

Workforce Disability Equality Standard 2022

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# Introduction

There has been legal protection for workers with disabilities for many years, making it unlawful to treat employees with a disability less favourably than workers without a disability. The most recent legislation that offers this protection is the Equality Act 2010.

The Act goes further than just banning unfair behaviour towards workers with disabilities. It also places public sector organisations under a duty to seek opportunities to proactively address equality of opportunity and promote good relations between workers with disabilities and those without.

While there have been improvements in societal attitudes towards people with disabilities, they have not necessarily moved as quickly as the Act (and its predecessors) had intended. There are still many inequalities surrounding the employment of workers with disabilities. The employment rate of people with disabilities is 30.1%, lower than for people without. This difference is often referred to as the ‘disability employment gap’. Given that 22% of working-age adults have a disability, more needs to be done to close this gap. (Briefing Paper 7540, People with Disabilities in Employment, 30th November 2018, Andrew Powell: House of Commons Library).

Breaking down disability further, the picture for people with mental ill-health and learning disabilities is far worse. 1 in 4 adults and 1 in 10 children experience mental health illnesses in their lifetime (NHS England) , however, the stigma around mental health is still widespread within the UK. The 2016 paper ‘Improving Lives: The Work, Health and Disability Green Paper’, states that only 32% of people with mental illness were in work. There are approximately 1.5 million people in the UK with some form of Learning Disability, of whom 17% of people of working age are in paid employment. It is estimated that 28% of working-age adults with mild or moderate learning disabilities, 10% of working-age adults with severe learning disabilities, and 0% of working adults with profound learning disabilities are in employment (Emerson and Hatton, 2008).

The inequalities can be vast and may include: inflexible recruitment practices that do not take the needs of a candidate’s disability into account, providing adequate reasonable adjustments in the workplace, opportunity for progression into more senior roles, overrepresentation in Employee Relations procedures, poor attitudes to those with a disability and poor access to development opportunities. These inequalities help to build a picture of poor employment, retention rates and experiences of employment amongst people with a disability.

The Workforce Disability Equality Standard (WDES) was introduced in April 2019 by NHS England. It helps to demonstrate compliance with:

* The UK Government’s pledge to increase the number of disabled people in employment – this was made in November 2017
* The NHS Constitution – relating to the rights of staff
* The ‘social model of disability’ - recognising that the societal barriers people with disabilities face are the disabling factor, not an individual’s medical condition or impairment
* The Equality Act 2010 – specific requirements not to discriminate against workers with a disability, and to advance equality and foster good relations
* ‘Nothing about us without us’ - a phrase used by the disability movement to denote a central principle of inclusion: that actions and decisions that affect or are about people with disabilities should be taken with disabled people.

The standard allows NHS organisations to review the experiences and outcomes of staff both with and without disabilities. The standard provides a framework for NHS organisations to review their key employment policies, practices and processes to identify if inequalities (listed above) exist and provides an opportunity to engage with disabled workers and to put actions in place to address areas of inequality.

Some specific issues impact workers with disabilities and NHS organisations. These include:

* Significant under-reporting of the numbers of staff who declare themselves as having a disability, with a 16.6 percentage point difference between the Electronic Staff Record (ESR, the integrated Human Resources and Payroll system) and NHS Staff Survey declaration rates.
* Lack of representation of disabled staff at senior levels
* Disabled staff consistently report (eg. through the NHS Staff Survey):
	+ Higher levels of bullying and harassment
	+ Less satisfaction with appraisals and career
	+ Lack of development opportunities.

The WDES programme and annual reporting enables NHS organisations to review their performance, identify issues, and look to continuously improve the position for workers with a disability – better understanding the needs of their workers with a disability, improving data (declaration rates), and improving the culture, employment and retention of all staff.

On 1st April 2021, Brighton and Sussex University Hospitals NHS Trust (BSUH) and Western Sussex Hospitals NHS Foundation Trust (WSHFT) merged to form University Hospitals Sussex NHS Foundation Trust. The data snapshot period covers 01/04/21-31/03/22; this is the first WDES report for the newly-formed Trust. As this report is the first report for UHSussex, there is no appropriate comparative data from previous years. Data from legacy BSUH and WSHFT will be provided to enable a historic comparison where appropriate. In the 2023 WDES report, the data will have a comparative view (as previously used in the 2021 WDES reports).

