



Humber Teaching
NHS Foundation Trust

Humber Teaching NHS Foundation Trust

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2023



Caring, Learning
& Growing Together

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Over the past 12 months, the Trust has undertaken several initiatives and, as a result, has performed better than the national figure in all metrics.



1.0

Executive Summary

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) used by NHS organisations to compare disabled and non-disabled staff experiences. Like the Workforce Race Equality Standard (WRES) it provides an opportunity for NHS Trusts to hold up the mirror to organisational performance on the equality agenda and develop action plans to address areas of challenge.

Over the past 12 months, the Trust has undertaken several initiatives and, as a result, has performed better than the national figure in all metrics.

Other Key findings include:

- The percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it is 70.5% which is better than the national figure of 51%;
- The percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties is 17.3%, which is significantly better than the national figure of 28%.
- The relative likelihood of disabled staff entering the formal capability process continues to be extremely low and demonstrates that disabled staff are not disadvantaged by the Trust's formal capability processes;
- 76.9% of disabled staff believe the Trust has made adequate adjustments to enable them to carry out their work, this is better than the national figure of 73%;
- The engagement score of our disabled staff (6.7) is better than the national figure (6.4);
- The percentage of our staff with a disability who are satisfied with the extent to which they believe the organisation values their work (41.8%) is significantly above the national (34.7%);
- The percentage of staff with a disability who believe they have experienced harassment, bullying or abuse from managers in last 12 months is 11.7% (down on the previous year 13.8%), this is nearly double the comparative figure for staff without a disability which is 6.4%. However, the Trust figure is the lowest it has been for five years continuing a year on year improving trend and is better than the national figure (16.4%);
- The percentage of staff with a disability who believe they have experienced harassment, bullying or abuse from other colleagues in last 12 months is 22.6% this compares to 10.9% of staff without a disability, and is better than the national figure of 25%;
- The Trust has no disabled staff represented across pay bands 8c – VSM in non-clinical roles.
- The percentage of our disabled staff believing that the Trust provides equal opportunities for career progression (52.6%) is better than the national figure of 51.7%.

2.0

Introduction

All NHS Trusts and Foundation Trusts are required to comply with the Workforce Disability Equality Standard (WDES) mandated by the NHS Standard Contract.

WDES is a data-driven standard that uses ten measures (metrics) to improve disabled staff experiences in the NHS. Metrics are drawn from existing data sources (recruitment dataset, ESR, NHS Staff Survey, local HR data).

The metrics have been developed to capture information relating to the workplace and career experiences of Disabled staff in the NHS.

The national WDES 2021 Annual Report has shown that Disabled staff have poorer experiences in areas such as bullying and harassment and attending work

when feeling unwell, when compared to non-disabled staff.

Humber Teaching NHS Foundation Trust is an award-winning organisation, providing a broad range of care and services across a wide geographical area.

We employ approximately 3,400 staff across more than 82 sites at locations throughout five geographical areas; Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale. We provide care to a population of 765 thousand people of all ages who live within an area of more than 4,700 square kilometres,

which contains some areas of isolated rurality, dispersed major settlements and pockets of significant deprivation.



As an employer of choice locally, we strive to offer long-term employment opportunities as well as structured personal and professional development for our workforce in order to provide high quality care for our patients. In East Riding, 19.1% of the population is disabled, in Humber, 19.7%, and in North Yorkshire, 17.5%. Disabled employees represent 8.34% of Humber Teaching NHS Foundation Trust's workforce. The purpose of this report is to understand the experiences of our disabled staff across the ten WDES metrics (see appendix 1).



Employing approximately

3,400 staff

Operating across more than

82 sites

Serving 5

geographical areas; Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale.

Those with a disability represent

19.1% of the East Riding population

19.7% of the Humber population

17.5% of the North Yorkshire population

Disabled employees represent

8.34%

of the Humber Teaching Trust's workforce



We provide care to a population of 765 thousand people of all ages who live within an area of more than 4,700 square kilometres.

3.0

WDES Related Activity

As a Trust, we are committed to interpreting the WDES data and utilising it to improve representation. The following is a brief summary of some of the WDES related activities the Trust has undertaken since the 2021/2022 report:

National Centre for Diversity FREDIE Assessment

The National Centre for Diversity (NCFD) advised the Trust on how to initiate and carry out a campaign around FREDIE (Fairness, Respect, Equity, Diversity, Inclusion, Engagement) to renew and refresh the Trust's commitment to inclusion with an aim to enhance the culture and improve inclusion for staff and service users whatever their background.

