

# Health Education England

## Workforce Disability Equality Standard (WDES) 2019/20

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# 1. Introduction and Background

WDES was introduced into the NHS in April 2019. It is underpinned by the Social Model of Disability. It is based on ten evidence-based metrics that enable us to compare the workplace and career experiences of disabled and non-disabled colleagues.

By highlighting experiences using the WDES factors, HEE is seeking to:

- Support the development of good practice regarding the workplace and careers.
- Improve recruitment and retention processes.
- Build on the ethos of '**Nothing about us without us**'
- Support positive culture change and enable a more inclusive and supportive environment for disabled colleagues within HEE.

We anticipate that the WDES data can help inform:

- a better understanding of current performance and identify where improvement is needed.
- quality improvements in the working lives of disabled colleagues.
- improvements in the recruitment and retention of disabled colleagues.
- How effectively we are meeting their duties as set out in the Public Sector Equality Duty

Previous research undertaken within the NHS would suggest disabled people are less likely to be appointed from a shortlisting, and they believe they have fewer equal opportunities for career progression. They are also more likely to go through capability processes, and experience harassment, bullying and abuse. Overall, disabled colleagues account for around 3.6% of the NHS non-clinical workforce and 2.9% of the NHS clinical workforce.

National Healthcare bodies, including HEE, are committed to supporting the work on WDES across the NHS. We also take seriously our responsibilities as an employer to review our own performance against WDES. We are committed to publishing our data and action plans on our website and intranet, in addition to submitting our data to NHS England for them to publish as appropriate.

The following information provides an insight into Health Education England's 2019/20 position against WDES Indicators. This is the first report of this kind for HEE and as such there are no internal comparator data sets available. Comparisons are made against NHS wide data where available.

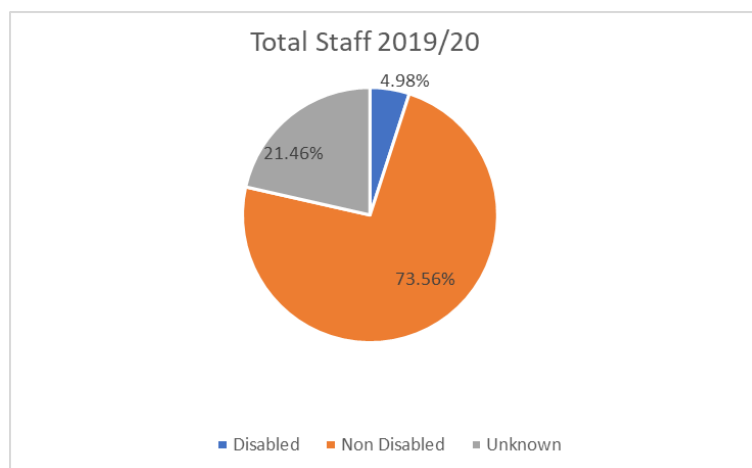
## 2. HEE Workforce Disability Equality Standard (WDES)

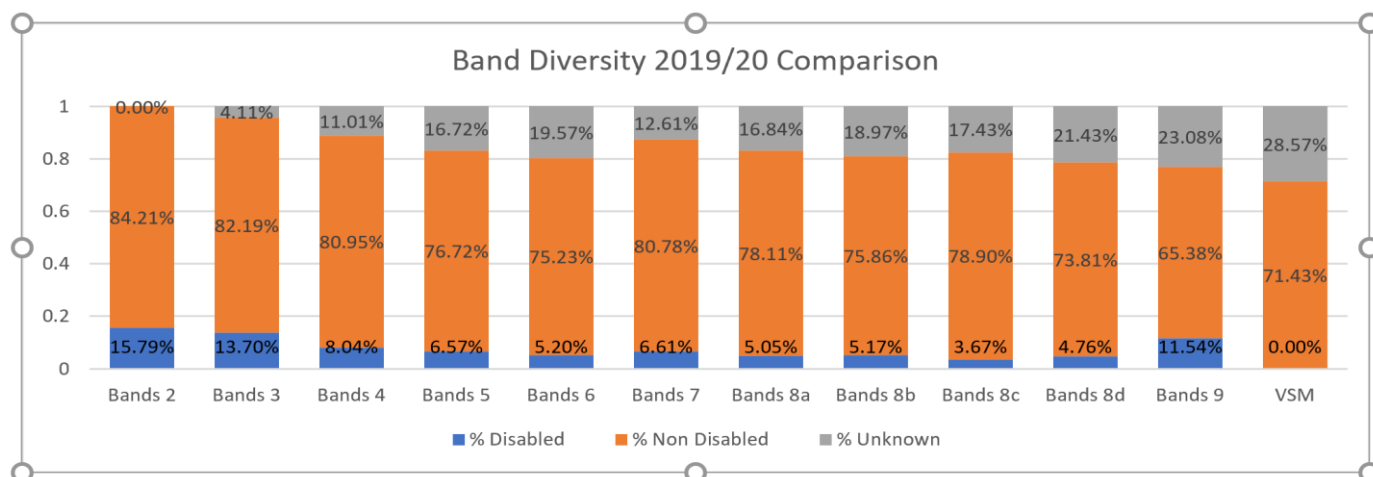
### 2.1. Indicator 1 – Disability Profiles