# Background Information

## The total number of staff in the Trust:

**In 2022:**

Total headcount: 16,680 staff

Disabled Staff: 827 (5.0% of the workforce)
Non-disabled staff: 13,391 (80.3% of the workforce)
Unknown: 2,462 (14.8% of the workforce)

Overall in 2022, 85.3% of the workforce had declared their disability status.

## Steps been taken in the last reporting period to improve the level of self-reporting by disability

We collect information relating to disability as part of the recruitment process. The Trust has also taken steps to give staff more options and opportunities to declare their equality information. This includes setting up a new online declaration form, promoting Self-Service ESR (i.e. staff are able to update their own information directly), and producing new information for staff to inform them about the process and benefits of updating their equality information.

## Steps planned during the current reporting period to improve the level of self-reporting by disability

The Trust will continue to encourage all staff to share (‘declare’) their equality information and will promote the different methods they can use. Work is also underway with Occupational Health services to promote both support and improve declaration rates among staff who are disabled.

## Reporting period for this report

1st April 2021 to 31st March 2022.

## How is disability defined under the standard?

The standard uses the definition of disability found in the Equality Act 2010. Under the Act, a person is considered as having a disability if they have a physical or mental impairment that has a ‘substantial’ and ‘long-term negative effect’ on their ability to do normal daily activities.

## Population Demographics 2011 Census (Southeast England)

* 6.9% of the population indicated their day-to-day activity is limited a lot
* 8.8% of the population indicated their day-to-day activity is limited a little\*

\* Within this group, some (not all) people would meet the test under the Equality Act 2010 as being disabled, but it is not possible to say what proportion.

# Workforce Disability Equality Metrics

## Metric 1 - Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (VSM) (including executive board members) compared with the percentage of staff in the overall workforce

**Non-Clinical Staff:**

| **Pay band** | **Disabled staff in 2022 - %** | **Non-disabled staff in 2022 - %** | **Unknown/null staff in 2022 - %** | **Total staff in 2022****Headcount** |
| --- | --- | --- | --- | --- |
| **Cluster 1 (Bands 1 - 4)** | 7.5% | 79.5% | 13.0% | 3,340 |
| **Cluster 2 (Band 5 - 7)** | 5.3% | 82.7% | 12.0% | 773 |
| **Cluster 3 (Bands 8a - 8b)** | 7.5% | 82.0% | 10.5% | 200 |
| **Cluster 4 (Bands 8c – 9 & VSM)** | 6.2% | 78.8% | 15.0% | 113 |

Please note in the non-clinical group there is one person paid on a local agreement which falls outside of Agenda for Change. For the purposes of this comparison, this has been excluded from the above figures.

**What the data tells us:**

* Compared to the overall representation of disabled staff in the UHSussex Workforce (5.0%), there is a higher than expected representation of disabled staff in all AfC bands and VSM grades.

**Clinical staff:**

| **Pay band** | **Disabled staff in 2022 - %** | **Non-disabled staff in 2022 - %** | **Unknown/null staff in 2022 - %** | **Total staff in 2022****Headcount** |
| --- | --- | --- | --- | --- |
| **Cluster 1 (Bands 1 - 4)** | 4.9% | 80.8% | 14.4% | 3,025 |
| **Cluster 2 (Band 5 - 7)** | 4.4% | 80.6% | 15.0% | 6,445 |
| **Cluster 3 (Bands 8a - 8b)** | 5.3% | 80.1% | 14.5% | 433 |
| **Cluster 4 (Bands 8c – 9 & VSM)** | 4.5% | 59.1% | 36.4% | 44 |
| **Cluster 5****(Medical and Dental staff, Consultants)** | 1.6% | 72.4% | 26.0% | 869 |
| **Cluster 6 (Medical and Dental staff, Non-consultant career grade)** | 2.2% | 66.9% | 30.9% | 139 |
| **Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)** | 3.3% | 85.4% | 11.3% | 1,298 |

**What the data tells us:**

* Compared to the overall representation of disabled staff in the UHSussex workforce (5.0%), there is a lower than expected representation of disabled staff in most AfC bands and VSM grades.
* Furthermore, there is a disproportionately low representation of disabled staff in all medical and dental grades.
* In some AfC, VSM, Consultant and Non-consultant medical grades, there is a high number of staff where either their disability status is unknown or where staff have declined to declare.

