NHS Workforce Disability Equality Standard
2021 Metrics

Introduction

The Workforce Disability Equality Standard (WDES) is mandated by the NHS Standard Contract and applies to all NHS Trusts and Foundation Trusts In the spirit of transparency and continuous improvement, national health organisations adopted the WDES in autumn 2020. The WDES is a data-based standard that uses a series of ten measures (metrics) to improve the experiences of Disabled staff in the NHS.

All of the metrics draw from existing data sources (recruitment dataset, staff records, NHS Staff Survey, local HR data) with the exception of one; metric 9b asks for narrative evidence of actions taken, to be written into the trust's WDES annual report.

The metrics have been developed to capture information relating to the workplace and career experiences of Disabled staff in the NHS. The national WDES 2020 Annual Report continues to show that that Disabled staff have poorer experiences in areas such as bullying and harassment, feel less valued for their contribution, and feel more pressure to attend work when feeling unwell.

The annual collection of the WDES Metrics allows trusts and national health organisation to better understand and improve the workplace and career experiences of Disabled staff in the NHS.

The WDES metrics are designed to be as simple and straightforward as possible. The development of the WDES owes a great deal to the consultation and engagement with NHS key stakeholders, including Disabled staff, trade unions and senior leaders.

WDES metrics 2021
There are no changes to the WDES metrics 2021/22.

NHS organisations should refer to the **WDES Technical Guidance** for detailed information and advice on the implementation of the WDES.

WDES Metrics

Workforce Metrics	
For the following three workforce metrics, compare the data for both Disabled and non-disabled staff.	
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**. Organisations should undertake this calculation separately for non-clinical and for clinical staff. Cluster 1: AfC Band 1, 2, 3 and 4 Cluster 2: AfC Band 5, 6 and 7 Cluster 3: AfC Band 8a and 8b Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members) Cluster 5: Medical and Dental staff, Consultants Cluster 6: Medical and Dental staff, Non-consultant career grade Cluster 7: Medical and Dental staff, Medical and dental trainee grades **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
Metric 2	**Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.** **Note:** i) This refers to both external and internal posts ii) If your trust implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the WDES online reporting form to ensure comparability between organisations.
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.** **Note:** i) This metric will be based on data from a two-year rolling average of the current year and the previous year ii) This metric applies to capability on the **grounds of performance and not ill health**.
National NHS Staff Survey Metrics	
For each of the following four Staff Survey Metrics, compare the responses for both Disabled and non-disabled staff	

Metric 4
 Staff Survey
 Q13a-d
	a) **Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:**
	     i. Patients/Service users, their relatives or other members of the public
	     ii. Managers
	     iii. Other colleagues
	 b) **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**

WDES Metrics

Metric 5 Staff Survey Q14	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
Metric 6 Staff Survey Q11e	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.
Metric 7 Staff Survey Q5f	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.

The following NHS Staff Survey metric only includes the responses of Disabled staff

Metric 8 Staff Survey Q26b	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

NHS Staff Survey and the engagement of Disabled staff
For part a) of the following metric, compare the staff engagement scores for Disabled and non-disabled staff

For part b) add evidence to the Trust's WDES Annual Report

Metric 9	a) **The staff engagement score for Disabled staff, compared to non-disabled staff.** b) **Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)** **Note: For your Trust's response to b)** **If yes,** please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. **If no**, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the national WDES 2019 Annual Report.

Board representation metric
For this Metric, compare the difference for Disabled and non-disabled staff.

Metric 10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: • By voting membership of the Board. • By Executive membership of the Board.