

A report on the Workforce Disability Equality Standard for NHS staff 2019



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Welcome

This Easy Read booklet tells you about the report on the **Workforce Disability Equality Standard** which is also called **WDES**.



WDES helps NHS organisations to understand what it is like for Disabled people to work for the NHS.



The **WDES Team** is in charge of the **WDES** programme.



They wrote a full-length report and a summary of the report too.

NHS England and NHS Improvement



The **WDES Team** is part of an organisation called **NHS England and NHS Improvement**.



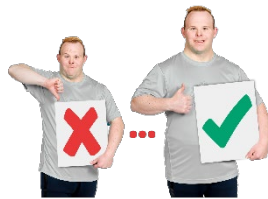
The **WDES** started in **April 2019**.



Right now, the **WDES** is used by **NHS Trusts** and **Foundation Trust**, such as **hospitals** and **ambulance services** in England.



Other NHS organisations will use **WDES** in the future.



This report says what we are going to do to make it better for Disabled staff who work in the NHS.



WDES is based on information collected from:



1) NHS staff records



2) NHS staff feedback



3) Human Resources (HR) departments in NHS hospitals and ambulance services.



The **WDES** aims to make sure the NHS is a good place for Disabled people to work.



This report is the first time the NHS has looked at:



- the number of Disabled people who work for the NHS



- what it is like for Disabled staff to work for the NHS.



WDES follows the **Social Model of Disability**.

The **Social Model of Disability** says:
“The way society is run makes people feel Disabled.”



The **WDES** will make the NHS a better place for Disabled people to work:



- by making it easier for Disabled people to get a job and have a career at the NHS



- by changing the way that people think about disability



- by having **more** jobs and careers for Disabled people



- by changing the way the NHS is run.



The **WDES** means **NHS hospitals** and **ambulance services** can find out:

NHS

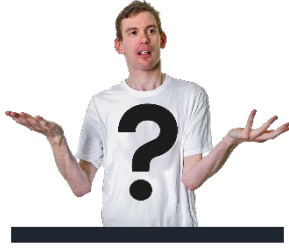


- if they are making the NHS a better place for Disabled people to work

NHS



- if they can do more to make the NHS even better for Disabled people.



What did we find out?



1) How many staff have a disability?

11,436



The number of NHS staff who said they had a disability was:

- **3.6%** of non-clinical staff, which is **eleven thousand, four hundred and thirty-six** staff

323,762



out of **three hundred and twenty-three thousand, seven hundred and sixty-two** staff

27,423



- **2.9%** of clinical staff, which is **twenty-seven thousand, four hundred and twenty-three** staff

934,931



out of **nine hundred and thirty-four thousand, nine hundred and thirty-one** staff.



These figures **do not** include medical or dental staff.



Non-clinical staff are NHS workers who do not treat patients, such as receptionists.



Clinical staff are NHS workers who treat patients, such as nurses and doctors.



Medical and dental staff are NHS workers who treat patients, such as doctors and dentists.

877



The number of medical and dental staff who said they had a disability was:

- **1.9%** of trainees, which is **eight hundred and seventy-seven** staff

45,303



out of **forty-five thousand, three hundred and three** staff

245



- **1.2%** of staff on a career grade, which is **two hundred and forty-five** staff

20,332



out of **twenty thousand, three hundred and thirty-two** staff

418



- **0.8%** of consultants, which is **four hundred and eighteen** staff

52,511



out of **fifty-two thousand, five hundred and eleven** staff.



A **consultant** is a doctor who is an expert.

2) New staff



Disabled people who apply for a new job are **less likely** to get the job.



A non-Disabled person who applies for a new job is **more likely** to get the job than a Disabled person.

3) Capability



Disabled staff are **more likely** to go through the **capability procedure** than non-Disabled staff.



The **capability procedure** allows managers to talk to a member of staff about how well they are working.

4) Harassment, bullying and abuse



Disabled staff are **more likely** than non-Disabled staff to be harassed, bullied or abused at work.



Disabled staff are **more likely** to be harassed, bullied or abused by **patients**.



Disabled staff are **more likely** to be harassed, bullied or abused by **their manager**.



Disabled staff are **more likely** to be harassed, bullied or abused by **other members of staff**.



5) Having a career in the NHS

Disabled staff are **less likely** than non-Disabled staff to think they have the same chance to:



- have a career
- get a better job.