## Metric 2 - Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts.

| **Applicant disability status** | **Shortlisted applicants** | **Shortlisted applicants (%)** | **Appointed applicants** | **Appointed applicants (%)** | **Relative Likelihood of being appointed** |
| --- | --- | --- | --- | --- | --- |
| Disabled applicants | 926 | 6.7% | 82 | 4.7% | 0.0886 |
| Non-disabled applicants | 11,784 | 85.3% | 1,293 | 73.6% | 0.1097 |
| Not Stated / Unknown | 1,102 | 8.0% | 381 | 21.7% | 0.3457 |
| **Total** | **13,812** | **100.0%** | **1,756** | **100.0%** |  |

The likelihood of non-disabled candidates being appointed from shortlisting:
1,293 / 11,784 = 0.1097

The likelihood of disabled candidates being appointed from shortlisting:
82 / 926 = 0.0886

The relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled candidates is 0.1097 (non-disabled candidates) / 0.0886 (disabled candidates) = **1.24 times greater.**

*In this instance, the data suggests non-disabled candidates are more likely to be appointed than disabled candidates.*

### Historical Data from Brighton and Sussex University Hospitals NHS Trust

When applying the rule of 4/5ths, if the likelihood of non-disabled applicants is below 0.8 or above 1.2, it would indicate a likely statistical adverse impact.

### Historical Data from Western Sussex Hospitals Foundation Trust

When applying the rule of 4/5ths, if the likelihood of non-disabled applicants is below 0.8 or above 1.2, it would indicate a likely statistical adverse impact.

## 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. (2-year rolling average)

| **Staff group** | **2-year rolling average of capability procedures** | **Number in Workforce** | **Relative Likelihood of entering procedure** |
| --- | --- | --- | --- |
| **Disabled staff** | 0 | 827 | 0 |
| **Non-disabled staff** | 2.5 | 13,391 | 0.000187 |
| **Not known / unspecified** | 5 | 2,462 | 0.002031 |

The likelihood of non-disabled staff entering the formal capability process:
2.5 / 13,391 = 0.000187

The likelihood of disabled staff entering the formal capability process:
0 / 827 = 0

The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff is 0 (Disabled Staff) / 0.000187 (Non-disabled Staff) = **0.**

*In this instance, the data indicates that no disabled staff members have entered the formal capability process during this reporting period.*

### Historical Data from Brighton and Sussex University Hospitals NHS Trust

When applying the rule of 4/5ths, if the likelihood of non-disabled applicants is below 0.8 or above 1.2, it would indicate a likely statistical adverse impact.

### Historical Data from Western Sussex Hospitals Foundation Trust

When applying the rule of 4/5ths, if the likelihood of disabled staff is below 0.8 or above 1.2, it would indicate a likely statistical adverse impact.

From 2019 to 2021, there were no recorded cases of disabled staff entering the formal capability process at Western Sussex Hospitals Foundation Trust.

## Metric 4a - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying, or abuse from: patients/service users, their relatives, or other members of the public, managers and other colleagues

Please note that the 2021 NHS Staff Survey uses the term “staff with a long lasting health condition or illness” and “staff without a long lasting health condition or illness” instead of disabled staff and non-disabled staff. Therefore, these terms will be used for Metrics 4a to 9b.

|   | **Organisation** | **FromManagers** | **FromOther Colleagues** | **From Patients / service users, their relatives, or other members of the public** |
| --- | --- | --- | --- | --- |
| **Staff with a long lasting health condition or illness** | UHSussex 2021 | 18.0% | 27.2% | 35.9% |
| Acute Average | 18.0% | 26.6% | 32.4% |
| **Staff without a long lasting health condition or illness** | UHSussex 2021 | 10.8% | 19.7% | 31.3% |
| Acute Average | 9.8% | 17.1% | 25.2% |

**What the data tells us:**

* Overall more disabled staff reported that they have experienced bullying, harassment and abuse from managers, other colleagues and patients than non-disabled staff.
* Compared to the Acute average, disabled staff at UHSussex are more likely to experience harassment, bullying or abuse from colleagues and patients, but just as likely to report harassment, bullying or abuse from their managers.
* Compared to the Acute average, non-disabled staff are more likely to experience harassment, bullying or abuse from managers, colleagues and patients.

