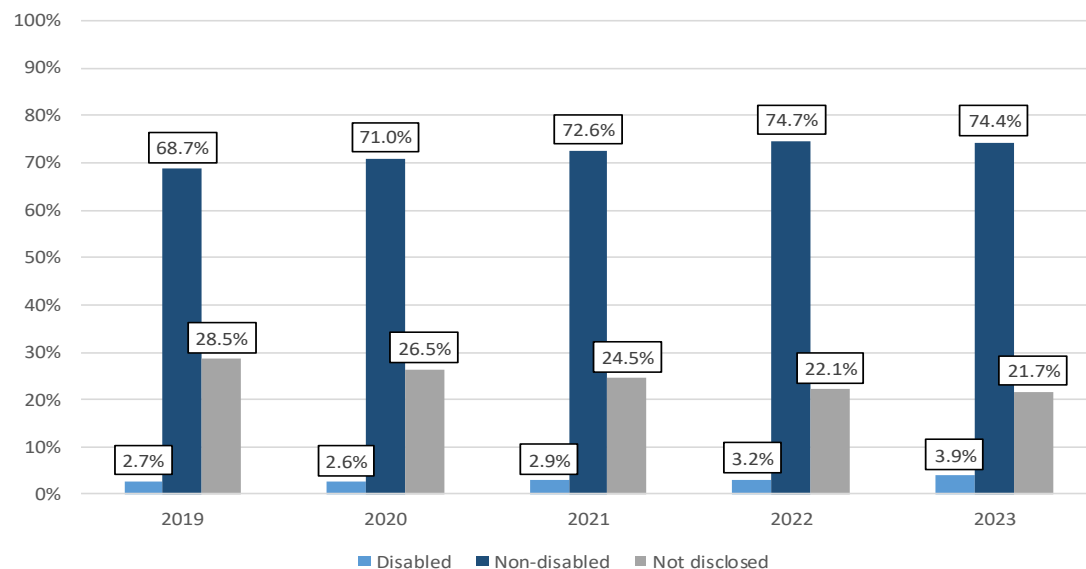
Key findings

WDES metric			2019	2020	2021	2022	2023	Difference between 2022 & 2023
5	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	Disabled	85.0%	76.6%	80.9%	55.0%	57.6%	2.6% ↑
		Non-disabled	89.0%	86.1%	89.6%	62.1%	59.3%	-2.8% ↓
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%	25.0%	27.6%	2.6% ↓
		Non-disabled	19.0%	14.7%	21.4%	18.0%	17.1%	-0.9% ↑
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%	40.7%	37.5%	-3.2% ↓
		Non-disabled	57.0%	55.4%	51.4%	47.5%	47.0%	-0.5% ↓
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%	73.8%	72.1%	-1.7% ↓
9	Staff engagement score (a composite based on several questions in the NHS Staff Survey)	Disabled	6.80	7.10	6.70	6.80	6.50	-0.3 ↓
		Non-disabled	7.40	7.40	7.30	7.20	7.10	-0.1 ↓

