

2021

A report on the Workforce Disability Equality Standard for NHS staff



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

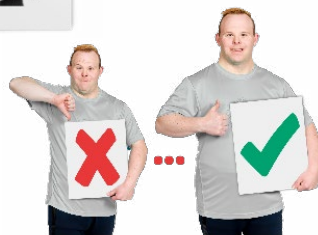
The **WDES Team** is part of an organisation called **NHS England and NHS Improvement**.



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



The **NHS** offers healthcare to **thousands** of Disabled people every year.



This **report**

- says what needs to happen to make the **NHS** a better place to work for Disabled people
- looks at how Disabled people who work for the **NHS** use their skills and knowledge to make healthcare better.



WDES supports **NHS** organisations to make workplaces better for everyone.



These changes support all **NHS** staff and patients.

NHS Workforce Disability Equality Standard



WDES is the only standard in the UK that **says** employers must look into and report on the **work experiences** of Disabled staff.



The **NHS** wants:

- **more** Disabled people to work for the **NHS**
- To stop Disabled staff and non-Disabled staff being treated differently.



We explain these differences in this report.



This is backed up by the **NHS People Promise** which says:

"Everyone has a chance to work for the **NHS**."



This is the **third annual report** about **WDES** which includes:



- A summary of the information collected in **2021**



- Important facts



- Actions that **NHS** organisations could take

10



There are **ten** Disability Equality measures which:

- show how Disabled staff are doing in their **NHS** jobs



- give **NHS** organisations information to make better **workplace adjustments**



Workplace adjustments are the **support** an employer **must** give Disabled staff to do their job.



The information collected from **2019** to **2021** shows that:

- some things are getting better for Disabled **NHS** staff



- Disabled and non-Disabled **NHS** staff still have different experiences at work.



This report looks at:

- the number of Disabled **NHS** staff in different jobs



- how the **NHS** gets staff to carry on working at the **NHS**.



Over the last few years, the **NHS** has been:

- managing COVID and getting services back to normal



- bringing healthcare and social services together.

06

Six Important facts

1

1 – Disabled staff

2021

51,007

The number of **NHS** Disabled staff went up.

From **forty-five thousand, one hundred and thirty-seven** in **2020**

2020

45,137

To **fifty thousand and seven** in **2021**.

128



- **One hundred and twenty-eight NHS** organisations have **five or less** Disabled staff in:

- senior manager jobs
- Pay Bands 8c and above.



2 – Working with Disabled staff



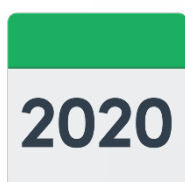
6



In **2021** **six** **NHS** organisations **did not involve** Disabled staff in their decision making.



This is a **small improvement** because:



16



In **2020** **sixteen** **NHS** organisations **did not** involve Disabled staff in their decision making.



3 – Disabled board members



In **2021** the number of Disabled board members went up by **twenty-one**.



4 - Capability procedure



The **capability procedure** is a review started by managers to look into how **NHS** staff are doing in their job.



In **2021** Disabled **NHS** staff were **more likely** to go through the **capability procedure** than non-Disabled **NHS** staff.



5 - Care Quality Commission



NHS organisations with an **'outstanding'** rating from the **Care Quality Commission** are often better employers for Disabled **NHS** staff.

6

6 – Workplace adjustments

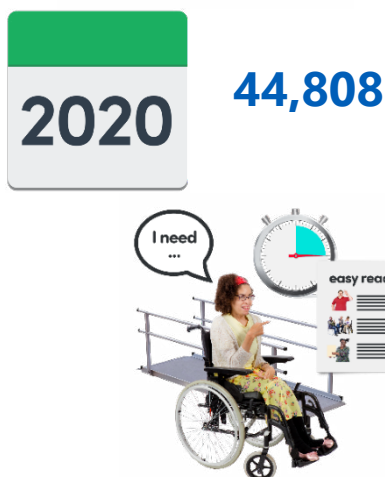


In 2021

Fifty-two thousand, four hundred and eighty-seven Disabled **NHS** staff had **workplace adjustments**.