### Historical Data from Brighton and Sussex University Hospitals NHS Trust

 **Patients/service users, their relatives, or other members of the public**

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 35.0% | 36.7% | 34.8% |
| **Non-disabled staff** | 31.0% | 31.8% | 30.0% |
| **% point difference between disabled and non-disabled staff** | -4.0% | -4.9% | -4.8% |
| **Acute Average (Disabled)** | 33.6% | 33.2% | 30.9% |
| **Acute Average****(Non-Disabled)** | 26.5% | 26.4% | 24.5% |

**Managers**

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 18.2% | 18.7% | 17.8% |
| **Non-disabled staff** | 10.7% | 9.4% | 10.4% |
| **% point difference between disabled and non-disabled staff** | -7.5% | -9.3% | -7.4% |
| **Acute Average (Disabled)** | 19.6% | 18.5% | 19.3% |
| **Acute Average****(Non-Disabled)** | 11.7% | 10.8% | 10.8% |

**Other Colleagues**

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 30.1% | 28.2% | 29.0% |
| **Non-disabled staff** | 20.5% | 17.6% | 17.9% |
| **% point difference between disabled and non-disabled staff** | -9.6% | -10.6% | -11.1% |
| **Acute Average (Disabled)** | 27.7% | 27.7% | 26.9% |
| **Acute Average (Non-Disabled)** | 18.0% | 17.5% | 17.8% |

###

### Historical Data from Western Sussex Hospitals NHS Foundation Trust

 **Patients/service users, their relatives, or other members of the public**

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 36.2% | 36.7% | 33.7% |
| **Non-disabled staff** | 29.0% | 27.6% | 27.6% |
| **% point difference between disabled and non-disabled staff** | -7.2% | -9.1% | -6.1% |
| **Acute Average (Disabled)** | 33.6% | 33.2% | 30.9% |
| **Acute Average (Non-Disabled)** | 26.5% | 26.4% | 24.5% |

**Managers**

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 19.0% | 18.3% | 19.7% |
| **Non-disabled staff** | 9.6% | 9.8% | 10.8% |
| **% point difference between disabled and non-disabled staff** | -9.4% | -8.5% | -8.9% |
| **Acute Average (Disabled)** | 19.6% | 18.5% | 19.3% |
| **Acute Average (Non-Disabled)** | 11.7% | 10.8% | 10.8% |

**Other Colleagues**

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 29.3% | 29.5% | 27.2% |
| **Non-disabled staff** | 15.7% | 16.5% | 17.4% |
| **% point difference between disabled and non-disabled staff** | -13.6% | -13.0% | -9.8% |
| **Acute Average (Disabled)** | 27.7% | 27.7% | 26.9% |
| **Acute Average (Non-Disabled)** | 18.0% | 17.5% | 17.8% |

**What the data tells us:**

* Compared to legacy data, harassment, bullying and abuse from:
	+ Patients, service users, etc. has increased compared to the previous year for disabled staff. This is also true for the Acute average.
	+ Managers has slightly increased for disabled staff at UHSussex compared to the previous legacy BSUH data, but has decreased in comparison to previous legacy WSHFT data.
	+ Other colleagues has increased for disabled staff at UHSussex compared to legacy BSUH data, but has remained the same compared to legacy WSHFT data.

## Metric 4b - 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.

|   | **Organisation** | **2021** |
| --- | --- | --- |
| **Staff with a long lasting health condition or illness** | UHSussex  | 46.2% |
| Acute Average | 47.0% |
| **Staff without a long lasting health condition or illness** | UHSussex  | 43.1% |
| Acute Average | 46.2% |

### Historical Data from Brighton and Sussex University Hospitals NHS Trust

| **NHS Staff Survey** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 48.4% | 43.9% | 46.0% |
| **Non-disabled staff** | 44.2% | 44.3% | 40.0% |
| **% point difference between disabled and non-disabled staff** | -4.2% | 0.4% | -6.0% |
| **Acute Average (Disabled)** | 45.5% | 47.0% | 47.0% |
| **Acute Average (Non-Disabled)** | 45.0% | 46.1% | 45.8% |