Colleagues with declared disabilities make up just under 5% of our total workforce. Against the two main staff groups there is a higher percentage of colleagues declaring disabilities within the Agenda for Change staff group than in medical and dental groups. This is congruent with wider NHS results. HEE has a slightly larger percentage of disabled colleagues compared to the NHS as a whole across both staff groups.

When comparing the data across grades there is a degree of polarisation with the largest proportion of disabled colleagues in Bands 2 and 3 and in Band 9.

As with other data sets the percentage of information that is unknown makes true analysis difficult to undertake. HEE has, throughout 2020, ran a comprehensive campaign to improve our data quality by encouraging colleagues to declare personal information. This campaign has led to significant improvement but clearly more work is needed in this area.





## 2.2. Indicator 2 - Relative Likelihood of staff being appointed from shortlisting across all posts

Relative likelihood of non-Disabled colleagues compared to Disabled colleagues being appointed from shortlisting across all posts.	Data item	Measure	31 March 2019		
			Disabled	Non Disabled	Unknown
	# of shortlisted applicants	Headcount	429	5016	318
	# appointed from shortlisting	Headcount	31	549	99
	<b>Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff</b>	<b>1.51</b>			

In 2019/20 there was a greater likelihood that a non-disabled colleague would be appointed over a colleague declaring disabilities (1.51) which is higher than the NHS as a whole (1.23). It should be noted that approximately 15% of

applicants decline to declare their information in this area within their application which makes true analysis more difficult. The information relating to disability is not shared with recruiting managers during the shortlisting process. HEE is a Disability Confident employer and as such any applicant declaring a disability can access the guaranteed interview scheme which requires only essential shortlisting criteria to be met.

### **2.3. Indicator 3 – Relative likelihood of disabled colleagues entering the formal capability procedure compared to non-disabled compared to non-disabled staff**

Relative likelihood of Disabled colleagues compared to non-disabled colleagues entering the formal capability process, as measured by entry into the formal capability procedure.	Data item	Measure	31 March 2019		
			Disabled	Non Disabled	Unknown
	Average number of colleagues entering the formal capability process over the last 2 years.	Headcount	0	1.5	1.5
	<b>Relative likelihood of Disabled colleagues entering the formal capability process compared to Non-Disabled colleagues</b>	<b>0.00</b>			

In 2019/20 there were no colleagues declaring a disability that were part of formal capability processes. NHS wide data shows that colleagues who declared a disability were 1.1 times more like to go through formal capability processes.

### **2.4. Indicator 4 - Percentage of staff experiencing harassment, bullying, or abuse from managers or other colleagues in last 12 months and if reported**

HEE conducts a colleague survey on a biennial basis, with the prior survey conducted in 2018. As such, there is no data available to respond to this

question. Going forward HEE will be conducting colleague surveys on a more regular basis.