This is an **improvement** because



In 2020

Forty-four thousand, eight hundred and eighty Disabled **NHS** staff had **workplace adjustments**.



Information about NHS staff



Disability Equality Measure 1



How many NHS staff say they have a disability?

52,007



Fifty-two thousand and seven NHS staff reported they have a disability using the **NHS** Electronic Staff Record or **ESR**.

6,870



Since 2020 this number has gone up by **six thousand eight hundred and seventy**.



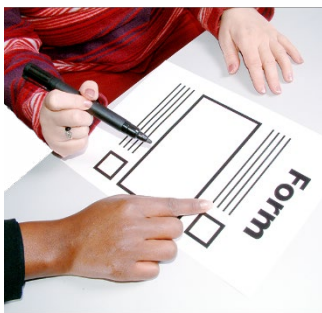
Medical and dental staff are **less likely** than other **NHS** staff to report that they have a disability.

632



Six hundred and thirty-two consultants reported that they have a disability.

110,100



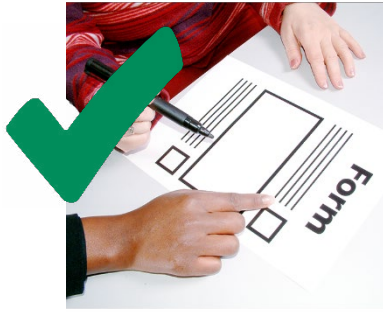
One hundred and ten thousand, one hundred NHS staff who completed the **NHS** Staff Survey said they have a disability.



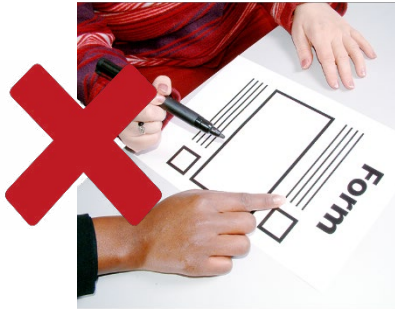
10,352



This is **ten thousand three hundred and fifty-two** more **NHS** staff than **2020**.



NHS staff on **Pay Band 1** to **pay Band 7** are **more likely** to report that they have a disability



NHS staff on the **highest pay bands** are **less likely** to report that they have a disability.

12



Twelve NHS organisations **do not** have any **senior managers** with a disability.



Disability Equality Measure 2

New Disabled staff



In **2021** most Disabled people who applied for a job with an **NHS** organisation in **England** had the **same chance** to get the job as **non-Disabled people**.



But in the **Northwest region** **Disabled people** were **less likely** to get a job than **non-Disabled people**.



Disability Equality Measure 5

Having a career in the NHS



57,615



In **2020**

Fifty-seven thousand, six hundred and fifteen Disabled **NHS** staff said they had the same chance to:

- have a **good career**
- get a **better job**.

312,850



Three hundred and twelve thousand, eight hundred and fifty **NHS** staff say **NHS** organisations offer the same chance to have a good career.



Disabled staff said they had a better chance to:

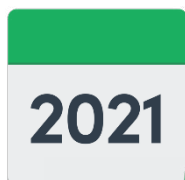
- have a **good career**
- get a **better job**

When the organisation they work for has a good careers service.



Disability Equality Measure 2

Disabled board members

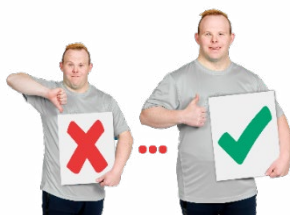


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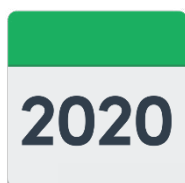


In **2021**

One hundred and twenty-two Disabled people are board members.



This is an **improvement** because



101



In **2020**

One hundred and one Disabled people were board members.

