

# A report on the Workforce Disability Equality Standard for NHS workers 2020





## Welcome



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

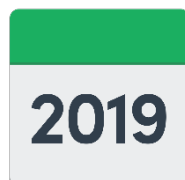


**WDES** helps **NHS** organisations to understand what it is like for Disabled people to work for the **NHS**.

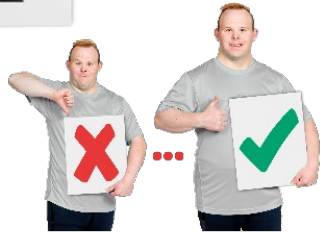


NHS England and NHS Improvement

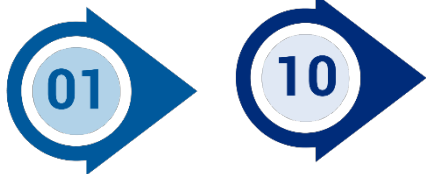
The **WDES Team** is part of an organisation called **NHS England and NHS Improvement**.



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



This **report** says what will be done to make it better for **Disabled workers** who work in the **NHS**.



**NHS** trusts must:

- report on **10 measures** of **disability equality** in the **WDES**



- make sure their organisation is fairer for all disabled workers.



The **WDES report** also includes information from the last **5 years**.



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

The **Social Model of Disability** is a way of looking at life.



It says: "People feel disabled because of the barriers they experience."



The goals of the **WDES Annual Report 2020** are:



- to **find out** how working for the **NHS** is different for Disabled and non-disabled workers



- get detailed information about **disability equality**



- to find out if things are better or worse for Disabled **NHS** workers since the **2019 report**



- to look at how things have changed since **2015** if there is information about this



- put out **feedback** from the **WDES** online survey



- explain the best ways **NHS** organisations can support Disabled workers



- carry on telling **NHS** workers about **disability equality**



- **explain the challenges** that all Disabled workers have at work.



- to work out if there is a link between:
- what is in the **WDES report**



- **Care Quality Commission** ratings



- organisations that are **Disability Confident.**



When the **2021** report comes out we will know more about how **COVID-19** affected Disabled **NHS** workers.



Information from the **Office of National Statistics** and **Public Health England**



shows that a high number of people dying from **COVID-19** were disabled or had a long-term health condition.



**COVID-19** has shown big differences between the **lives** and **jobs** of Disabled and non-disabled people in **England**.





## What is this report about?



This **report** explains how Disabled **NHS** workers are still treated unfairly at work:



- Disabled **NHS** workers are **less likely** to:

- **feel respected** by their employer
- have a **good career**.



- Disabled **NHS** workers are **more likely** to be harassed, bullied or abused at work.



- Disabled workers are **more likely** to feel pressure to do their job even when they do not feel well.

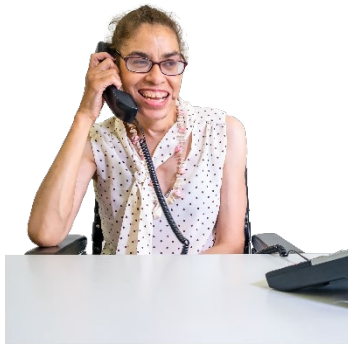


**44,808**

**Forty-four thousand eight hundred and eight** Disabled **NHS** workers said their employer **did** make the right **workplace adjustments** for them.



More people understand that **COVID-19** has affected Disabled **NHS** workers more than other workers.



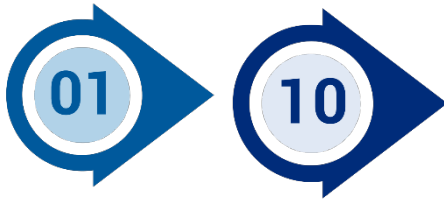
A lot more needs to be done to make **long term changes** for all Disabled **NHS** workers.



The **information** in this report explains what needs to be done to make this change.



**NHS** organisations must work closely with **Disabled staff networks** to make the **NHS** a fair place to work.



## The 10 Disability Equality Measures



### Measure 1

**How many NHS workers have a disability?**

**45,194**



**Forty-five thousand one hundred and ninety-four NHS workers** registered that they had a disability on the **NHS** Electronic Staff Record.