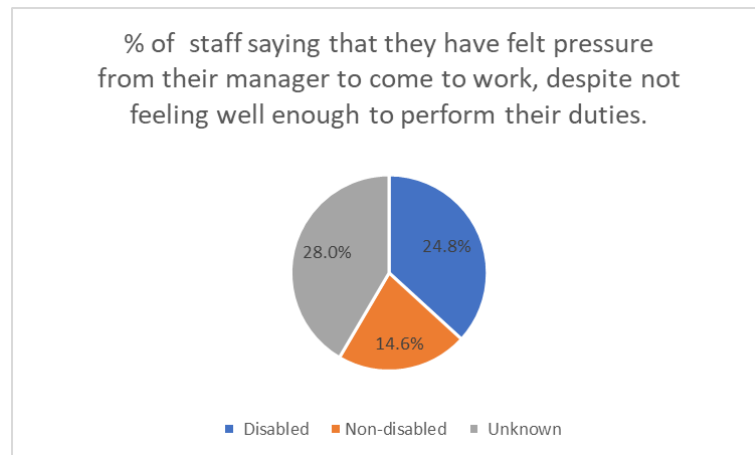
## **2.5. Indicator 5 – Percentage of colleagues believing that HEE provides equal opportunities for career progression**



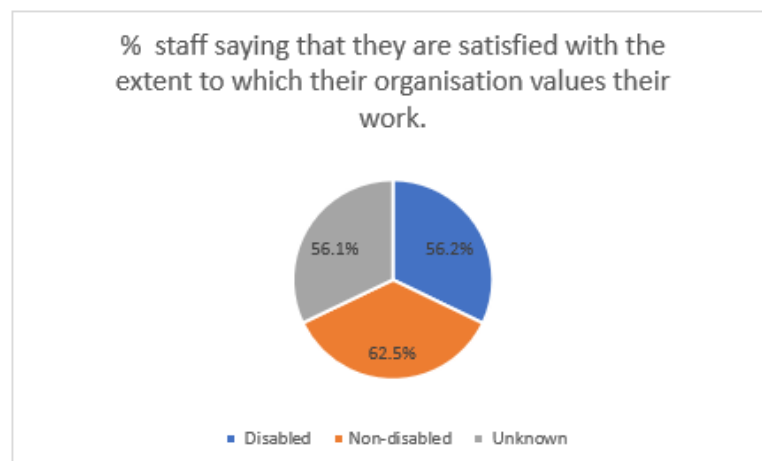
From the colleague survey undertaken in 2018 just over 72% of respondents who declared a disability indicated that the organisation provided opportunities for career progression, slightly less than those declaring no disabilities. A large proportion of respondents declined to provide their disability status during the survey. The NHS wide data sets indicate a similar picture.

## **2.6. Indicator 6 – Percentage of staff feeling pressure from manager to come work despite not feeling well enough to perform duties in last 3 months**

From the colleague survey undertaken in 2018 just under 25% of respondents who declared a disability recorded that they had felt pressure to attend work. This compared to a significantly lower figure (14.6%) of non-disabled colleagues reporting similar pressure. Presenteeism for disabled colleagues across the NHS is reported at slightly higher rates (32%) than those seen in HEE.



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

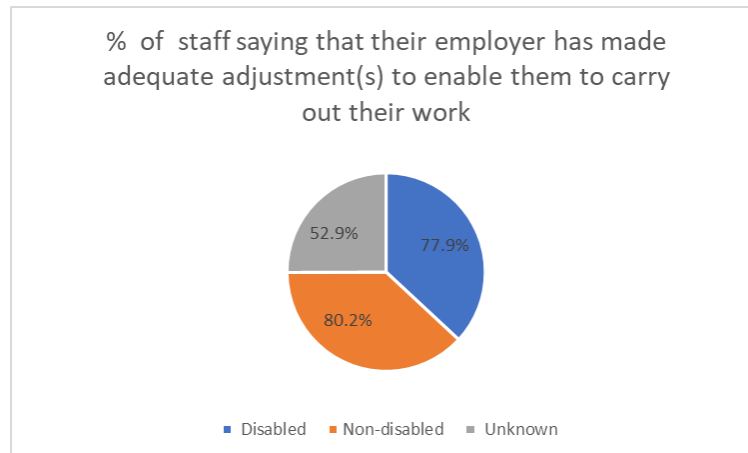


From the colleague survey undertaken in 2018 56% of those respondents who had declared a disability were satisfied that HEE valued their work. This is significantly higher than the NHS average against this indicator which sits at 37.2%.

