

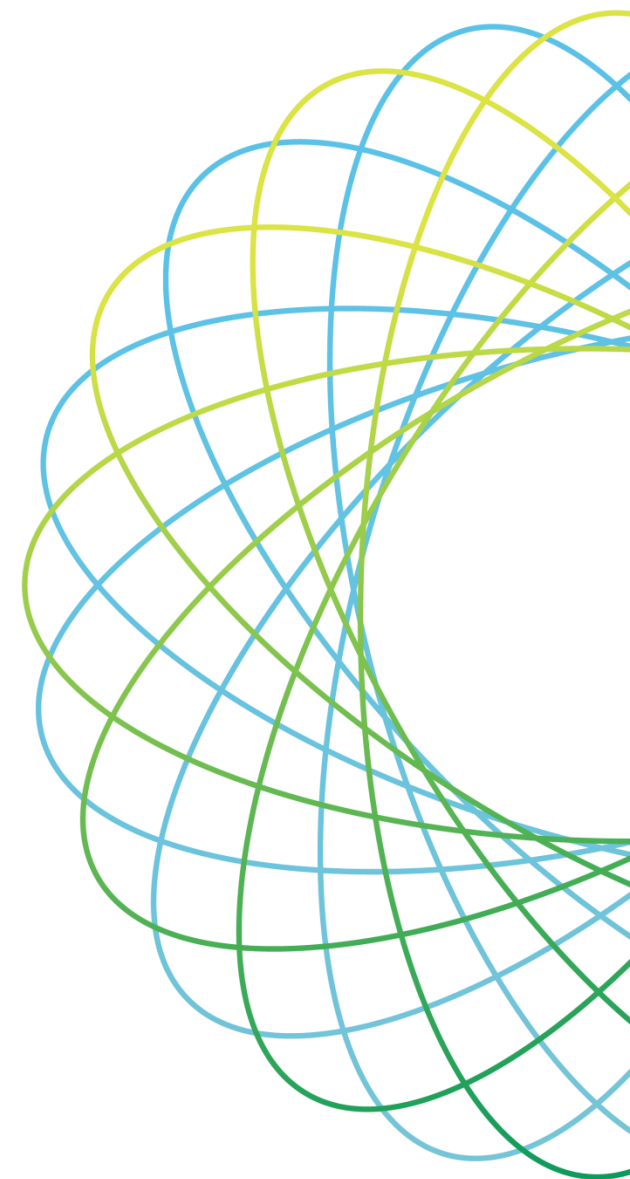


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WDES and WRES Data 2023

Final report



Content

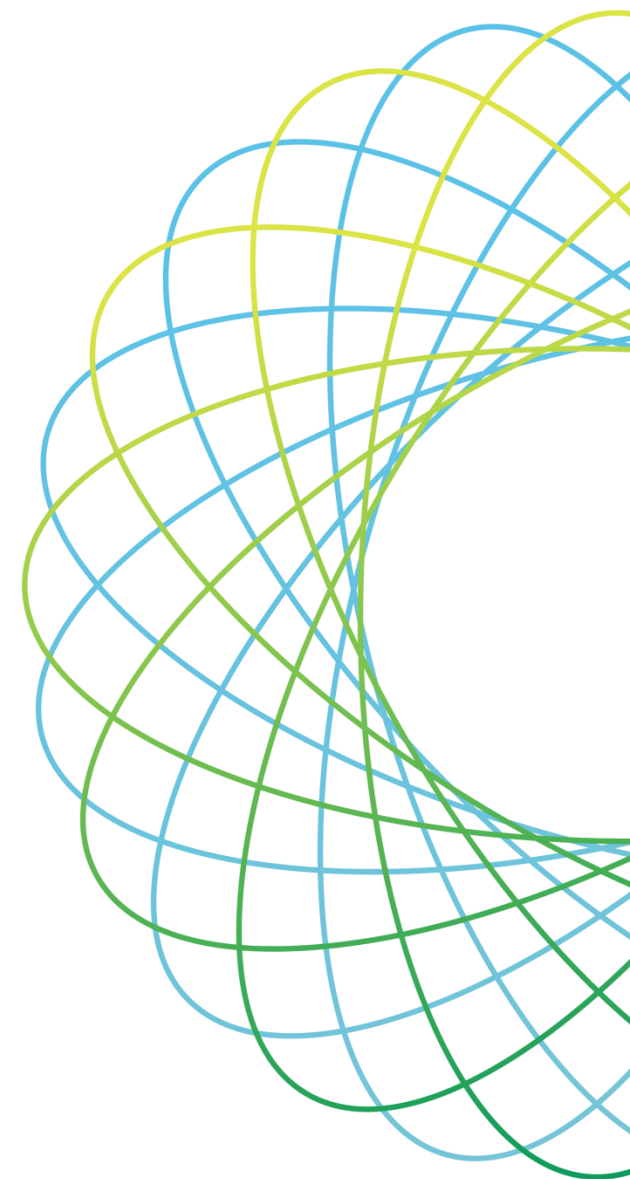
- Workforce Disability Equality Standard – Data and insights
- Workforce Race Equality Standard – Data and insights
- Progress against our previous action plan
- Action plan