### Historical Data from Western Sussex Hospitals NHS Foundation Trust

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 49.1% | 43.8% | 44.8% |
| **Non-disabled staff** | 48.4% | 44.9% | 44.8% |
| **% point difference between disabled and non-disabled staff** | -0.7% | 1.1% | 0.0% |
| **Acute Average (Disabled)** | 45.5% | 47.0% | 47.0% |
| **Acute Average (Non-Disabled)** | 45.0% | 46.1% | 45.8% |

**What the data tells us:**

* Compared to the Acute average, disabled staff at UHSussex are slightly less likely to report incidents of harassment, bullying and abuse.
* Compared to the Acute average, non-disabled staff at UHSussex are less likely to report incidents of harassment, bullying and abuse
* In 2021, Disabled staff at UHSussex are more likely to report incidents of harassment, bullying and abuse compared to the data from legacy BSUH and legacy WSHFT.

## Metric 5 - Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

|   | **Organisation** | **2021** |
| --- | --- | --- |
| **Staff with a long lasting health condition or illness** | UHSussex  | 49.6% |
| Acute Average | 51.4% |
| **Staff without a long lasting health condition or illness** | UHSussex  | 54.3% |
| Acute Average | 56.8% |

### **Historical Data from Brighton and Sussex University Hospitals NHS Trust**

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 79.8% | 77.4% | 76.1% |
| **Non-disabled staff** | 85.8% | 86.9% | 84.8% |
| **% point difference between disabled and non-disabled staff** | 6.0% | 9.5% | 8.7% |
| **Acute Average (Disabled)** | 78.4% | 79.3% | 79.6% |
| **Acute Average (Non-Disabled)** | 85.5% | 86.1% | 86.3% |

### Historical Data from Western Sussex Hospitals NHS Foundation Trust

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 83.5% | 80.4% | 83.3% |
| **Non-disabled staff** | 89.6% | 88.6% | 89.1% |
| **% point difference between disabled and non-disabled staff** | 6.1% | 8.2% | 5.8% |
| **Acute Average (Disabled)** | 78.4% | 79.3% | 79.6% |
| **Acute Average (Non-Disabled)** | 85.5% | 86.1% | 86.3% |

**What the data tells us:**

* Compared to the Acute average, fewer disabled and non-disabled staff at UHSussex believe the Trust provides equal opportunities for career progression and promotion.
* There has been change in the calculation in the Staff Survey so it is not possible to draw a meaningful comparison to previous years (legacy Trust data).

## Metric 6 - 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.

|  |  |  |
| --- | --- | --- |
|  | **Organisation** | **2021** |
| **Staff with a long lasting health condition or illness** | UHSussex | 32.5% |
| Acute Average | 32.2% |
| **Staff without a long lasting health condition or illness** | UHSussex | 23.1% |
| Acute Average | 23.7% |

### Historical Data from Brighton and Sussex University Hospitals NHS Trust

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 30.1% | 30.3% | 28.9% |
| **Non-disabled staff** | 20.6% | 20.3% | 20.8% |
| **% point difference between disabled and non-disabled staff** | -9.5% | -10.0% | -8.1% |
| **Acute Average (Disabled)** | 33.2% | 32.6% | 33.0% |
| **Acute Average (Non-Disabled)** | 22.8% | 21.8% | 23.4% |

### Historical Data from Western Sussex Hospitals NHS Foundation Trust

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 33.3% | 35.5% | 34.4% |
| **Non-disabled staff** | 24.1% | 23.5% | 24.1% |
| **% point difference between disabled and non-disabled staff** | -9.2% | -12.0% | -10.3% |
| **Acute Average (Disabled)** | 33.2% | 32.6% | 33.0% |
| **Acute Average (Non-Disabled)** | 22.8% | 21.8% | 23.4% |

**What the data tells us:**

* At UHSussex, more disabled staff reported feeling pressured to attend work despite not feeling well enough to perform their duties compared to non-disabled staff.
* Compared to the Acute average, slightly more disabled staff feel pressured to attend work despite not feeling well enough to perform their duties.
* Compared to the Acute average, slightly fewer non-disabled staff feel pressured to attend work despite not feeling well enough to perform their duties.