6) Going to work when you feel ill



Disabled staff are **more likely** than non-Disabled staff to go to work when they are not feeling well.



7) Feeling valued at work

Disabled staff feel less valued at work than non-Disabled staff.



8) Making reasonable adjustments

32,274



72.4% of Disabled staff, which is **thirty-two thousand, two hundred and seventy-four** staff

44,561



out of **forty-four thousand, five hundred and sixty-one** staff.



thought their employer had made **reasonable adjustments** at work.

Reasonable adjustments is the support an employer should give Disabled staff to do their job.

9) Feeling engaged at work



Feeling engaged at work means staff feel more involved and want to give their best at work.



Disabled staff are **less likely** to feel engaged at work.



NHS staff engagement scores were:

- **6.6** out of **10** for Disabled staff
- **7.0** out of **10** for non-Disabled staff.

10) Board representation



A **Trust Board** is a group of people who plan the work of an NHS organisation.

145



2.1% of board members said they had a disability, which is **one hundred and forty-five** members

3239



out of **three thousand, two hundred and thirty-nine** members.

38,192

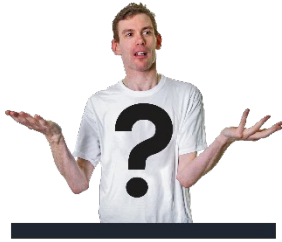


3.1% of all staff said they had a disability, which is **thirty-eight thousand, one hundred and ninety-two** staff

1,195,524



out of **one million, one hundred and five thousand, five hundred and twenty-four** staff.



What happens next?



The information in this report shows how working at the NHS is different for Disabled and non-Disabled staff.



Looking at this information we know that:



- **NHS organisations** need to change how they work



- **WDES** is an important start to making these changes.



Over the next 12 months, the **WDES Team** will work hard to make things better and:



- set up a fund for new ideas



- hold online meetings to talk about different issues



- write guides



- send out information.



The **WDES Team**:

- will look at **WDES** and write a report in **2020** with new **figures**



- will support NHS organisations to employ more Disabled staff



- will carry on working with the **CQC** to include **WDES** in their inspections



- will work with the **Model Hospital team** so that NHS organisations have the information they need



The **Model Hospital** is a website that NHS trusts can visit to find out how well they are doing and how they can do better.



- will check how **WDES** is run in different NHS organisations



- will include other NHS organisations such as **NHS Health Education England** in the next **WDES** report.



Health Education England aims to support NHS staff to offer very good healthcare to patients and the public in England.

The **NHS People Plan** says:



- how NHS staff will be supported to provide care
- how the NHS will be the best place to work.



The **NHS People Plan** also says how the NHS should support **WDES**:



- by letting staff change their hours



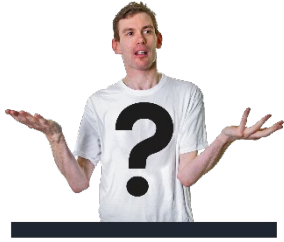
- by supporting staff to work for the NHS for a long time



- by stopping bullying and harassment at work



- by supporting senior managers from different backgrounds to work for the NHS.



What do NHS organisations need to do?



The NHS is made up of lots of different organisations.



It is up to each **NHS organisation** to make sure staff feel supported.



For this to happen all **NHS hospitals, ambulance trusts** and other **NHS organisations**:

- should read the long **WDES** report to find out how they are doing



- should talk to:
 - senior staff
 - Human Resources staff
 - Disabled staff
 - Disabled staff networks



- should set up groups and plan what to do next



- should look at areas where they could do better, such as bullying and harassment



- should make sure everyone knows what they are doing to make things better



- should make sure senior managers tell staff what they are doing to make things better



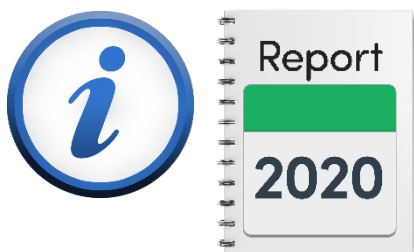
- should choose a board member who supports **disability equality**



- should share the **good work** they are doing with other organisations



- should support **Disabled staff networks** to get involved with other staff networks



- should make sure that information is ready for the **2020** report.



Contact the **WDES Team**

If you have any comments or feedback on this report please contact the **WDES Team** at england.wdes@nhs.net