



Salisbury

NHS Foundation Trust

Workforce Disability Equality Standard (WDES)

Annual Report and Action Plan

2022/23

Final (30.10.2023)

Introduction and Background to WDES 2022/23

About this annual report and action plan

This report represents Salisbury NHS Foundation Trust's Workforce Disability Equality Standard (WDES) annual report and action plan 2022/23. The report was agreed and ratified by the Trust Board on 5 October 2023.

The WDES is mandated by the NHS Standard Contract as an evidence-based standard that aims to help improve the experiences of disabled staff in the NHS. See Annex A below for definitions of disability.

There are ten WDES metrics to enable NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff.

The WDES is designed to help foster a better understanding of the issues faced by disabled staff and the inequalities they experience compared to non-disabled colleagues.

The WDES has been in place since 2019, and the 2023 metrics, have been built on progress achieved in the first four years to improve the workplace and career experiences of disabled staff working in, or seeking employment in the NHS. [The WDES 2023 resources for NHS organisations can be found here.](#)

The [national WDES annual report 2021](#) provides key findings highlighting inequalities between the experiences of disabled and non-disabled staff across all 10 metrics. This demonstrates the case for trusts to continue in 2023 to take urgent action to create an inclusive and diverse leadership; reduce bullying and harassment; improve recruitment of a diverse workforce; and improve the retention of disabled staff. Moreover, the WDES complements the commitments made in the People Plan and the People Promise for a more inclusive and compassionate NHS and the best place to work.

Provider trusts are mandated to publish a WDES annual report and action plan (2022/23) on their website by 31 October 2023, which should contain:

- A report that sets out the organisation's data for each metric.
- A WDES action plan, which should set out how they will address the differences highlighted by the metrics data in the forthcoming 12 months.
- A narrative on what progress has been made in delivering the objectives detailed in their 2022 WDES action plan.
- An outline of the steps the organisation will take to improve the experiences of disabled staff in their 2023 WDES action plan.
- An outline of the steps the organisation will take to ensure disabled staff representation at all levels throughout the organisation and identify any barriers that stand in the way of career progression.

[Previous SFT's WDES annual reports for 2019, 2020, 2021 and 2022 can be found here.](#)

Executive Summary

Workforce disability equality data

This report presents data on the workforce race equality of the Salisbury Foundation Trust (SFT) for the year 2022/23. The data was collected on a snapshot date of 31 March 2023.

Overall workforce (metric 1)

On 31 March 2023, SFT had a total of 4236 (excluding Bank staff) staff in the workforce (131 disabled, 3896 non-disabled and 209 with disability unknown).

Appointment from shortlisting (metric 2)

Relative likelihood of **non-disabled staff** compared to disabled staff being appointed is **X1.47 times higher**. Comparison with 2021 is not feasible due to variations in the methodologies employed.

Entering formal capability process (metric 3)

Relative likelihood of **disabled staff** entering formal capability compared to non-disabled staff is **X2.92 times** higher (2-year average). Comparison with 2021 is not feasible due to variations in the methodologies employed.

Metrics 4 to 9a are sourced from SFT's national NHS staff survey 2022 (1881 respondents) (LTC = Long Term Condition)

Staff with LTC or illness experiencing harassment, bullying or abuse from patients/service users, their relatives or the public (**25.2%**) is a slight decrease from 2021 (27.4%)

Staff with LTC or illness experiencing harassment, bullying or abuse from managers (**13.9%**) this is a decrease from 2021 (18.95)

Staff with LTC or illness experiencing harassment, bullying or abuse from colleagues (**26.2%**). This is an increase from 2021 (15.1%)

Staff with LTC or illness experiencing harassment, bullying or abuse from patients/service users, saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it (**49.7%**). This is an increase from 2021 (42%)

51% of staff with LTC or illness believe that their organisation provides equal opportunities for career progression or promotion. This is an increase from 2021 (47%).

29.4% of staff with a LTC or illness said that they felt pressure to come to work. This is an increase from 2021 (25.6%)

29.0% of staff with a LTC or illness felt satisfied with the extent to which their organisation values their work This is a decrease from 2021 (39%)

70.8% of staff with a LTC or illness said their employer has made reasonable adjustment(s) to enable them to carry out their work. This a decrease from 2021(71.8%)

The staff engagement score for staff of staff with a LTC or illness was **6.5** (Trust average 6.7)

Action plan progress against 2021/22 WDES.