## Metric 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.

|  | **Organisation** | **2021** |
| --- | --- | --- |
| **Staff with a long lasting health condition or illness** | UHSussex | 30.3% |
| Acute Average | 32.6% |
| **Staff without a long lasting health condition or illness** | UHSussex | 38.4% |
| Acute Average | 43.3% |

### Historical Data from Brighton and Sussex University Hospitals NHS Trust

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 37.6% | 37.2% | 35.5% |
| **Non-disabled staff** | 45.7% | 47.8% | 45.1% |
| **% point difference between disabled and non-disabled staff** | +8.1% | +10.6% | -9.6% |
| **Acute Average (Disabled)** | 36.8% | 37.9% | 37.4% |
| **Acute Average (Non-Disabled)** | 47.8% | 49.9% | 49.3% |

### Historical Data from Western Sussex Hospitals NHS Foundation Trust

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 37.5% | 40.1% | 38.1% |
| **Non-disabled staff** | 52.2% | 55.8% | 51.4% |
| **% point difference between disabled and non-disabled staff** | 14.7% | 15.7% | 13.3% |
| **Acute Average (Disabled)** | 36.8% | 37.9% | 37.4% |
| **Acute Average (Non-Disabled)** | 47.8% | 49.9% | 49.3% |

**What the data tells us:**

* Compared to the Acute average and the legacy data from last year, fewer UHSussex staff are satisfied with the extent that the organisation values their work. This is the case for staff with and without a disability.

## Metric 8 - Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work

|  |  |  |
| --- | --- | --- |
|   | **Organisation** | **2021** |
| **Staff with a long lasting health condition or illness** | UHSussex | 71.7% |
| Acute Average | 70.9% |

### Historical Data from Brighton and Sussex University Hospitals NHS Trust

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 71.8% | 76.1% | 75.2% |
| **Acute Average (Disabled)** | 73.1% | 73.4% | 75.5% |

### Historical Data from Western Sussex Hospitals NHS Foundation Trust

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 75.5% | 73.8% | 74.3% |
| **Acute Average (Disabled)** | 73.1% | 73.4% | 75.5% |

**What the data tell us:**

* Compared to the Acute average, more disabled staff at UHSussex feel that they have adequate reasonable adjustments to enable them to carry out their role.
* Nearly a third (28.3%) of disabled staff at UHSussex do not believe that the Trust has made adequate adjustments to enable them to carry out their work.
* Compared to legacy data from last year, the percentage of disabled staff at UHSussex (in 2021) who believe that the Trust has made adequate adjustments to enable them to carry out their work has decreased, as has the Acute average in 2021.

## Metric 9a - The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

## Please note that the NHS Staff Survey measures the overall engagement score on a scale from 0 to 10, with higher scores indicating a greater level of engagement.

|  |  |  |
| --- | --- | --- |
|   | **Organisation** | **2021** |
| **Staff with a long lasting health condition or illness** | UHSussex | 6.3 |
| Acute Average | 6.4 |
| **Staff without a long lasting health condition or illness** | UHSussex | 6.7 |
| Acute Average | 7.0 |

###

### Historical Data from Brighton and Sussex University Hospitals NHS Trust

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 6.6 | 6.6 | 6.6 |
| **Non-disabled staff** | 7.0 | 6.9 | 6.9 |
| **Acute Average (Disabled)** | 6.6 | 6.7 | 6.7 |
| **Acute Average (Non-disabled)** | 7.1 | 7.1 | 7.1 |

### Historical Data from **Western Sussex Hospitals NHS Foundation Trust**

| **NHS Staff Survey staff group** | **2018** | **2019** | **2020** |
| --- | --- | --- | --- |
| **Disabled staff** | 6.9 | 6.9 | 6.9 |
| **Non-disabled staff** | 7.3 | 7.4 | 7.3 |
| **Acute Average (Disabled)** | 6.6 | 6.7 | 6.7 |
| **Acute Average (Non-disabled)** | 7.1 | 7.1 | 7.1 |

## Metric 9b - Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard?

**Yes** – In February 2019, the Trust signed off a Terms of Reference for the Disability Staff Network; from that point forward, the network was formally recognised by the Trust. The network aims to provide an avenue for staff to discuss disability-related issues. In 2021, disability network from both legacy organisations merged, to ensure the representation of all UHSussex staff. The network reports to the Diversity Matters Steering Group, chaired by the Chief People Officer. The Chair of the Disability Staff Network also attends the HR Policy Group Forum, which is responsible for the development and review of non-Medical HR policies on employment issues.