WDES metric 1

Bolton NHS Foundation Trust staff by disability

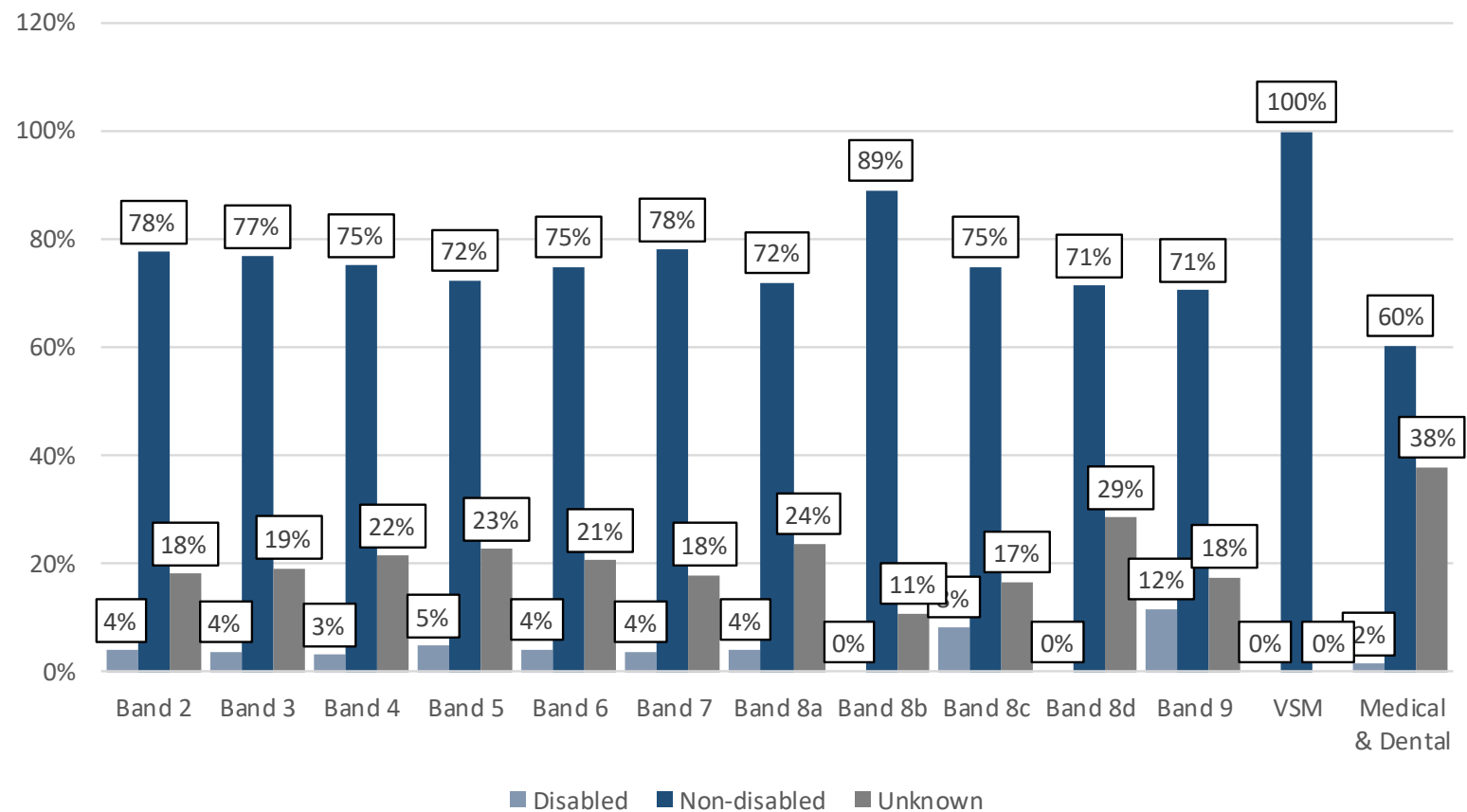
Year	Headcount			Percentages		
	Disabled	Non-disabled	Not disclosed	Disabled	Non-disabled	Not disclosed
2019	150	3750	1557	2.7%	68.7%	28.5%
2020	144	3982	1485	2.6%	71.0%	26.5%
2021	167	4226	1428	2.9%	72.6%	24.5%
2022	187	4414	1309	3.2%	74.7%	22.1%
2023	240	4542	1323	3.9%	74.4%	21.7%



- The proportion of disabled staff increased by 0.7% (53 staff) to 3.9% (now at a total of 240 individuals) as recorded within the Electronic Staff Record (ESR) HR information system. This is now higher than the national average which stands at 3.7%.
- However the staff survey shows a higher 25.5% (525 respondents out of 2081) declared they had a disability.
- A 6.8% reduction in the 'Unknown' category over the past five years has been noted, now similar to the national average at 21.7%.
- Almost 1 in 4 staff continue to not declare whether they have a disability or health condition on ESR. This gap in data impacts on the analysis of experiences of staff with a disability or health condition.