As a part of the FREDIE campaign NCFD carried out a cultural audit within the Trust to understand how inclusive the Trust is and any areas for improvement. Similarly, they review the 'Zero-tolerance' approach to bullying and harassment and to move the Trust towards a more pro-active and potentially a more preventative approach through a 'Respect campaign'.

Data Accuracy

We carried out a full review of the data accuracy process and produced a flowchart for reducing unspecified data entries.

This involved introducing data quality checks at multiple points of the employment journey. This now includes welcome calls when candidates are navigating the initial stages of the onboarding process, which is also used as an opportunity to gather EDI data, as well as through monthly reports and subsequent contact. Where there are outstanding, or unspecified equality data entries, contact is made to support employees to update their own records via ESR and notices on ESR remind staff to update records every 12 months. Monthly reports are generated for the recruitment team and the flexible workforce team so that they can chase up outstanding equality data information.

Recruitment and Selection

Over the past year there has been a drive to ensure colleagues have the opportunity to undertake recruitment and selection training which has a focus on enhancing workforce diversity through recruitment practices. 133 managers attended this between April 2022 and March 2023.



Over the past year there has been a drive to ensure colleagues have the opportunity to undertake recruitment and selection training which has a focus on enhancing workforce diversity through recruitment practices.



Leadership and Development

The Trust offers a range of leadership and development opportunities that include: Leadership and Senior Leadership programmes, Humber High Potential Development Scheme, of which a place is allocated to each staff network.

Essential Leadership Skills

85 managers have attended between April 2022 and March 2023.

Holding difficult conversations

25 managers have attended between April 2022 and March 2023.

Humber High Potential Development Scheme

There have been 3 cohorts since its launch in 2021:

- 2021 – 2 out of 11 delegates declared a disability
- 2022 – 1 out of 10 delegates declared a disability
- 2023 – 1 out of 10 delegates declared a disability

PROUD Senior Leadership Development Programme (Bands 8a+)

73 leaders have completed the programme; 13 leaders are currently going through the programme; 11 leaders are on the waiting list for the next cohort.

PROUD Leadership Development Programme (Bands 3-7)

142 leaders have completed the programme; 58 leaders are currently going through the programme; 84 leaders are on the waiting list for the next cohort.

Bullying and Harassment Training for Managers

To date, bullying and harassment training has been offered via an external provider, however the Trust have developed a learning proposal to bring this offer in-house. Given it will be an internal offer, we will be able to tailor to meet the Trust's needs and ensure a regular stream of courses are provided each month. Similarly, with an in-house training offer, the WDES and WRES data on bullying and harassment can be contextualised within the training to ensure all colleagues are aware of the WDES/WRES findings regarding bullying and harassment. During the timeframe, 15 managers attended the training.

Empowering our Staff Networks

A review was undertaken of staff networks and a number of changes agreed to accommodate allies, ensure consistency of approach, and make sure support and leadership from the Executive Team is provided to each of the Trust Networks, Race Equality Network, LGBTQ+ Network and the Disability Network. Each network now has improved terms of reference and a joint approach to chairing the networks with support from the Executive team.

4.0

Data Summary

Detailed below is the organisation’s WDES data which was submitted in May 2023 covering the period 1st April 2022 – 31st March 2023.

Metric 1 Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce. (Data source: ESR).

1a.	Non-clinical workforce					
	Disabled staff in 2022	Disabled staff in 2023	Non-disabled staff in 2022	Non-disabled staff in 2023	Unknown/null staff in 2022	Unknown/null staff in 2023
Cluster 1 (Bands 1–4)	6.86% (40)	9.4% (59)	74.27% (433)	73.4% (463)	18.87% (110)	17.3% (109)
Cluster 2 (Band 5–7)	4.48% (6)	7.3% (12)	88.06% (118)	88.5% (146)	7.46% (10)	4.2% (7)
Cluster 3 (Bands 8a–8b)	12.20% (5)	12.2% (6)	80.49% (33)	75.5% (37)	7.32% (3)	12.2% (6)
Cluster 4 (Bands 8c–9 & VSM)	0.00% (0)	0.00% (0)	92.31% (12)	94.4% (17)	7.69% (1)	5.6% (1)
1b.	Clinical workforce					
	Disabled staff in 2022	Disabled staff in 2023	Non-disabled staff in 2022	Non-disabled staff in 2023	Unknown/null staff in 2022	Unknown/null staff in 2023
Cluster 1 (Bands 1–4)	6.46% (50)	6.8% (56)	74.16% (574)	75.4% (625)	19.38% (150)	17.9% (148)
Cluster 2 (Band 5–7)	7.88% (98)	9.4% (129)	73.53% (914)	72.7% (1002)	18.58% (231)	17.9% (247)
Cluster 3 (Bands 8a–8b)	5.84% (9)	7.6% (12)	81.82% (126)	83.5% (132)	12.34% (19)	8.9% (14)
Cluster 4 (Bands 8c–9 & VSM)	3.57% (1)	9.7% (3)	92.86% (26)	80.6% (25)	3.57% (1)	9.7% (3)
Cluster 5 (Medical and Dental staff, Consultants)	2.63% (1)	2.7% (1)	76.32% (29)	83.78% (31)	21.05% (8)	13.51% (5)