**6,008**



Since **March 2019** this number has increased by **six thousand and eight**.



## Measure 2

### New workers



Disabled people who applied for a new job in 2020 were still **less likely** to get the job than non-disabled people.



## Measure 3

### Capability procedure



The **capability procedure** allows managers to talk to **NHS** workers about how well they are working.



Disabled **NHS** workers were **more likely** to go through the **capability procedure** in **2020** than non-Disabled **NHS** workers.



## Measure 4

### Harassment, bullying and abuse



Disabled **NHS** workers were still **more likely** to be harassed, bullied or abused at work in **2019**.



Non-disabled **NHS** workers were still **less likely** to be harassed, bullied or abused at work in **2019**.



## Measure 5

### Having a career in the NHS



In **2019** Disabled **NHS** workers still felt that they were **less likely** than non-disabled **NHS** workers to:

- have a good career
- get a better job.



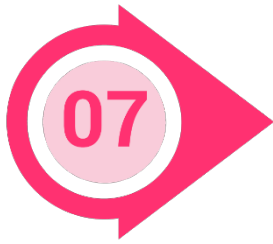


## Measure 6

### Going to work when you feel ill



Disabled **NHS workers** are still **more likely** than non-Disabled workers to go to work even when they are not feeling well.

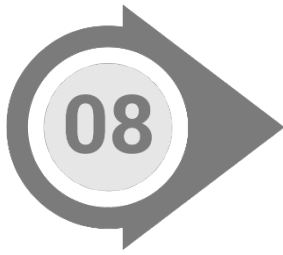


## Measure 7

### Feeling respected at work

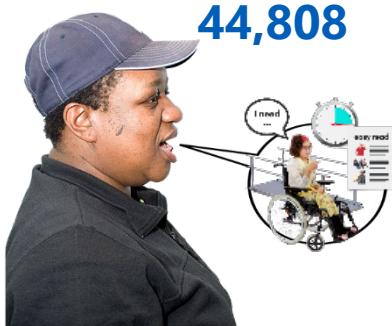


Disabled **NHS workers** still feel **less respected** at work than non-Disabled **NHS workers**.



## Measure 8

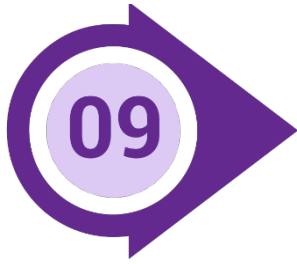
### Making reasonable adjustments



In **2019** **forty-four thousand, eighty hundred and eight** Disabled **NHS** workers said their employer did make the right **workplace adjustments** for them.



**Workplace adjustments** is the **support** an employer should give Disabled workers to do their job.



## Measure 9

### Feeling engaged at work



Feeling **engaged** at work means workers:

- feel more involved at work
- want to do their best at work.



In **2019** Disabled **NHS** workers were still **less likely** to feel engaged at work.



**NHS workers engagement scores** were very similar to last year:

- **6.6** out of **10** for Disabled workers
- **7.1** out of **10** for non-Disabled workers.



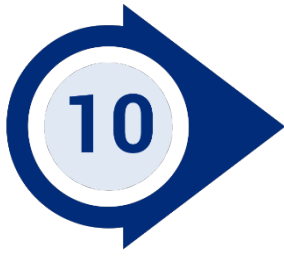
In **2020** nearly all **NHS** organisations said they had engaged with disabled **NHS** workers.



**13**



This was **thirteen** more **NHS** organisations than in **2019**.



## Measure 10

### Board representation



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



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Since **2019** there are **thirty-eight** more Disabled people on **Trust Boards**.



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Since **2019** there are **twenty-three** more Disabled people on **Trust Boards** who can **vote**.



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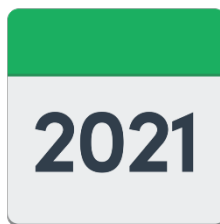


Since **2019** there are **twenty-nine** more executive members on **Trust Boards** who are Disabled people.

## Contact the WDES Team



If you have any comments or feedback on this report please contact the **WDES Team** at [england.wdes@nhs.net](mailto:england.wdes@nhs.net)



This Easy Read document was published in **October 2021**.