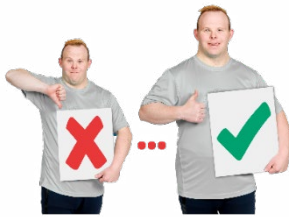
2021

127



In **2021**

One hundred and twenty-seven **NHS** organisations have **no** Disabled board members.



This is an **improvement** because

2020

137



In **2020**

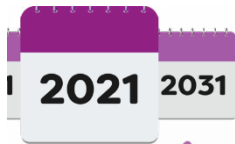
One hundred and thirty-seven **NHS** organisations have **no** Disabled board members.



3



Three **NHS** organisations did not give any information about their board members.



Keeping NHS staff



Disability Equality Measure 3

Capability procedure



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



In **2021** Disabled **NHS** staff were **more likely** to go through the **capability procedure** than non-Disabled **NHS** staff. Copy over

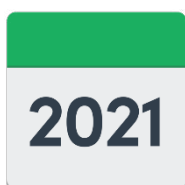


Not many **NHS** staff go through the **capability procedure**.



Disability Equality Measure 4

Harassment, bullying and abuse



In **2021** Measure 4 is split into **four parts**



Part 1

Harassment, bullying or abuse from patients, service users or the public towards Disabled **NHS** staff **went down**.



Part 2

Harassment, bullying or abuse from a line manager towards Disabled **NHS** staff has been the **same** over the last two years.





Part 3

Harassment, bullying or abuse from other members of staff towards Disabled staff **went down** by a **small amount**.

3,064



Part 4

Three thousand and sixty-four Disabled staff in ambulance trusts were harassed, bullied or abused by patients and the public.



This number is up by a **small amount** from **2020**.



Disability Equality Measure 6

Going to work when you are unwell

22,317



Twenty-two thousand, three hundred and seventeen

Disabled **NHS** staff say their manager made them work when they were unwell.



In **2020 more** Disabled **NHS** staff than non-Disabled **NHS** staff were made to work when they were unwell.



Disabled **NHS** staff are **more likely** than non-Disabled **NHS** staff to come into work when they are unwell.



Disability Equality Measure 7

Feeling respected at work



Disabled **NHS** staff are **less likely** to feel respected by their manager than non-Disabled **NHS** staff.



Disability Equality Measure 8

Making workplace adjustments



2020

52,487

In 2020

Fifty-two thousand, four hundred and eighty-seven NHS staff had workplace adjustments.



This number is higher than **2019** because a lot of **NHS** staff needed **equipment** to work from home during lockdown.

✗ 16,022

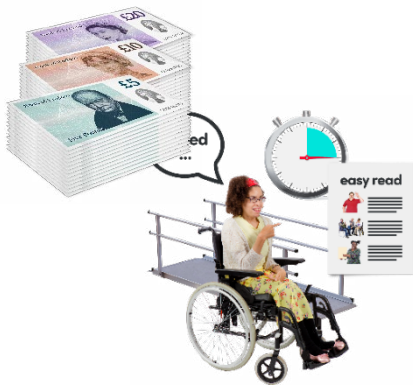


But

Sixteen thousand and twenty-two Disabled NHS staff think they did not get the right equipment and support.



NHS organisations rated as 'well-led' by the **Care Quality Commission** or **CQC**



were **more likely** to pay for **workplace adjustments** from a **central budget** not a local budget.



A **central budget** is money an organisation uses to pay for **all** workplace adjustments.



A **local budget** is money that a team or manager uses to pay for **some** of the workplace adjustments in an organisation.

There might be **lots** of **local budgets** in one organisation.



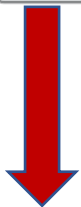
Disability Equality Measure 9

Feeling engaged at work



Feeling **engaged** at work means staff:

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



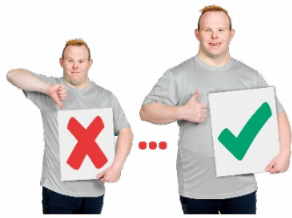
In **2021**

Disabled **NHS** staff said they feel **less engaged** at work than non-Disabled **NHS** staff.



In **2021**

Six NHS organisations reported that they had not done anything to get Disabled staff to feel **more engaged**.