	Disabled staff in 2021	Disabled staff in 2022	Non-disabled staff in 2021	Non-disabled staff in 2022	Unknown/null staff in 2021	Unknown/null staff in 2022
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	9.09% (1)	10% (1)	72.73% (8)	80% (8)	18.18% (2)	10% (1)
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	15.00% (3)	6.9% (2)	50.00% (10)	44.83% (13)	35.00% (7)	48.28% (14)

Metric	2023	2022	National Figures (2022)
2. Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts	0.97	1.1	1.11*
3. Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure	1.27 (represents 1 member of staff)	0.0	1.94*
4a. Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	Disabled 32.2%** Non-Disabled 21.1%**	Disabled 30% Non-Disabled 24.5%	Disabled/LTC 33.1%*** Non-disabled 25.9%***
4b. Staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled 11.7%** Non-Disabled 6.4%**	Disabled 13.8% Non-Disabled 6.8%	Disabled/LTC 16.4%*** Non-disabled 9.4%***
4c. Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled 22.6%** Non-Disabled 10.9%**	Disabled 20.4% Non-Disabled 11.7%	Disabled/LTC 25%*** Non-disabled 16.6%***
4d. Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	Disabled 70.5%** Non-Disabled 61.6%**	Disabled 58.7% Non-Disabled 59.5%	Disabled/LTC 51%*** Non-disabled 49.1%***
5. Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	Disabled 52.6%** Non-Disabled 62.6%**	Disabled 53.6% Non-Disabled 60.9%	Disabled/LTC 51.7%*** Non-disabled 57.5%***
6. Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	Disabled 17.3%** Non-Disabled 12.7%**	Disabled 24.4% Non-Disabled 13.3%	Disabled/LTC 28%*** Non-disabled 20.1%***

*2021 NHS National WDES Report **2022 NHS Staff Survey Results *** NSS22 WDES – WRES National Tables



5.0

Summary of Progress

Below is a brief summary of the Trust's progress against each metric.

WRES Indicator	Description
1	Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce

Disabled representation in the workforce has improved on the previous year. 8.34% of the workforce identifies as being disabled which is an increase on the previous year's figure of 6.77%, however there continues to be no disabled staff represented across pay bands 8c – VSM in non-clinical roles and there has been a decline in cluster 7 clinical roles for staff with a disability or long-term condition.

2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts
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The relative likelihood of disabled staff being appointed from shortlisting is 0.97 which is an improvement on the previous year of 1.11. The Trust is doing better than the nationally reported figure of 1.11. A figure below 1.0 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting.

3	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.
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The relative likelihood of disabled staff entering the formal capability process has increased to 1.27, however this represents 1 member of staff and demonstrates that disabled staff are not disadvantaged by the Trust's formal disciplinary processes.

4a	Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months
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32.2% of 370 disabled staff that completed the NHS Staff Survey reported experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months. Despite a 2.2% deterioration from the previous year, this is better than the national figure of 33.1%. Despite being better than the national figure, it is still 10% higher than for colleagues without a disability/LTC and this is something that should be closely monitored in 2023/24.

4b	Staff experiencing harassment, bullying or abuse from managers in the last 12 months
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11.7% of 367 disabled staff that completed the NHS Staff Survey reported experiencing harassment, bullying or abuse from a manager in the last 12 months. This is a decrease of 2.1% on 2022 figure but is significantly better than the national figure of 16.4%.