Progress has been made against all the action plan 2021/22 activities, and where actions have not been completed, they are incorporated into the 22/23 Action plan.

Action plan against WDES 2022/23

The Trust is committed to creating a more inclusive and equitable workplace for all staff, regardless of their background. The action plan sets out several concrete steps that will be taken over the next 12 months to improve the experiences of Disabled staff, ensure their representation at all levels throughout the organisation, and identify and remove any barriers that stand in the way of their career progression. We are confident that this action plan will make a real difference to the lives of our disabled staff and help us to create a more diverse and inclusive workforce.

National NHS WRES Report 2022

Key findings

Workforce Representation

2022 data shows that **2.5%** of Trust staff have declared a disability.

Compared to the staff survey where **17.0%** of respondents stated they had a disability, leaves a disparity of **14.5%**.

Recruitment

Disabled applicants are more likely than non-disabled applicants to be appointed in the Trust's recruitment processes. **(relatively likelihood 0.84).**

Using the rule of 4/5ths, it does not suggest a statistical adverse impact.

Capability

Disabled staff are **nearly 2 ½ times more likely** to enter the formal capability process.

(Please note this is based on a two-year rolling average involving 9 capability cases).

Bullying, harassment and abuse

More Disabled staff have consistently reported experiencing bullying, harassment and abuse compared to non-disabled staff from patients and staff.

Presenteeism

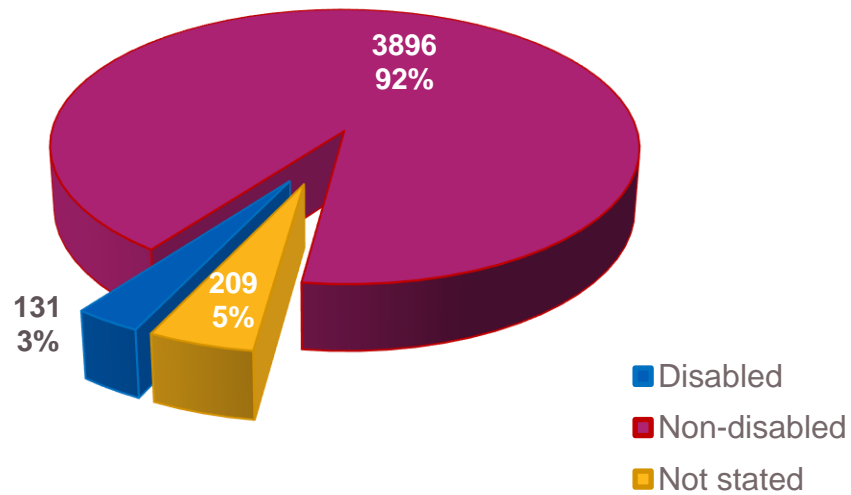
Nearly a third of disabled staff felt pressure to attend work when not feeling well enough. However, the gap in experience for disabled and non-disabled staff is getting smaller.

Reasonable Adjustments

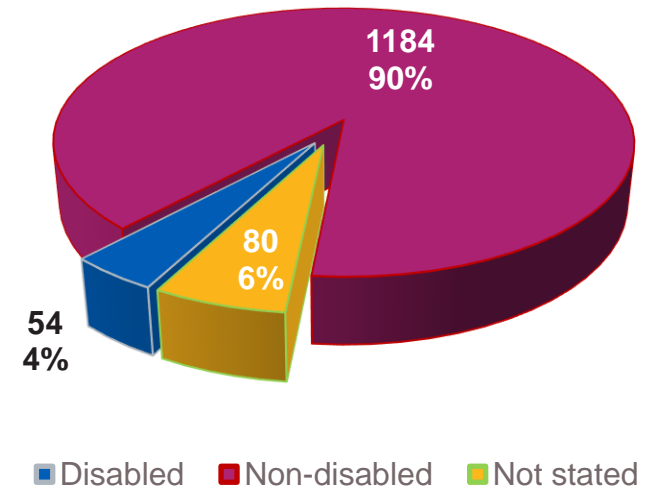
62.3% of Disabled staff report that they have the adjustments necessary to perform their duties effectively, a **decrease of 4.7** percentage points from 2021.

