

Workforce Disability Equality Standard 2023

1. Purpose of the report

- 1.1. This report provides a summary of key data, issues and recommendations arising from the Workforce Disability Equality Standard (WDES) report (snapshot as at 31 March 2023).

2. Background

- 2.1. The WDES has been in place since 2018; this is the fifth consecutive national collection of WDES data.
- 2.2. The window for data submission for the reporting period (data up to 31 March 2023) is 01-31 May 2023. WDES data uploads are supplemented by a narrative return which is derived from the content of this report.
- 2.3. Following the submission of the return and publication of this report, NHS England requires that a WDES action plan is developed, ratified by the Trust Board and published by 31 October 2023.

3. Data Quality and Outline Numbers

- 3.1. Data for the Trust's data return is derived from a combination of sources; Electronic Staff Record (workforce composition and learning and development data), TRAC (recruitment), Assure HR Case (employee relations) and the NHS Staff Survey 2022.
- 3.2. Following recruitment, data files transfer from TRAC to ESR upon an applicant's appointment.
- 3.3. All employees have access to the ESR self-service portal which allows them to review and update their personal information at regular intervals. This is supported by user manuals and support from the HR Services team.
- 3.4. As at 31 March 2023, 10.5% of employees (434) had chosen not to disclose their disability status. This is an improvement from 2022 where 12.4% (489 headcount) of employees have not disclosed their disability status.
- 3.5. As at 31 March 2023, 4.9% of employees (204 headcount) have declared a disability. This is an increase from 2022 where 4.4% of colleagues (174 headcount) had disclosed that they have a disability.

4. Recruitment

- 4.1. A figure below 1.00 indicates that disabled candidates are more likely to be appointed from shortlisting than non-disabled candidates. The Trust continues to improve in this on this figure since 2020 when it reported as 1.25. For 2023 the Trust reports a figure of 0.28 which indicates that disabled candidates are more likely to be appointed from shortlisting than those without disabilities.
- 4.2. A number of actions have supported this improvement in year including the addition of unconscious bias training to MK Manager's Way, the Trust's development scheme for line managers, and a review of inclusive recruitment practices.
- 4.3. The Trust operates what was previously known as a Guaranteed Interview Scheme in line with its Recruitment and Selection Policy and under its Disability Confident accreditation at Level 2 (Employer) status.

5. Capability Process

- 5.1. The metric for the capability process is based on a 2-year average of employees entering into a formal capability process (i.e. performance management). In 2020, 2021 and 2022 there were no disabled employees that entered into a formal capability process however one employee entered into the process in 2023.
- 5.2. A metric of 1.0 or above means that disabled employees are more likely to enter into the formal capability process compared to non-disabled employees. For 2023 the metric is 2.4, which indicates that disabled employees are more likely to enter into the formal capability process than non-disabled employees.
- 5.3. It is important to note that there have only been seven cases of formal capability over the last two years, with only one case for a disabled employee. As this is a small sample size and because only 4.9% of employees have declared a disability, this gives the appearance that disabled employees are more likely to enter into a formal capability process when in reality, there has only been one case of formal capability for a disabled employee since 2020.
- 5.4. The Trust continues to review HR policies to ensure that employee relations cases are in line with a fair and just culture, with the employee's wellbeing at the heart of decision making.

6. Staff Survey Data

- 6.1. A comparison of the staff survey indicators for the 2021 and 2022 staff surveys is outlined below (note: for questions 14a, 14b, 14c, 14d, and 11e a lower score is positive, whilst for questions 15, 4b, 30b, and the engagement score, a higher score is positive):

Question	National Average		Milton Keynes University Hospital			
	2022 Not Disabled	2022 Disabled	2021 Not Disabled	2021 Disabled	2022 Not Disabled	2022 Disabled
Ind4a: q14a - In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public?	25.9%	33.1%	28.3%	33.7%	24.8%	29.9%
Ind4a: q14b - In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?	9.4%	16.4%	8.4%	16.3%	9.8%	15.7%
Ind4a: q14c - In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?	16.6%	25.0%	17.2%	27.8%	17.4%	25.7%
Ind4b: q14d - The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it? * note cleaning change affected base size for historical years.	49.1%	51.0%	50.6%	58.0%	54.4%	51.6%
Ind5: q15 - Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age? *	57.5%	51.7%	57.1%	56.7%	60.2%	53.3%
Ind6: q11e - Have you felt pressure from your manager to come to work?	20.1%	28.0%	25.1%	32.3%	20.2%	34.6%
Ind7: q4b - The extent to which my organisation values my work.	44.6%	34.7%	51.4%	46.8%	57.2%	41.6%
Ind8: q30b - Has your employer made reasonable adjustment(s) to enable you to carry out your work?	Not Asked	73.0%	Not Asked	73.1%	Not Asked	72.7%
Ind9: Staff engagement theme	6.9	6.4	7.3	7.0	7.4	6.8

6.2. There has been a positive change in the following indicators in the 2022 staff survey:

- A reduction in the % of disabled employees who have experienced harassment, bullying or abuse from patients/services users, their relatives or members of the public (29.9% - 2022; 33.7% - 2021). This remains higher for disabled employees than non-disabled employees (24.8%) but is lower than the national average for disabled employees (33.1%).
- A reduction in the % of disabled employees who have experienced harassment, bullying or abuse from managers (15.7% - 2022; 16.3% 2021). This remains higher for disabled employees than non-disabled employees (9.8%) but is lower than the national average for disabled employees (16.4%).
- A reduction in the % of disabled employees who have experienced harassment, bullying or abuse from colleagues (25.7% - 2022; 27.8% - 2021). This remains higher for disabled employees than non-disabled employees (17.4%) and is higher than the national average for disabled employees (25.0%).