UHSussex has also produced a guidance document on “How to ask the protected characteristic questions in the NHS”, which was designed to help those undertaking research and evaluations to ask questions about disability in a standardised and appropriate way.

## Metric 10 - The percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:

1. By Voting membership of the Board (as of 31st March 2022).
2. By Executive membership of the Board (as of 31st March 2022).

**Total Board Membership**

| **Staff Group** | **Number in workforce** | **% in workforce** | **Number on Board** | **% of board** | **% Difference** |
| --- | --- | --- | --- | --- | --- |
| **Disabled**  | 827 | 5.0% | 2 | 7.4% | +2.4% |
| **Non-disabled** | 13,391 | 80.3% | 22 | 81.5% | +1.2% |
| **Not known**  | 2,462 | 14.8% | 3 | 11.1% | -3.7% |
| **Total** | 16,680 | 100% | 27 | 100.0% |  |

**Voting Membership of the Board**

| **Staff Group** | **Number in workforce** | **% in workforce** | **Number on Board** | **% of board** | **% Difference** |
| --- | --- | --- | --- | --- | --- |
| **Disabled**  | 827 | 5.0% | 0 | 0% | -5.0% |
| **Non-disabled** | 13,391 | 80.3% | 8 | 88.9% | +8.6% |
| **Not known**  | 2,462 | 14.8% | 1 | 11.1% | -3.7% |
| **Total** | 16,680 | 100% | 9 | 100.0% |  |

**Executive Membership of the Board**

| **Staff Group** | **Number in workforce** | **% in workforce** | **Number on Board** | **% of board** | **% Difference** |
| --- | --- | --- | --- | --- | --- |
| **Disabled**  | 827 | 5.0% | 0 | 0% | -5.0% |
| **Non-disabled** | 13,391 | 80.3% | 9 | 90.0% | +9.7 |
| **Not known**  | 2,462 | 14.8% | 1 | 10.0% | -4.8% |
| **Total** | 16,680 | 100% | 10 | 100.0% |  |

# In Year Actions for 2022/23:

| Number | Action | Responsibility | Completion |
| --- | --- | --- | --- |
| 1. | Improve the workforce declaration rates for all protected characteristics.  | EDI/HR | Mar-23 |
| 2. | Write to all Executives and ask for the declaration of protected characteristic data | EDI | Aug-22 |
| 3.  | Work with the Patient First team to assess the statistical significance of all the WDES Metrics | EDI/Patient First | Mar-23 |
| 4. | Review reporting processes for incidents of bullying, harassment and/or violence | EDI/HR | Mar-23 |
| 5.  | Conduct a survey with the Disability Staff Network (DSN) to review staff satisfaction with Reasonable Adjustments | EDI/DSN | Mar-23 |
| 6. | Develop a Disability Leave policy | EDI/HR | Mar-23 |
| 7.  | Draft the Equalities & Inclusion Strategy and take to the People Committee for the October meeting | David Grantham, CPO | Oct-22 |
| 8.  | Continue to supplement the quantitative data with qualitative and lived experience data | EDI | Mar-23 |

# Factors or data which should be taken into consideration in assessing progress?

As the reporting period of this report covers the period of the COVID-19 pandemic, many pieces of work had been on hold, delaying progression in several areas to ensure the Trust was able to meet the needs caused by the pandemic.

## **Any issues of completeness of data**

None, although declaration of disability remains under-reported/disclosed by staff.

## **Any matters relating to the reliability of comparisons with previous years**

On completing data for the WDES report, it was realised that some previous TRAC recruitment reports had been interepreted inconsistently. These reports provide data for Metric 2. This error has now been rectified. In 2020, the relative likelihood for Metric 2 was reported as 0.82 for BSUH and 1.85 for WSHFT, when 0.96 and 2.48 should have been reported respectively.