WDES metric 1

Bolton NHS Foundation Trust staff by disability



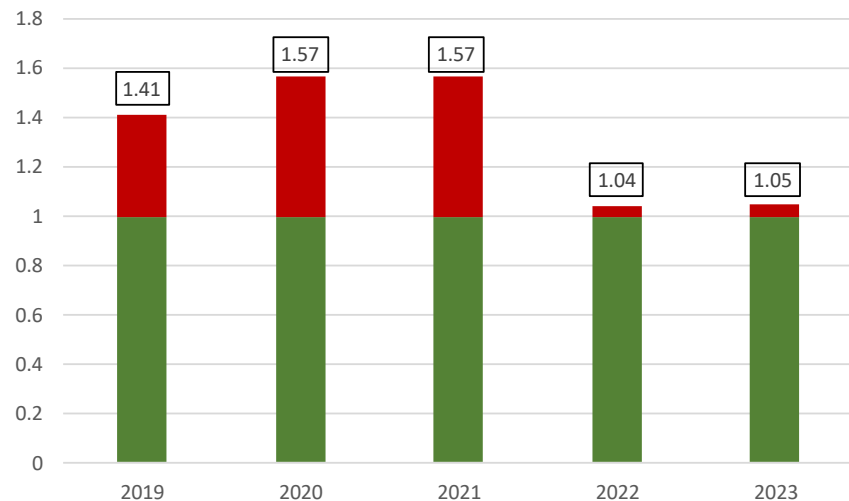
- The highest proportion of Disabled staff are represented at Band 8c and Band 9 senior positions. However, limitations with data prevent an in-depth or accurate analysis.

WDES metric 2

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

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

Year	Relative likelihood
2019	1.41
2020	1.57
2021	1.57
2022	1.04
2023	1.05



- Similar to the previous year, non-disabled staff have a slightly higher likelihood of being appointed from shortlisting than those with a disability. There has been a slight improvement of 0.01 points.
- The Trusts score at 1.05 is better than the national average at 1.11.
- However there has been a positive shift in the past four years when the figure was at 1.57 to now at 1.04 showing more people with a disability are being appointed.

WDES metric 3

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
2022	0.00
2023	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.
- Nationally however the relative likelihood is 1.94, indicating disabled staff are nearly twice as likely to enter the capability process as their non-disabled colleagues

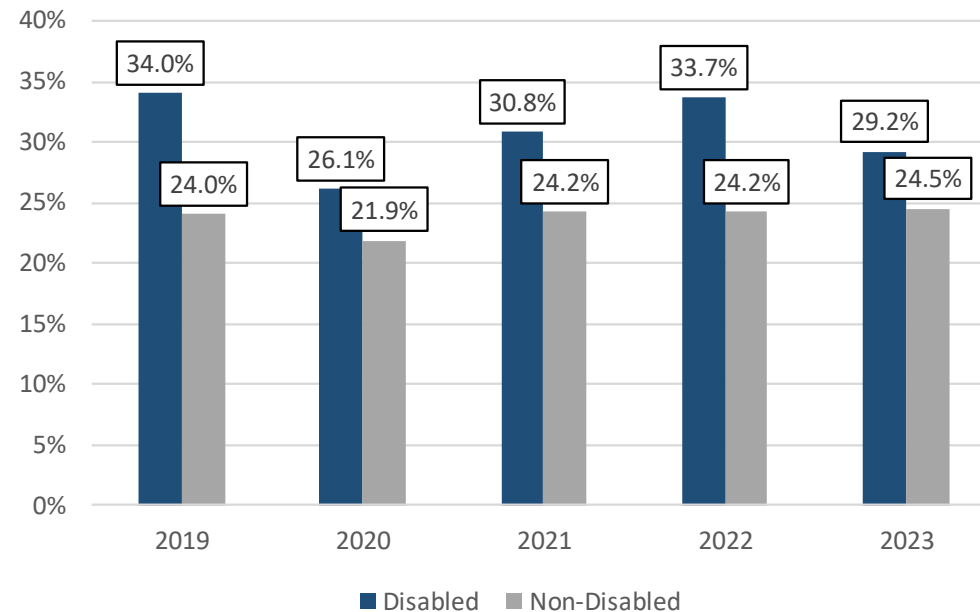
WDES metric 4(i)

Percentage of staff experiencing harassment, bullying or abuse from:

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

Year	Disabled	Non-Disabled
2019	34.0%	24.0%
2020	26.1%	21.9%
2021	30.8%	24.2%
2022	33.7%	24.2%
2023	29.2%	24.5%

- Research suggests a higher proportion of disabled staff experience bullying, harassment and abuse from the public than non-disabled staff.
- Staff with a disability continue to report higher rates of bullying, harassment and abuse from patients/ service users (29.2% disabled compared to 24.5% non-disabled), which is lower than the national average at 31.9%.
- However there has been a 4.5% reduction over the past year.



