



Workforce Disability Equality Standard (WDES) Report – Care Plus Group

2020/2021

Background

The Workforce Disability Equality Standard (WDES) was launched in 2019. The WDES is included in the NHS standard contract for all providers of NHS services to complete hence Care Plus Group's requirement to now complete this on an annual basis.

The main purpose of the WDES is:

- to help local and national NHS organisations and other organisations providing NHS Services to review their data against the ten WDES indicators,
- to produce action plans to close the gaps in workplace experience between Disabled and Non-Disabled staff,
- to improve the experience of disabled staff working in, and seeking employment, in the NHS
- to improve WDES representation at the Board level of the organisation.

There are ten WDES indicators. Three of the indicators focus on workforce data, five are based on data from the national NHS Staff Survey questions, one focusses on the voices of Disabled staff, and one indicator focuses on BME representation on Boards. The WDES highlights any differences between the experience and treatment of Disabled and Non-Disabled staff in the NHS with a view to organisations closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.

Our obligations under the WDES

To support the implementation of the WDES the following should be undertaken:

- Collect data on the workforce
- Carry out data analyses
- Produce an annual report and action plan
- Publish the annual report and action plan

NHS Workforce Disability Equality Standard Indicators

Workforce indicators	
	For each of these four workforce indicators, compare the data for Disabled and Non-Disabled staff
1.	<p>Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by:</p> <ul style="list-style-type: none"> • Non-Clinical staff • Clinical staff – of which <ul style="list-style-type: none"> - Non-Medical staff - Medical and Dental Staff <p>Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of Medical and Dental staff, which are based upon grade codes.</p>
2.	<p>Relative likelihood of Non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.</p> <p>Note: This refers to both external and internal posts</p>
3.	<p>Relative likelihood of Non-Disabled staff compared to Disabled staff entering the formal capability process, as measured by entry into a formal capability procedure.</p> <p>Note: This indicator will be based on data from a two-year rolling average of the current year and the previous year if a previous report has been submitted</p>
National NHS Staff Survey indicators (or equivalent)	
	For each of the four survey indicators, compare the outcomes of the responses for Disabled and Non-Disabled staff
4a.	Percentage of Non-Disabled staff compared to Disabled Staff experiencing harassment, bullying or abuse from patients, service users, their relatives, or other members of the public in the last 12 months
4b.	Percentage of Non-Disabled staff compared to Disabled Staff experiencing harassment, bullying or abuse from managers in the last 12 months
4c.	Percentage of Non-Disabled staff compared to Disabled Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months
4d.	Percentage of Non-Disabled staff compared to Disabled 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
5.	Percentage of Non-Disabled staff compared to Disabled staff believing that the trust provides equal opportunities for career progression or promotion.
6.	Percentage of Non-Disabled staff compared to Disabled staff saying that they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties
7.	Percentage of Non-Disabled staff compared to Disabled staff saying that they are satisfied with the extent to which the organisation values their work
8.	Percentage of Non-Disabled staff compared to Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work
9.	The staff engagement score for Non-Disabled staff compared to Disabled Staff

Board representation indicator	
For this indicator, compare the difference for Non-Disabled and Disabled staff	
10.	Percentage difference between the organisation's Board voting membership and its overall workforce disaggregated: <ul style="list-style-type: none"> • By voting membership of the Board • By executive membership of the Board

Please note, for each of these Indicators detailed in the report, the Standard has been calculated using primary assignments only and includes Bank staff.

The official indicators use the phrase 'Band' to reflect the incremental pay ranges, however Care Plus Group (CPG) uses the phrase 'Salary Range' and this is reflected in Standard 1 where CPG data is provided. The salary levels that are paid in the Bands/Salary Ranges are similar in their financial value.

In addition, CPG do not use the VSM salary range. Roles at an equivalent level have been reflected in the data.

Unless otherwise stated, staff information for CPG is taken from the Staff Profile for CPG as at 01/04/2021 as seen below. Where staff are categorised as unknown their headcount has not been included in the calculations for each standard. It only includes the breakdown between Non-Disabled and Disabled Staff (A, B +C) and BME (D-S):

	Headcount	Percentage of Total
Disabled	30	3.90%
Non-Disabled	689	89.48%
Unknown	51	6.62%
Total	770	100%

Indicator 1

Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce by:

- Non-Clinical staff (as outlined in table 1a)
- Clinical staff – of which (as outlined in table 1b)

Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of Medical and Dental staff, which are based upon grade codes.