6.3. There has been a negative change in the following indicators in the 2022 staff survey:

- A reduction in the % of disabled employees who reported the last instance of harassment, bullying or abuse they received (51.6% - 2022; 58.0% - 2021). This is lower for disabled employees than non-disabled employees (54.4%) however, is higher than the national average for disabled employees (51.0%).

- A reduction in the % of disabled employees who believe that the Trust acts fairly in regard to career progression/promotion (53.3% - 2022; 56.7% - 2021). This is lower for disabled employees than non-disabled employees (60.2%) however, this is higher than the national average for disabled employees (51.7%).
 - An increase in the % of disabled employees who have felt pressure from their manager to come to work (34.6% - 2022; 32.3% - 2021). This is higher for disabled employees than non-disabled employees (20.2%) and is also higher than the national average for disabled employees (28.0%).
 - A reduction in the % of disabled employees who feel that the Trust values their work (41.6% - 2022; 46.8% - 2021). This is lower for disabled employees than non-disabled employees (57.2%) however, is higher than the national average for disabled employees (34.7%).
 - A slight reduction in the % of disabled employees who feel that the Trust has made reasonable adjustments to enable them to carry out their work (72.7% - 2022; 73.1% - 2021). This is lower than the national average for disabled employees (73.0%). This question is not asked of non-disabled employees.
 - A reduction in the staff engagement score for disabled employees (6.8 – 2022; 7.0 – 2021). This is lower than non-disabled employees (7.4) however is higher than the national average for disabled employees (6.4).
- 6.4. A listening event will be held with the Ability Network to discuss the 2022 staff survey results and provide context for the Trust's scores in the WDES-specific questions. An action plan will be co-produced with the network.
- 6.5. The Trust has undertaken extensive work throughout 2022/23 to address incidents of violence, aggression and unacceptable behaviours. A working group has been implemented and is reviewing support mechanisms for staff, training, de-escalation and communication.
- 6.6. The Trust is piloting a Disability Advisor role that will support line managers with implementing reasonable adjustments for employees, both in existing employment and at recruitment stage. Training for line managers on how to identify and implement reasonable adjustments is also being implemented.

7. Facilitating the Voices of Disabled Colleagues

- 7.1. The Trust's Ability Network has been in place since late 2019 and has developed its collective voice, its membership and reach, alongside an open-door approach with the Chief Executive and Director of Workforce.
- 7.2. The Inclusion Leadership Council has been in operation since November 2021 and is a bi-monthly meeting where representatives from all staff networks can raise matters to the highest level of the Trust. Supporting this is a more

informal, monthly meeting with the Head of HR Business Partnering and ED&I Lead to ensure ongoing engagement on everyday matters.

- 7.3. Working with the ED&I Lead, the Ability Network has developed a Disability Inclusion Plan, which includes the implementation of AccessAble and Reciteme which will support colleagues and patients with abilities including visible and hidden disabilities.
- 7.4. In 2022, the Trust held workshops to share lived experiences of those working with neurodiversity and a Neurodiversity Network is in the planning stages.
- 7.5. The Trust has gained approval to operate Learning Disability Internships with support from external partners, which will allow for young people with learning disabilities to gain essential work experience needed to help them secure future employment. It is the Trust's aim to roll this out from September 2023.
- 7.6. The Trust is actively exploring the implementation of Ability Champions who would support the Ability Network, HR, EDI, and recruitment with onboarding and continuous support to disabled colleagues.

8. Trust Board Composition

- 8.1. The Trust Board composition has increased from 2022 with 16.8% of board members declaring a disability. This is an increase from 7.1% from 2022 and shows that the board has proportionately more disabled members than the Trust as a whole (4.9%).

9. Recommendations

- 9.1. Take steps to encourage colleagues to self-declare their disability status through positive communications and improved use of electronic systems, including a "share not declare" campaign to encourage employees to share equality data that they may have not disclosed at recruitment stage.
- 9.2. Continue to work towards Disability Confident Level 3 (Leader) by building a portfolio of improvements for disabled employees.
- 9.3. Triangulate data to ascertain the impact of increase in harassment, bullying and abuse e.g., informally resolved cases, grievance and disciplinary data, exit questionnaires, data held by; staff side colleagues, FTSU guardian, Staff Health and Wellbeing, Incident reports
- 9.4. Continue to develop a talent management programme as part of the Workforce Strategy Plan to will support further improvement in the recruitment metric as well as the equal opportunities and career development NHS Staff Survey outcomes.

- 9.5. Implement reasonable adjustment training for line managers to ensure employees have the appropriate support to undertake their roles and to further promote the use of Employee Passports.
- 9.6. Continue to support the ongoing development of the Staff Ability Network.
- 9.7. Develop and publish a detailed action plan by 31 October 2023.