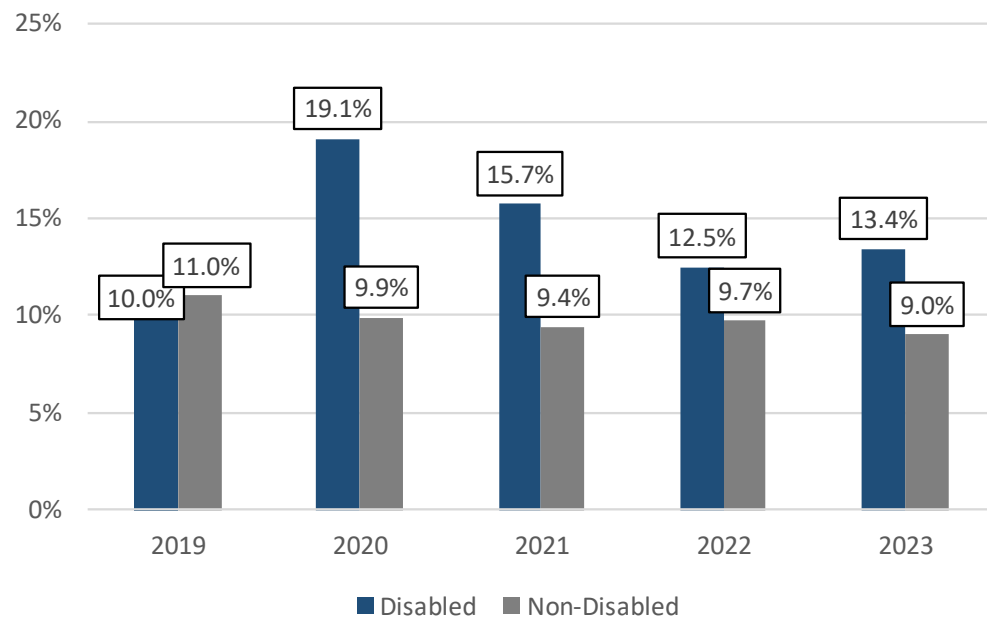
WDES metric 4(ii)

Percentage of 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%
2022	12.5%	9.7%
2023	13.4%	9.0%

- Staff with a disability report higher rates of bullying and abuse from managers (13.4% disabled compared to 9.0% non disabled.) This figure is lower than the national average at 19.8%.
- The National Staff Survey data shows a 0.9% increase in the number of disabled staff experiencing bullying or abuse from managers over the past year and a 3.4% increase over the past five years.



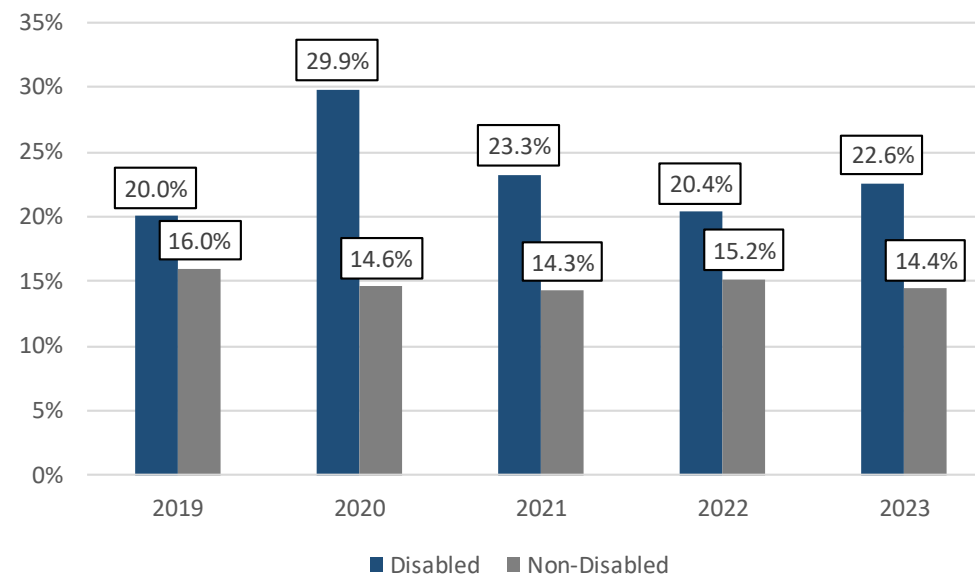
WDES metric 4(iii)