Overall Workforce Staff = 770

1a. Non-clinical Workforce = 534

Range	Disabled Staff in 2020/2021	Non-Disabled Staff in 2020/2021	Unknown in 2020/2021
Range 2-4	24	382	25
Range 5 – 7	3	68	11
Range 8a – 8b	0	12	3
Range 8c & VSM	0	6	0
Total	27	468	39

1a - Non-Clinical Staff = 534 staff

	Disabled	Non-Disabled	Unknown	Total Staff
Range 2	19	196	16	231
Range 3	0	96	5	101
Range 4	5	90	4	99
Range 5	1	34	7	42
Range 6	1	23	2	26
Range 7	1	11	2	14
Range 8a	0	8	1	9
Range 8b	0	4	2	6
Range 8c	0	0	0	0
VSM and Medical & Dental	0	6	0	6
Total	27	468	39	534

1b - Clinical Staff = 236 staff

Range	Disabled Staff in 2020	Non-Disabled Staff in 2020	Unknown staff in 2020
Range 2-4	1	4	0
Range 5 – 7	1	208	9
Range 8a – 8b	1	8	1
Range 8c	0	0	1
VSM & Medical and Dental	0	1	1
Total	3	221	12

1b. Clinical Staff = 236

	Disabled	Non-Disabled	Unknown	Total
Range 2	0	0	0	0
Range 3	0	0	0	0
Range 4	1	4	0	5
Range 5	0	98	2	100
Range 6	0	67	3	70
Range 7	1	43	4	48
Range 8a	1	7	1	9
Range 8b	0	1	0	1
Range 8c	0	0	1	1
VSM and Medical & Dental	0	1	1	2
Total	3	221	12	236

Indicator 2

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

Note: This refers to both external and internal posts

Information between 01/04/20 – 31/03/2021

	Applications	%	Shortlisted	%	Appointments	%
Disabled	105	5.11%	37	4.56%	10	5.81%
Non-Disabled	1916	93.24%	765	94.33%	152	88.38%
Unknown	34	1.65%	9	1.11%	10	5.81%
Total	2055	100%	811	100%	172	100.00%

	Disabled	Non-Disabled
Number of shortlisted applicants	37	765
Number appointed from shortlisting	10	152
Relative likelihood of shortlisting/ appointed	0.27	0.20

Indicator 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.

Note: This indicator will be based on data from a two-year rolling average of the current year and the previous year if a previous report has been submitted. Please note this is the first report CPG have produced.

Staff Profile as at 01/04/2021

	Headcount	Percentage of Total
Disabled	30	3.90%
Non-Disabled	689	89.48%
Unknown	51	6.62%
Total	770	100%

Staff entering the formal capability procedure between 01/04/2019 to 31/03/2021.

	Headcount	Percentage of Total
Disabled	1	50%
Non-Disabled	1	50%
Unknown	0	0
Total	2	100%

Number of Disabled staff in workforce = 30

Number of Non- Disabled staff in workforce = 689

Number of staff entering the formal capability process: Disabled = 1; Non-Disabled = 1

Likelihood of Disabled staff entering the formal capability process (1/30) = 0.03

Likelihood of Non-Disabled staff entering the formal capability process (1/689) = 0.14

Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled Staff = $0.03/0.14 = 0.214$

Indicators 4 – 8

National NHS Staff Survey indicators (or equivalent)

For each of the five survey indicators, compare the outcomes of the responses for Disabled and Non-Disabled staff

Indicator 4 - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.

Indicator 4a -Staff experiencing harassment, bullying or abuse from patients, service users, their relatives, or other members of the public in the last 12 months.

Indicator 4b – Staff experiencing harassment, bullying or abuse from managers in the last 12 months.

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

Indicator 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.

Indicator	Disabled	Non-Disabled	Points Difference between Disabled and Non-Disabled staff responses
Percentage of staff experiencing harassment, bullying or abuse from patients, service users, their relatives, or other members of the public in last 12 months	16.33%	17.00%	-0.67
Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months	16.33%	8.5%	+7.83
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	14.29%	7.00%	+7.29
Percentage of 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.	30.43%	30.77%	-0.34

Indicator 5 – Percentage of Disabled Staff compared to Non-Disabled staff believing that the trust provides equal opportunities for career progression or promotion.