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WDES Data and Insights



Our data – WDES Indicators 1-5

WDES Indicator		National			MEH				
		2020	2021	2022	2020	2021	2022	2023	
1 Representation	Disabled	3.4%	3.7%	4.2%	2.0%	2.2%	2.2%	2.7%	
	Non-Disabled	73.5%	74.9%		90.4%	93.2%	93.7%	91.3%	
2	Relative likelihood of non-disabled applicants being appointed from shortlisting across all posts compared to disabled applicants	1.2	1.1	1.1	1.31	1.5	1.7	1.3	
3	Relative likelihood of disabled staff entering the formal capability process compared to non disabled staff	1.54	1.94	2.01	**	**	**	**	
4a	Percentage of disabled staff experiencing harassment, bullying or abuse from:								
4.1	Patients/Service users, their relatives or other members of the public	Disabled	33.8%	31.6%	33.0%	35.2%	38.2%	37.8%	33.5%
		Non-Disabled	26.8%	25.2%	25.7%	24.2%	24.9%	26.2%	27.3%
4.2	Managers	Disabled	19.8%	18.6%	17.0%	26.1%	28.0%	28.3%	21.4%
		Non-Disabled	13.0%	10.7%	9.6%	13.8%	15.0%	14.7%	13.9%
4.3	Other colleagues	Disabled	26.8%	25.7%	25.0%	33.6%	33.6%	35.8%	30.9%
		Non-Disabled	18.1%	16.8%	16.4%	21.6%	20.9%	22.6%	22.4%
4b	Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	Disabled	47.8%	49.6%	49.9%	56.7%	55.3%	57.9%	53.6%
		Non-Disabled	46.6%	48.0%	48.6%	48.4%	50.7%	54.6%	52.8%
5	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	Disabled	51.9%	51.5%	51.3%	40.6%	42.8%	40.1%	49.7%
		Non-Disabled	58.0%	57.6%	57.2%	53.4%	50.8%	48.8%	46.3%

** Data is not reported as sample size is below 10, in line with advice received from WDES implementation team

Our data – WDES Indicators 6-10

WDES Indicator		National			MEH				
		2020	2021	2022	2020	2021	2022	2023	
6	Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work,	Disabled	32.0%	31.3%	29.9%	36.4%	39.0%	42.7%	35.4%
		Non-Disabled	23.0%	23.0%	22.1%	22.3%	27.4%	28.4%	26.7%
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	37.2%	39.2%	35.1%	45.5%	51.3%	36.6%	33.5%
		Non-Disabled	47.9%	50.5%	44.9%	53.6%	56.5%	48.3%	46.7%
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.		72.4%	76.6%	72.2%	66.3%	66.3%	62.5%	64.8%
9a	The staff engagement score for Disabled staff, compared to non-disabled staff.	Disabled	6.60	6.70	6.50	7.10	7.00	6.5	6.6
		Non-Disabled	7.10	7.20	7.00	7.40	7.40	7.2	7.2
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	Yes/No	92.80%	NK	99.50%	Yes	Yes	Yes	Yes
10	Board representation	Disabled - Voting	2.80%	3.60%	4.60%	0.0%	6%	6.3%	0.0%
		Disabled - Non	3.80%	3.90%		0.0%	0%	20.0%	20.0%
		Disabled - Exec	3.30%	3.80%		0.0%	0%	8.3%	9.1%
		Disabled - NED	2.70%	3.60%		0.0%	11%	11.1%	0.0%



Our data – WDES insights

Indicator 1 - representation

- Our position has marginally improved Year on Year (YoY), we remain behind the national average.
- Numbers are small and representation is therefore fragile.
- Staff Survey data indicates 15% of respondents (circa 176 colleagues) have a long-term condition or disability, suggesting colleagues are under-declaring on ESR (63 declared on ESR).