Percentage of 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%
2022	20.4%	15.2%
2023	22.6%	14.4%

- Staff with a disability continue to report higher rates of bullying, harassment and abuse from colleagues (22.6% disabled compared to 14.4% non-disabled).
- There has been an increase of 2.2% over the past year alone. The Trusts score is lower than the national average at 25.6%.
- This is a considerable 7.3 % improvement from 2020 when the rate was at its highest at 30%.
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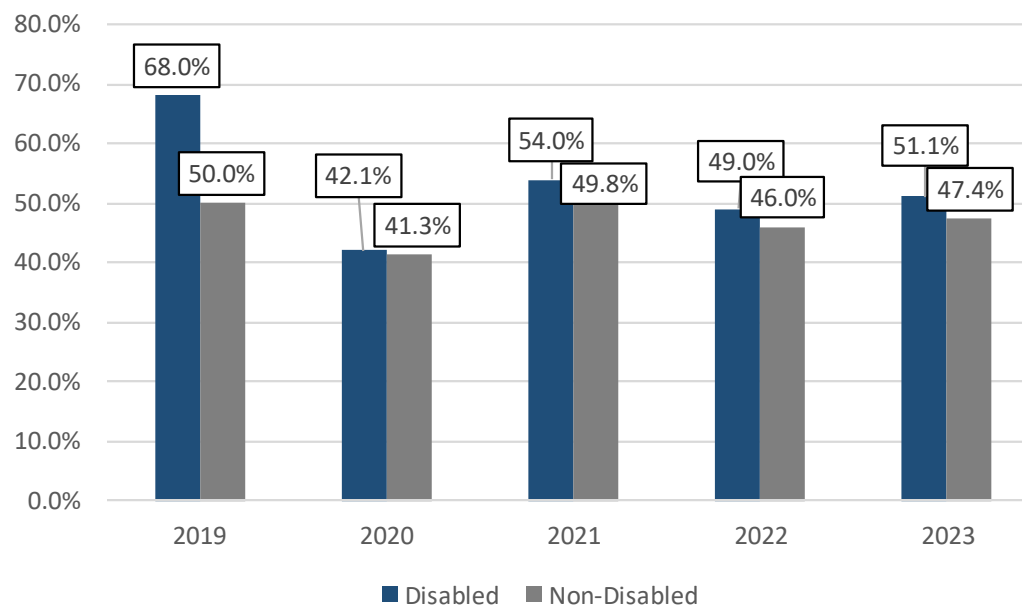


WDES metric 4(iv)

(iv) Percentage of 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%
2022	49.0%	46.0%
2023	51.1%	47.4%