This is an **improvement** because



16

In 2020



Sixteen **NHS** organisations reported they had not done anything to get Disabled staff to feel more engaged.



**Ideas for NHS
organisations to
make disability
equality happen**



NHS staff reporting they have a disability



Make sure all **NHS** staff understand how to:



- report they have a disability on their **Electronic Staff Records or ESR**



- update information on their disability.



Find out why Disabled **NHS** staff do not report having a disability on their **ESR**.

2022



2020

Set targets for the number of **NHS** staff who report they have a disability.

In **2022** this should be 4 per cent

By **2030** this should be 20 per cent



Workplace adjustments



Find out how **workplace adjustments**:

- are managed when people apply for jobs or have interviews



- could be better for all Disabled staff.



Training



Make sure managers who employ new staff get the right training.



Give local unemployed Disabled people more chances to work for **NHS** organisations.



Disability Confident Employers



Disability Confident organisations should make sure they follow the standard correctly.



Other **NHS** organisations should think about signing up to be a **Disability Confident** employer.



Career training and advice

Start career training for Disabled **NHS** staff

or

Improve career training for Disabled **NHS** staff.



Support Disabled **NHS** staff to have better careers.



Support managers to offer better career advice to Disabled **NHS** staff.



Support for Disabled staff in senior jobs



Ask all Board members to update their personal information including information about their disability.



Find and support Disabled **NHS** staff who could be senior managers or leaders in the future.



Tell all board members about the **Disabled NHS Directors Network** and support the work of this group.



Capability procedure



Carry out research to find out if more Disabled **NHS** staff are going through the **capability procedure**.



Update the **capability procedure**.



Harassment, bullying and abuse



Talk to Disabled **NHS** staff about harassment, bullying and abuse and make sure this is done privately and safely.



Run adverts aimed at all **NHS** staff to stop harassment, bullying and abuse.



Bring in **workplace advisers** on bullying, harassment and abuse.



The advisers should work with:

- trade unions
- Freedom to Speak Up guardians
- staff networks





Working hours

Write a **policy** on taking time off for Disability **NHS** staff.

There is a good example at:



www.nhsemployers.org/articles/inclusive-approach-disability-leave



Find out how easy it is for Disabled **NHS** staff and non-Disabled **NHS** staff to get flexible hours.

Is there a difference?



Support for Disabled staff



Make sure:

- **workplace adjustments** happen quickly



- Disabled NHS staff can apply for **Access to Work** quickly.



Bring in **Workplace Adjustment Passports** so that Disabled **NHS** staff can easily record the **workplace adjustments** they need.



For more information go to:

www.nhsemployers.org/articles/supporting-Disabled-staff-workplace



Write a **Workplace Adjustment Policy** or check your current policy.



Run adverts that say why it is good to employ more Disabled people in the **NHS**.



Look at information on the **pay** and the numbers of Disabled **NHS** staff in senior manager jobs.



Find out how many Disabled **NHS** staff are going on career training.



Look at the best ways to support Disabled **NHS** staff including advice from **NHS** Employers:



www.nhsemployers.org/articles/making-reasonable-adjustments-support-Disabled-staff-their-roles



Disabled Staff Networks



Set up a **Disabled Staff Network** as soon as possible and make sure it is run well.



Make sure there are strong links between the **Board Champion** and the **Disabled Staff Network**.



Find new ways to make sure all Disabled **NHS** staff are listened to.



Start **Disabled Staff Network** activities and events in the regions.

What NHS England and NHS Improvement equality, diversity and inclusion teams should do



Support **NHS** organisations to:

- check information in the **ten disability equality measures**



- write action plans
- think about the ideas in this report.



The **WDES** team will provide information to support this work.



Hold events for regional **Disabled Staff Networks**.

What the NHS England and NHS Improvement national equality, diversity and inclusion team needs to do



2022



Write **new plans** explaining how **WDES** needs to change from **2022**.

Contact the WDES Team



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



This Easy Read document was published in **March 2022**.