Indicator 2 – relative likelihood of non-disabled candidates being appointed

- Our position has improved YoY.
- This is based on increased numbers of disabled applicants being shortlisted and appointed.

Our data – WDES insights

Indicator 3 – relative likelihood of disabled colleagues entering formal capability

- This data is based on a two-year rolling average, and this indicator has improved, albeit numbers are small.
- In line with revised reporting requirements, where trusts report less than 10 cases, the indicator is redacted for the purposes of public reporting.

Indicator 4-9a – staff survey data

- Reports of Bullying, Harassment or abuse are higher for disabled colleagues than non-disabled colleagues, although Trust results are broadly in line with the national data for 2022. NB: National data for 2023 is outstanding, so we are not making like-for-like comparisons.

Our data – WDES insights

Indicator 4-9a – staff survey data

- Disabled colleagues report higher levels of trust regarding equal opportunity for career progression or promotion for the first year in four years.
- Disabled colleagues are less likely to report feeling satisfied by the extent that their work is valued, and this has worsened YoY, bringing the Trust position closer to the national picture.
- Adequate reasonable adjustments reported as being in place has improved marginally, although still 7% points lower for the Trust than national data
- There remains a difference between Engagement scores for disabled versus non-disabled colleagues, in line with the national picture

Our data – WDES insights

Indicator 9b – employee voice

- Endorsed by the MoorAbility Staff Network we were able to state that we have taken action to facilitate the voice of disabled colleagues – most evident in our work on Leadership Academy Programme and Reasonable Adjustments Guidance.

Indicator 10 – Board representation

- This has worsened YoY, with the loss of a voting, Non-Executive Director who had declared a disability. Our representation here remains fragile.



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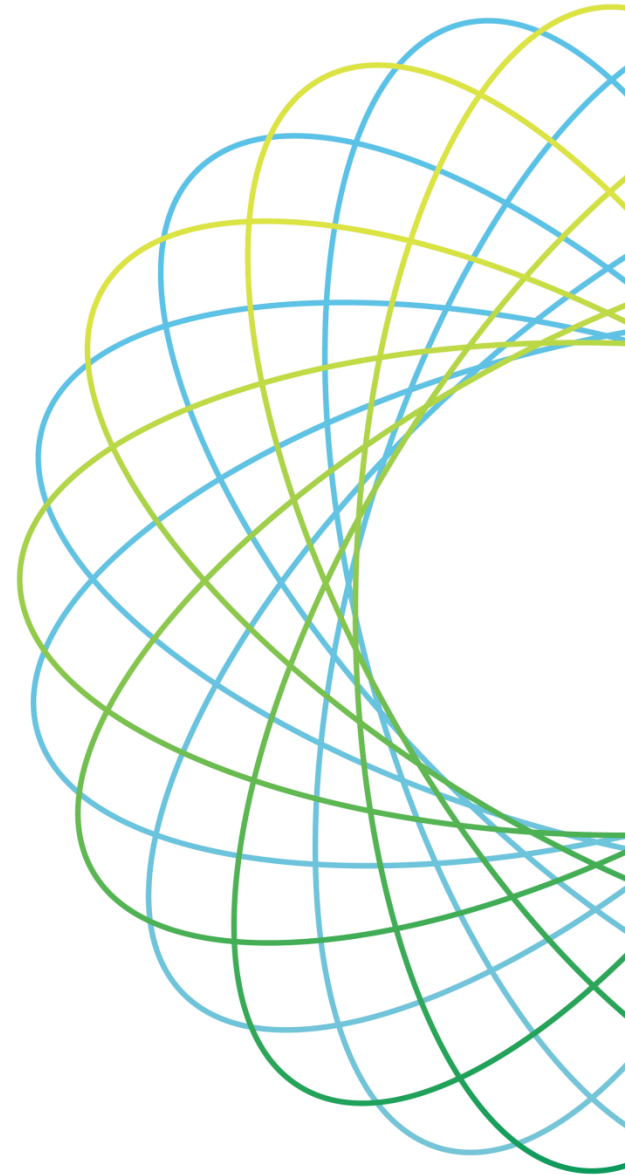