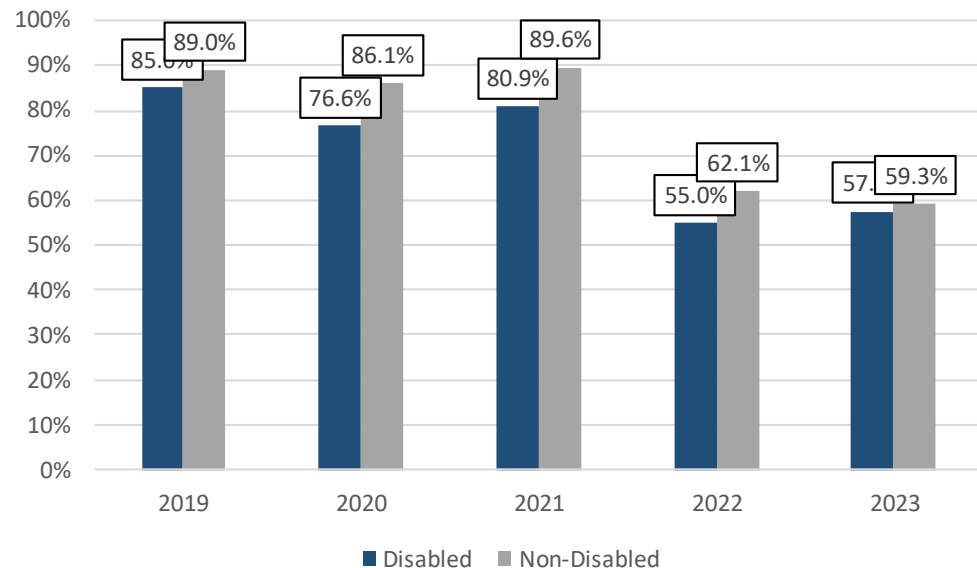
- Staff with a disability continue to be more likely to report harassment, bullying and abuse at work (51% disabled compared to 47% non disabled.)
- There has been a 2.1% increase in reports over the past year. However, there has been a notable decline of 16.9% in reporting confidence over the past five years from disabled staff (and only 3.6% from non disabled staff)



WDES metric 5

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%
2022	55.0%	62.1%
2023	57.6%	59.3%

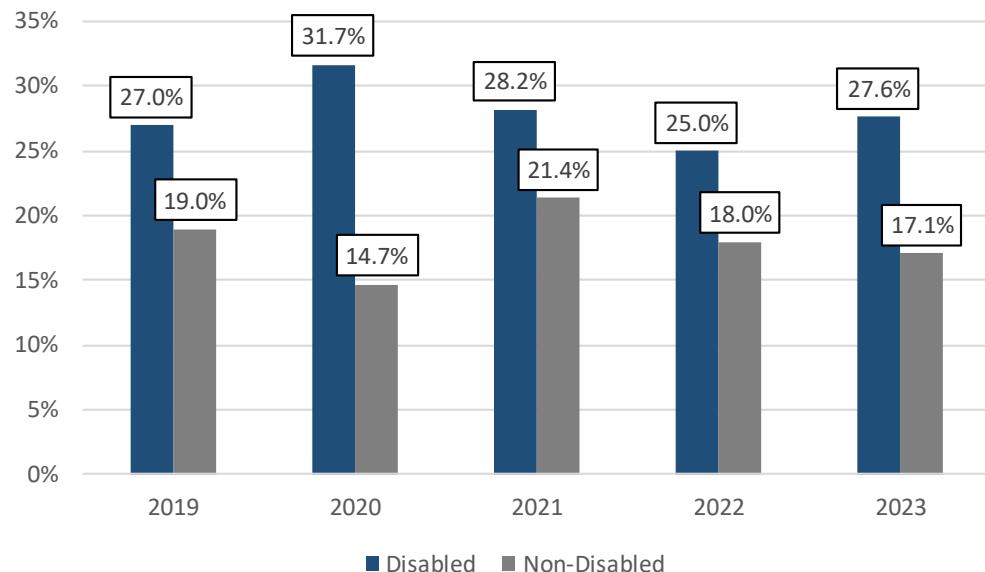


- The national WDES data suggests there is a correlation between how well a Trust is led overall and how disabled staff feel about their opportunities for career progression.
- Staff with a disability are slightly less likely to agree the Trust provides equal opportunities (1.7% difference). However this result has improved by 2.6% over the past year to 57.6% (compared to 59.3% non disabled staff). This is lower than the national average at 78.4%.
- Over the past five years the figure has declined for both staff with a disability and without by more than 25%.