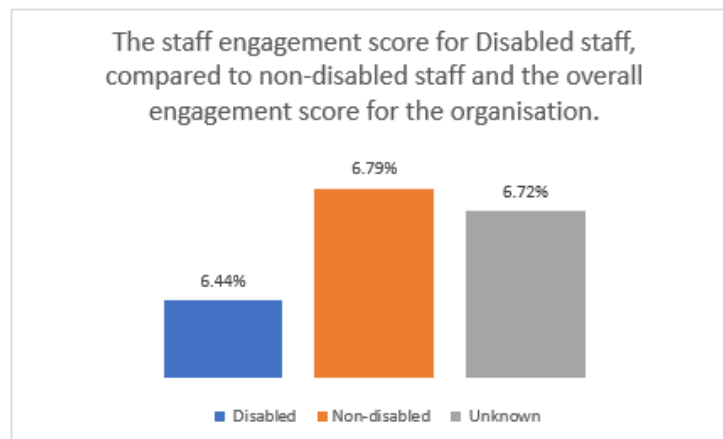
**2.8. Indicator 8 - Percentage of staff believing their employer has made adequate adjustments to enable them to carry out their work**



From the colleague survey undertaken in 2018 nearly 78% of those respondents who had declared a disability felt HEE had made adequate adjustments to assist them in carrying out their work. This is slightly higher than the NHS average which sits at 72.4%.



## 2.9. Indicator 9 – staff engagement for Disabled colleagues, compared to non-disabled colleagues and the overall engagement score for the organisation

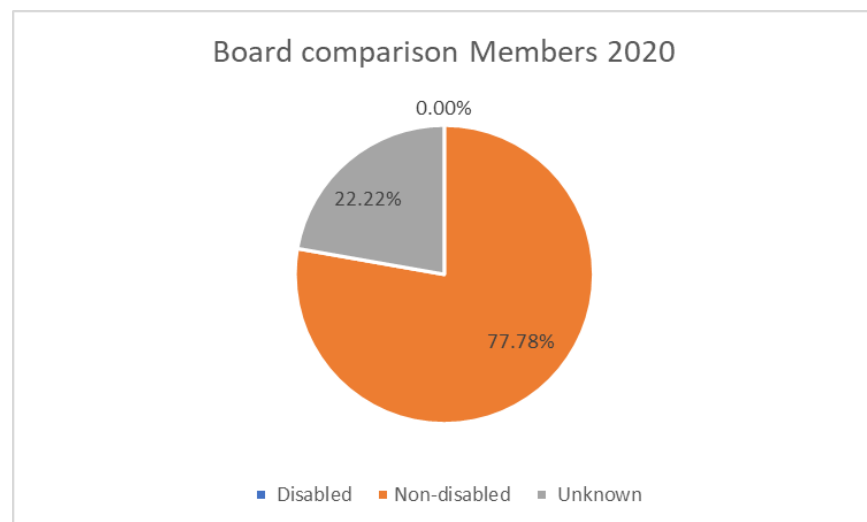


The overall engagement score is derived from mean value of the three key question sets asked: 'recommend', 'engage' and 'improve' within the 2018 Staff Survey.

Of those respondents who answered and declared a disability, the engagement score 6.44% compared to 6.79% non-disabled and 6.72% for those who did not disclose. The overall engagement of respondents was 6.72% The engagement score for those declaring a disability is slightly lower than the NHS score which sits at 6.64%.

## **2.10. Indicator 10. Percentage difference between the organisation's VSM and Board voting membership and its overall workforce**

In 2019/20 there were no Board member colleagues who declared disabilities



### 3. Summary and next steps

As an organisation we are committed to ensuring that any inequality is addressed and improving the experience of disabled colleagues.

The information contained in this report will be considered within the development of our Equality, Diversity and Engagement action plan, which sits within the broader Best Place to Work programme. Focus will be placed on

- Continuing to improve our workforce representation across all levels of the organisation and encouraging colleagues to declare their information on disability
- Improving attraction and recruitment of disabled colleagues to HEE roles so that any disparity between appointment of non-disabled and disabled colleagues is diminished
- Maintaining focus on career development and progression of disabled colleagues and ensuring that reasonable adjustments can be met where needed
- Seeking to improve the inclusion and value felt by disabled colleagues across HEE