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WRES Data and Insights



Our data – WRES

WRES Indicator		National			MEH				
		2020	2021	2022	2020	2021	2022	2023	
1 Percentage of BME staff	Overall	21.0%	22.4%	24.2%	52.6%	53.0%	54.4%	55.9%	
	VSM	6.8%	9.2%	10.3%	0.0%	0.0%	0.0%	0.0%	
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants	1.61	1.61	1.54	1.26	1.24	1.38	1.21	
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff	1.16	1.14	1.14	1.19	0.91	0.76	0.98	
4	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff	1.14	1.14	1.12	1.22	0.73	1.11	0.85	
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12months	BME	30.3%	28.9%	29.2%	28.3%	29.2%	29.4%	31.8%
		White	27.9%	25.9%	27.0%	22.6%	23.6%	26.5%	23.1%
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12months	BME	28.4%	28.8%	27.6%	28.5%	31.5%	31.8%	32.5%
		White	23.6%	23.2%	22.5%	22.5%	24.9%	25.4%	25.6%
7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	BME	45.6%	44.0%	44.4%	48.2%	45.3%	41.7%	41.7%
		White	59.7%	59.6%	58.7%	57.1%	56.4%	56.1%	54.4%
8	Percentage of staff personally experiencing discrimination at work from a manager/team leader of other colleagues	BME	14.5%	16.7%	17.0%	12.5%	15.6%	17.3%	17.6%
		White	6.0%	6.2%	6.8%	13.4%	7.8%	8.2%	8.9%
9	BME board membership	10.0%	12.6%	13.2%	15.0%	15.0%	10.0%	10.0%	



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Our data – WRES insights

Indicator 1 - representation

- Our position remains stable YoY and we are outperforming the national data, as might be expected for a London-based Trust.
- However, given our higher representation, it is disappointing to note that this position worsens the more senior you get in the organisation, with some exceptions.

Indicator 2 – relative likelihood of a white colleague being appointed from shortlisting

- The position here has slightly improved YoY

Our data – WRES insights

Indicator 3 – relative likelihood of BME staff entering formal disciplinary

- The data here remains stable, meaning BME colleagues are no more likely to enter formal disciplinary process when compared with white colleagues.

Indicator 4 – CPD and non-mandatory training

- This ratio has improved YoY, meaning BME and white colleagues broadly experience equity in accessing CPD.



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Our data – WRES insights

Indicator 5-8 – staff survey

- Incidences of Bullying, Harassment and abuse is higher for our BME colleagues than our white colleagues, with the Trust position slightly worse than the national data.
- Trust in the provision of equal opportunities for career progression and promotion is lower amongst our BME colleagues, with the Trust position slightly worse than the national data