Disabled Staff	Non-Disabled Staff	Points Difference between Disabled and Non-Disabled staff responses
46.94%	68.00%	-21.06

Indicator 6 - Percentage of Non-Disabled staff compared to 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 Staff	Non-Disabled Staff	Points Difference between Disabled and Non-Disabled staff responses
22.45%	5.50%	+16.95

Indicator 7 - Percentage of Non-Disabled staff compared to Disabled staff saying that they are satisfied with the extent to which the organisation values their work.

Disabled Staff	Non-Disabled Staff	Points Difference between Disabled and Non-Disabled staff responses
42.86%	55.00%	-12.14

Indicator 8 - Percentage of Non-Disabled staff compared to Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

Disabled Staff	Non-Disabled Staff	Points Difference between Disabled Staff and Non-Disabled staff responses
79.31%	n/a	n/a

Indicator 9 – Disabled staff engagement – The staff engagement score for Disabled Staff compared to Non-Disabled staff

Disabled Staff Engagement Score for 2020/2021 survey	Non-Disabled Staff Engagement score for 2020/2021 survey	Difference between Disabled Staff and Non-Disabled staff engagement scores for 2020/2021 survey
7.5	7.6	0.1

Indicator 10 – Percentage difference between the organisation’s voting membership and its organisation’s overall workforce

Disabled Board Members in 2020	Non-Disabled Board Members in 2020	Board Members with Disability unknown in 2020
Exec = 0	Exec = 1	Exec = 1
Non-Exec = 0	Non-Exec = 3	Non-Exec =0
Voting = 0	Voting = 4	Voting = 1
Non-Voting = 0	Non-Voting =0	Non-Voting =0

Total number of staff in the workforce as at 01/04/2021 = 770

Total number of Disabled Board Members = 0

Total number of Disabled Staff in overall workforce = 30

The % points difference between Disabled Board Members and Disabled Staff in the workforce is - 3.90%

Please note the figures contained in this report are percentages based on the number of respondents, not as a percentage of the total workforce.

WDES progress in 2020/2021

- CPG as part of the Department of Work and Pensions scheme are a Disability Confident Employer, and therefore operate a guaranteed interview scheme for disabled applicants who meet the minimum person specification.
- Care Plus Group seek to make reasonable adjustments to the workplace/duties of employees who have, or develop, a disability as defined by the Equalities Act 2010.
- All new starters to the organisation are asked to complete an equality monitoring form and their details are recorded on ESR.

Based on our analysis Care Plus Group have produced a WDES action plan as at appendix A, to further support work in relation to the standard. In addition

- Care Plus Group are compliant in the completion of the annual WDES report.
- Care Plus Group’s Head of HR&OD and Quality, Regulation and Improvement Manager attend the North East Lincolnshire quarterly combined Equality and Diversity meetings, when these meetings are convened. This is facilitated by the CCG for North East Lincolnshire and all local providers are invited to attend.
- Care Plus Group operate within the CQC ‘well-led’ element of inspections and registration, which includes all aspects of equality. Alongside CQC inspections, Care Plus Group’s Quality and Assurance team audit each service area internally to ensure consistency and standards are maintained across the organisation.

Statement from the Chief Executive Officer – Jane Miller (Board Lead for the WDES)

Appendix A

Workforce Disability Equality Standard (WDES) Action plan 2020 – 21

WDES Indicator	Action Taken/ Planned	Timescales for action and completion
	Explore establishing a Disability network	December 2021
	All new starters to the organisation are asked to complete an equality monitoring form and their details are recorded on ESR. Internal staff taking up another role are also asked to update their equality monitoring form. Continue to encourage staff to complete / update their personal details and update their ESR entry where appropriate.	Ongoing
Percentage of Non-Disabled staff compared to Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Development and implementation of reasonable adjustment guidance. Development and implementation of return to work plan document. To provide guidance to managers on putting together a structured return to work plan over an appropriate time span.	December 2021
Staff experiencing harassment, bullying or abuse from managers or colleagues in the last 12 months.	Reduce the incidence of disabled staff experiencing harassment, bullying and abuse from their managers and colleagues Raise awareness of existing policies and procedures, reporting processes and support available Provide advice and guidance to Managers on working with / supporting staff with disabilities	December 2021