WDES metric 6

Percentage 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%
2022	25.0%	18.0%
2023	27.6%	17.1%

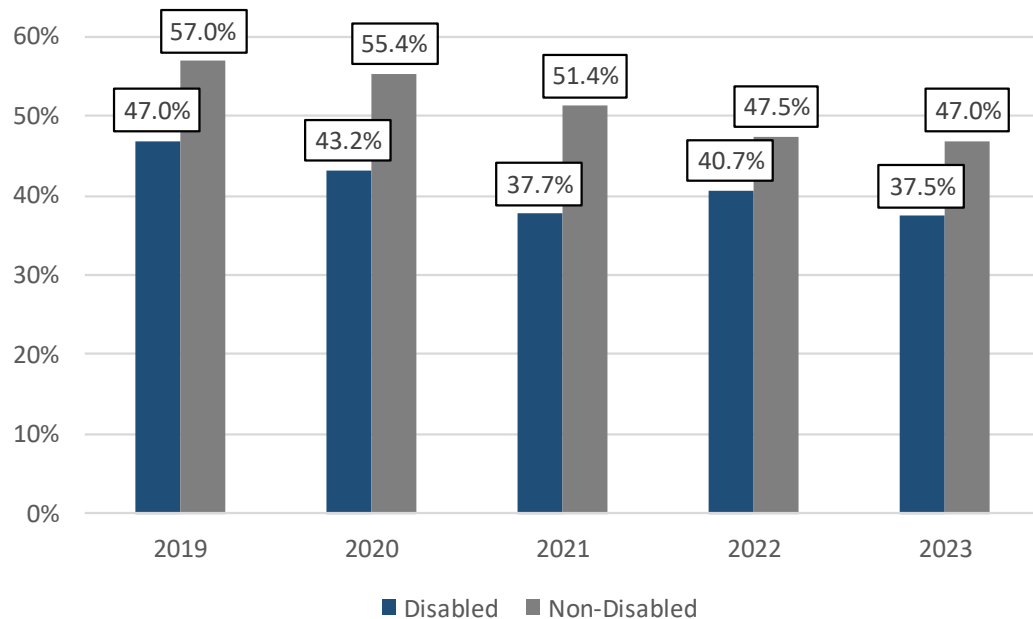


- People with a disability are more likely feel pressure to come to work (27.6% which is 10% higher than those without a disability at 17.1%).
- The Trusts score is lower than the national average at 30.6%.
- Over the past year, this result has got worst by 2.6% for staff with a disability,
- Despite a fluctuation, over the past 5 years there has not been much change in the number of staff feeling pressure to come to work and remains at the same level (27%)

WDES metric 7

Percentage of 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%
2022	40.7%	47.5%
2023	37.5%	47.0%

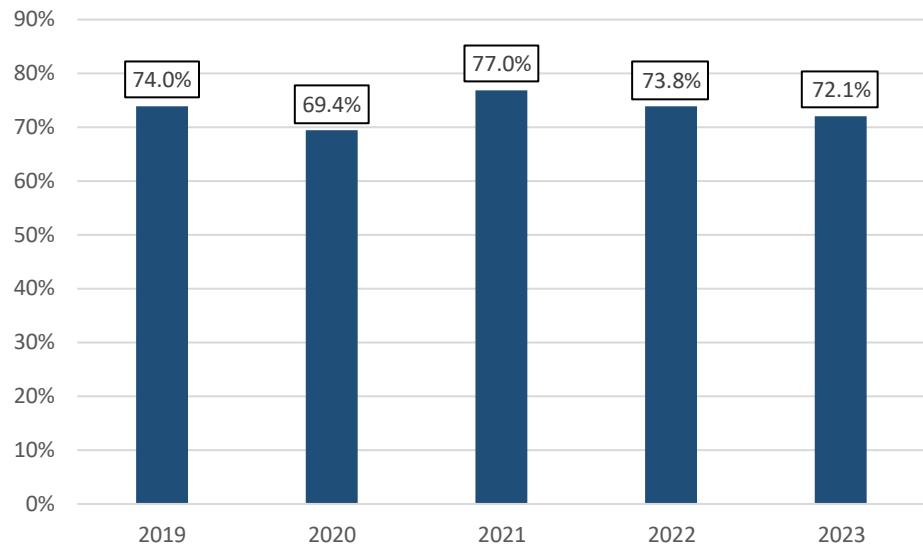


- This data is taken from the National Staff Survey results.
- There has been an 3.2% reduction in the number of disabled staff stating that they are satisfied with the extent to which their organisation values their work.
- This equates to just over a third of disabled staff feel valued by the Trust (37.5% compared to a higher 40% nationally). Staff without a disability are more likely to feel valued (47%).
- Over the past five years there has been a 9.5% reduction in the percentage of staff saying their work is valued . On par with this there has also been a 10% reduction in non-disabled staff disagreeing they feel valued.