Indicator 9 – Board representation

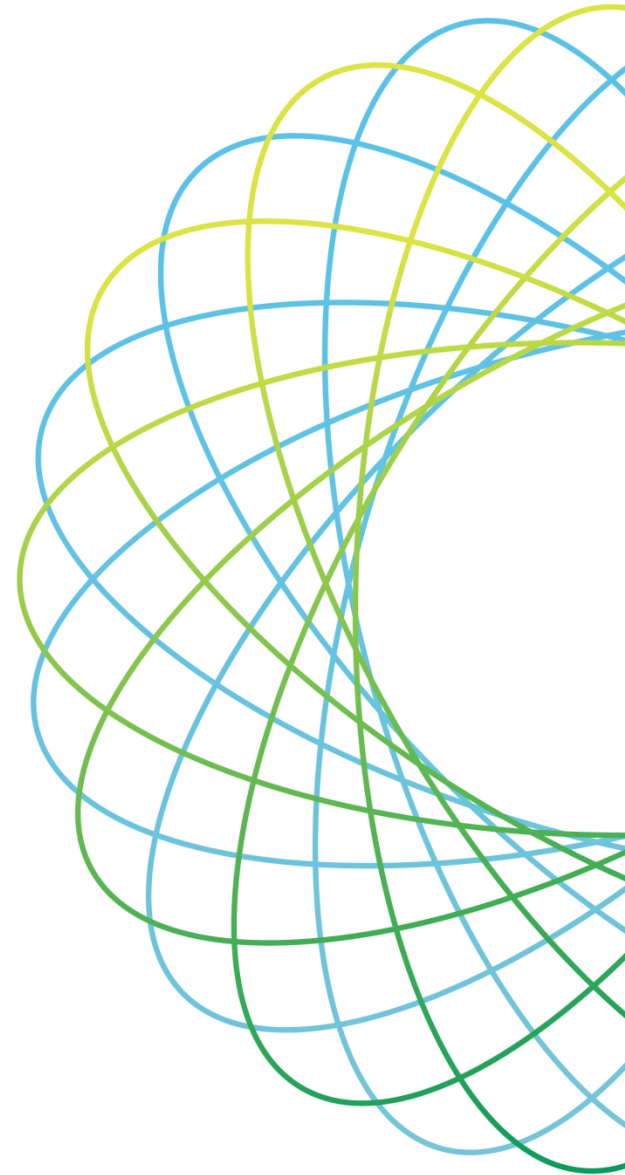
- Board representation remains stable YoY and in line with the national picture. However, this is driven by ethnic diversity in our non-executive director population and is disappointing given the representation in the wider organisation.



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Progress against 2022 action plan



Progress against 2022 action plan

- **Delivery of the Leadership Academy Programme:** A development programme for colleagues with disabilities and/or long-term health conditions, delivered in collaboration with Disability Rights UK. This is a pilot, comprising seven participants, who are each partnered with a mentor. The programme consists of a series of modules, plus a work-based project aimed at enhancing disability inclusion. The current cohort will graduate in December, after which the programme will be evaluated, and a business case prepared for further funding as required.
- **Launch of the Career Sponsorship Programme:** A development programme aimed at Black, Asian and Minority Ethnic colleagues to provide mentoring, sponsorship, and targeted development to support career progression. The year-long programme launched on 2 October, with 15 participants (sponsees) and 15 sponsors.
- **Continued roll out of Active Bystander:** Workshops designed to equip colleagues with the skills and confidence to intervene if they witness inappropriate behaviour. To date over 650 colleagues have participated in Active Bystander training. We are in the process of developing the Active Bystander extra workshop, which will provide colleagues the opportunity to practice the framework introduced in the Active Bystander workshop.

Progress against 2022 action plan

- **Reasonable Adjustments Guidance:** Guidance has been launched to ensure clarity on the legal obligation to provide reasonable adjustments, the process for doing so and how to hold the conversation and capture the outcome of any agreements made. The next phase of work will be to build awareness, educate line managers in their role and embed a robust approach to reasonable adjustments.
- **Interrogating recruitment data:** An analysis was undertaken to identify if there were bands at which disparity in the recruitment process showed up more acutely. For WDES it appeared to be at Bands 3, 5 and 6. However it was also noted that we had a lack of applicants declaring a disability at Bands 8b-8d. Meanwhile, for WRES the disparity was most acute at Bands 4 and 6. In line with work undertaken to debias recruitment this data is being used to inform changes to our processes.
- **Relaunch of our Bullying and Harassment Pathway:** The Dignity at Work Policy was refreshed, including a revised Bullying and Harassment pathway to ensure colleagues know how to raise concerns.

Progress against 2022 action plan

- **Implementation of debiasing recruitment toolkit:** A revised Recruitment and Selection Policy is due to be launched shortly, together with a good practice guide to recruitment. This includes new sections regarding equality, diversity and inclusion, and clear guidelines for managers to follow when recruiting to ensure consistent, equitable practice is carried out; an inclusion statement on all job adverts stating our commitment to inclusive recruitment practices; surveying our candidates to understand their experiences, with focussed questions for Black, Asian and Minority Ethnic candidates and candidates with a disability and/or long-term health condition. This data is being used to inform improvement to our processes; being a Disability Confident employer; and working with the Royal National Institute for Blind People (RNIB) to ensure our processes area accessible for blind and partially sighted candidates.