Metric	2023	2022	National Figures (2022)
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	Disabled 41.8%** Non-Disabled 54%**	Disabled 45.3% Non-Disabled 51.7%	Disabled/LTC 34.7%*** Non-disabled 44.6%***
8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Disabled 79.6%**	Disabled 82.4%	Disabled/LTC 73%***
9. The staff engagement score for Disabled staff, compared to non-disabled staff	Disabled 6.7** Org average 7.1**	Disabled 6.7 Org average 7.0	Disabled/LTC 6.4*** Non-disabled 6.92***
10. Percentage difference between the organisation's board voting membership and its organisation's overall workforce.	8%	6.77%	

*2021 NHS National WDES Report **2022 NHS Staff Survey Results *** NSS22 WDES – WRES National Tables

WRES Indicator	Description
4c	Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

22.6% of 367 disabled staff that completed the NHS Staff Survey reported experiencing harassment, bullying or abuse from other colleagues in the last 12 months. This is an increase of 2.2% on 2022 figure; however, it is better the national figure of 25%.

4d	Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months
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70.5% of 149 disabled staff that completed the NHS Staff Survey reported the last time they experienced harassment, bullying or abuse at work they or a colleague reported it. This represents an improvement of 11.8% on the previous year and this is significantly better than the national figure of 51%.

5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion
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52.6% of 371 disabled staff that completed the NHS Staff Survey believe the Trust provides equal opportunity for career progression or promotion. This represents a slight decline of 1% on the previous year but is better than the national figure of 51.7%.

6	Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties
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17.3% of 271 disabled staff that completed the NHS Staff Survey believe they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. This represents an improvement of 7.1% on the previous year and is better than the national average of 28%.

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
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41.8% of 371 disabled staff that completed the NHS Staff Survey were satisfied with the extent to which the Trust values their work. This represents a decline of 3.5% on the previous year, however it is higher than the national figure of 34.7%.

8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work
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79.6% of 226 disabled staff that completed the NHS Staff Survey believe the Trust has made adequate adjustments to enable them to carry out their work, a decrease of 2.8% on the previous year. However, this is better than the national figure of 73%.

9	The staff engagement score for Disabled staff, compared to non-disabled staff.
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The engagement score of disabled staff (6.7) is in line with the national figure of 6.4.

10	Percentage difference between the organisation's board voting membership and its organisation's overall workforce
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All Trust board members have up to date ESR Records, however there is no disability representation in its membership.

6.0

Conclusion

Trust performance in all indicators is better than the NHS average which is a testament to the work undertaken to make positive improvements over the last few years. Despite this, we do recognise that there is still work to do and therefore the focus and attention will be on maintaining our better than average position, and continually improving year on year against our local position.

Most notably, focus is still required on improving disabled representation at the organisation, particularly in bands where representation is at its lowest. As such, the focus of the action plan will be around the following areas:

- Improving representation, particularly at Band 8c to VSM in the Trust
- Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months

The Trust's WDES action plan addressing areas for improvement is attached at Appendix 1.



Trust performance in all indicators is better than the NHS average which is a testament to the work undertaken to make positive improvements over the last few years.

Appendix 1

Trust WDES action plan 2023/24

Number	Action
1	ED&I Workforce Lead in collaboration with HRBPs to review advertising strategy for band 8c – VSM roles in order to ensure roles are advertised widely and targeted towards disabled individuals, improve advert quality with regard to diversity, and ensure band 7+ roles are advertised to diverse candidates
2	Launch the 'Report it' anti-bullying campaign across the Trust (this will be aimed at patients and service users as well as staff). In line with Trust policies, 'Report It' posters will be displayed in all service areas, with links to key policy documents and staff contacts
3	Use available communications channels to showcase success stories and promote the Humber High Potential Development Scheme, the Leadership and Senior Leadership programmes, and NHSI targeted development to our disabled staff
4	Through our governance structures, support and empower our Humber Disability Staff Network to work with disabled staff on the development of the WDES action plan, and development opportunities to enable it to maximise the impact and the involvement of all disabled colleagues, so they are valued and thrive within an inclusive and compassionate workplace
5	Continue to deliver Trust bullying and harassment awareness training for managers
6	Continue to drive the process to reduce the number of 'unspecified' in staff records to continually improve accuracy of our workforce data on disability
7	Ensure high visibility of the Trust Behavioural Standards framework to maintain high expectations of staff in their interactions with colleagues.

Appendix 2

Data Sources

Metric	Data Source
Metric 1 – Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce	ESR
Metric 2 – Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts	Trust's recruitment data
Metric 3 – Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure	Trust's HR data
Metric 4 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse	Question 13, NHS Staff Survey
Metrics 5 – 8	Questions 14, 11, 5, 28b, NHS Staff Survey
Metric 9 – Disabled staff engagement	NHS Staff Survey
Metric 10 – Percentage difference between the organisation's board voting membership and its organisation's overall workforce.	ESR and/or trust's local data

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