WDES metric 8

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%
2022	73.8%
2023	72.1%



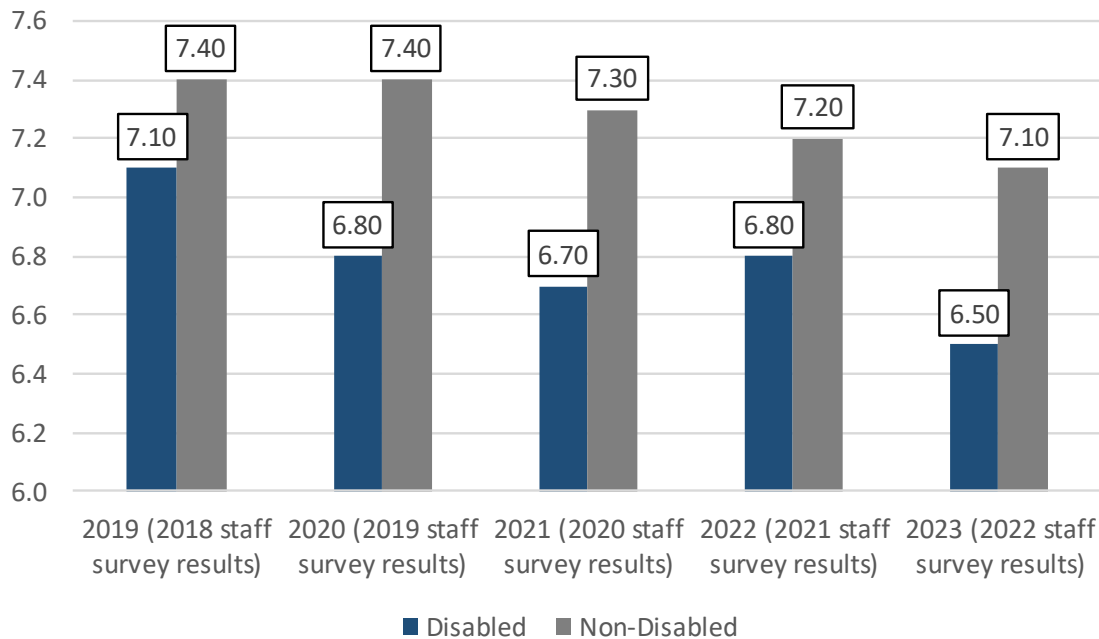
- Nearly one in four disabled (28%) staff do not believe that they are getting the necessary equipment and support needed for them to perform their role as effectively as possible.
- The rates of disabled staff saying their employer has made reasonable adjustments to carry out their work has fallen 1.7% in the past year. This undoubtedly means a loss of productivity for these staff, and is worst than the national average at 76%. (Trust score 72.1%)

WDES metric 9

Staff Engagement Score

Year	Disabled	Non-Disabled
2019 (2018 staff survey results)	7.10	7.40
2020 (2019 staff survey results)	6.80	7.40
2021 (2020 staff survey results)	6.70	7.30
2022 (2021 staff survey results)	6.80	7.20
2023 (2022 staff survey results)	6.50	7.10

- A decrease of 0.1 in the engagement scores of disabled staff has been noted, as per the graph.
- Over the past 5 years there has been a slight 0.6 reduction in engagement scores over the past 5 years



WDES metric 10

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

- For the duration of the WDES data that has been reported since 2019 there has been no disabled representation on the Board. This is worst than the national average which shows overall, 3.7% of board members have declared a disability, the same figure as the overall workforce.