Progress against 2022 action plan

- There are two actions that remain outstanding, which have been incorporated into this year's action plan. They are:
 - **Declaration campaign:** Campaign designed to encourage colleagues to declare their disabilities and long-term health conditions to ensure we have an accurate picture of declaration rates. A similar campaign will also be considered regarding sexuality declaration.
 - **Launch of Health Passports:** Documents designed to capture agreed reasonable adjustments so that if an individual has a change in role or line manager, they are not required to repeat conversations regarding their reasonable adjustments. This does not preclude regular reviews of any reasonable adjustments, which are appropriate to ensure they remain relevant.



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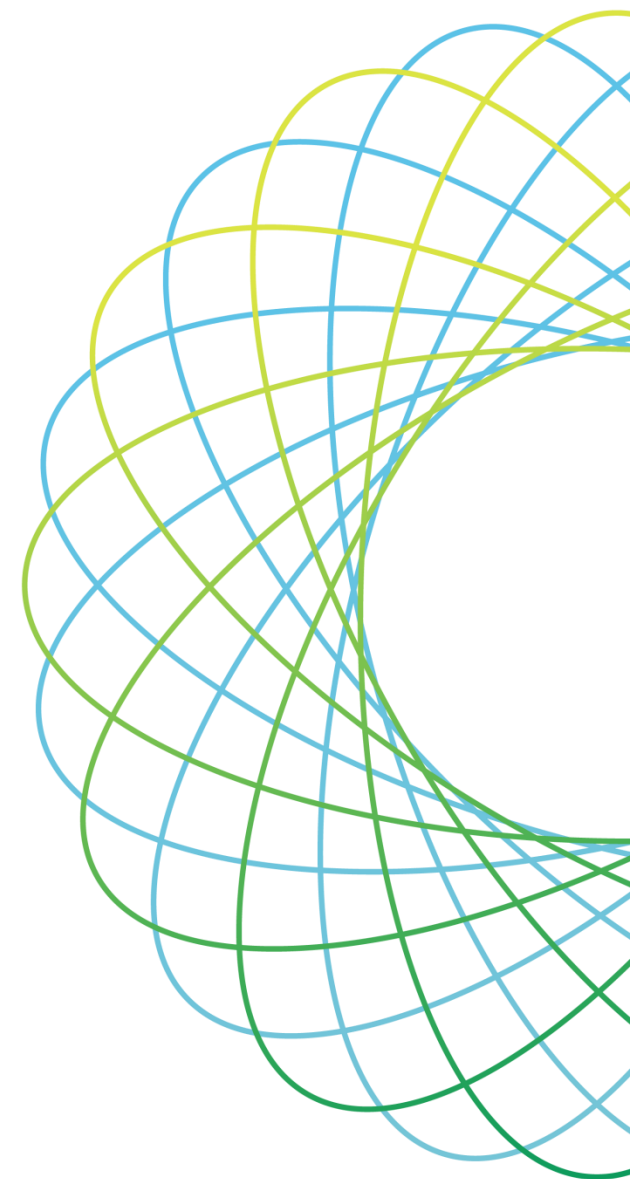




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2023 Action plan



2023 Action Plan

Indicator	Action	Deadline
WDES – Indicator 1	Deliver a campaign to encourage colleagues to declare their disabilities and improve colleagues’ confidence in reporting	March 2024
WDES – Indicator 5	Conclude and evaluate Leadership Academy Programme and determine funding for future cohorts	January 2024
WDES – Indicator 8	Embed Reasonable Adjustments guidance, including introduction of health passports, consideration of central funding for adjustments and manager education	August 2024
WRES – Indicator 5, 6 and 8	Develop understanding of race, racism and anti-racism with a view to formally committing to becoming an Anti-Racist organisation, underpinned by a strategy to deliver on this commitment	March 2024
WRES – Indicator 7	Launch second cohort of Career Sponsorship programme Deliver and evaluate Career Sponsorship pilot for Black, Asian and Minority Ethnic colleagues.	March 2024 September 2024
WDES – Indicator 2 WRES – Indicator 2	Launch revised Recruitment and Selection Policy, implementing inclusive recruitment practices	March 2024
WDES – Indicators 4a and 4b WRES – Indicators 5 and 6	Continue roll out Active Bystander, plus Active Bystander extra	August 2024
WDES – Indicator 10 WRES – Indicator 9	Actively ensure a diverse talent pipeline for the recruitment of new Board members, with a commitment to increasing Board diversity as a result.	April 2024