SFT Workforce 31 March 2023 (Metric 1)

Total Staff

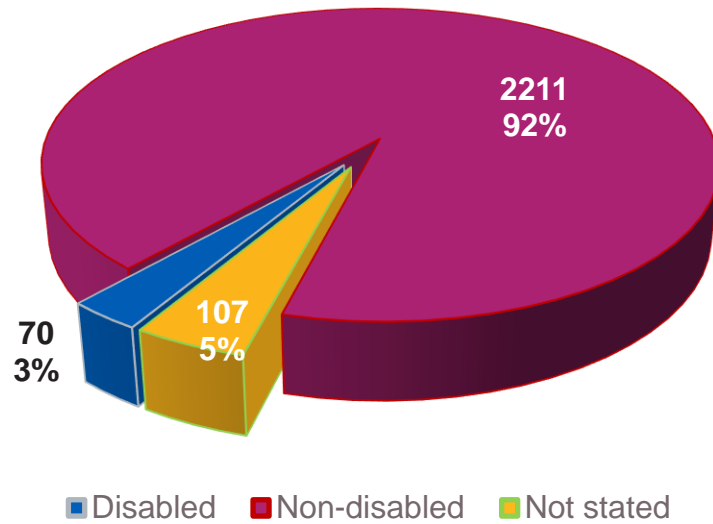


Non clinical

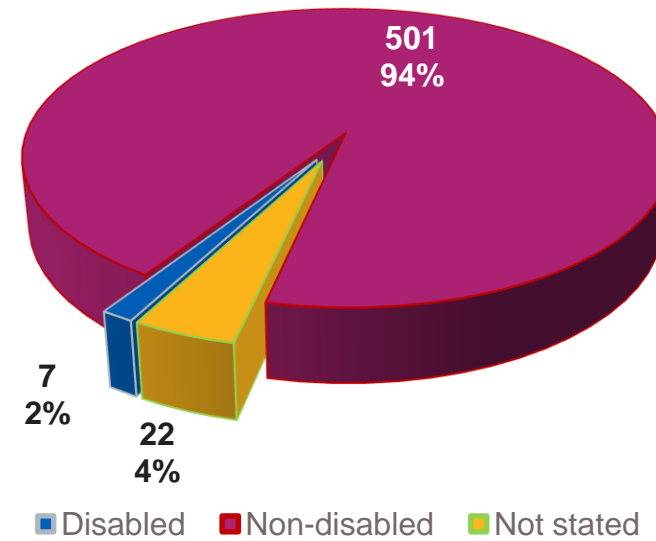


SFT Workforce 31 March 2023 (Metric 1)

Clinical Staff



Medical and Dental



SFT Workforce 31 March 2023 – Non-clinical (Metric 1)

On the 31 March 2023, SFT had a total of 4236 (excluding Bank staff) staff in the workforce (131 disabled, 3896 non-disabled and 209 with disability unknown)

1a) Non-clinical workforce	Disabled	Non-disabled	Disability unknown
	Headcount	Headcount	Headcount
Under Band 1	0	0	0
Band 1	0	2	0
Band 2	16	349	22
Band 3	17	346	22
Band 4	4	166	14
Band 5	3	98	9
Band 6	7	85	4
Band 7	2	50	4
Band 8A	2	39	2
Band 8B	1	22	2
Band 8C	1	9	1
Band 8D	1	10	0
Band 9	0	6	0
VSM	0	1	0
Total non-clinical	54	1184	80

SFT Workforce 31 March 2023 – Clinical (Metric 1)

On the 31 March 2023, SFT had a total of 4236 (excluding Bank staff) staff in the workforce (131 disabled, 3896 non-disabled and 209 with disability unknown)

1b) Clinical workforce	Disabled	Non-disabled	Disability unknown
	Headcount	Headcount	Headcount
Under Band 1	0	0	0
Band 1	0	0	0
Band 2	8	89	5
Band 3	18	437	31
Band 4	0	165	8
Band 5	14	615	32
Band 6	18	510	16
Band 7	8	275	12
Band 8A	3	78	2
Band 8B	1	26	1
Band 8C	0	8	0
Band 8D	0	6	0
Band 9	0	1	0
VSM	0	1	0
Total Clinical	70	2211	107

Person Centred & Safe

Professional

Responsive

Friendly

Progressive

SFT Workforce 31 March 2023 – Medical and Dental (Metric 1)

On the 31 March 2023, SFT had a total of 4236 (excluding Bank staff) staff in the workforce (131 disabled, 3896 non-disabled and 209 with disability unknown)

1b) Medical & Dental	Disabled	Non-disabled	Disability unknown
	Headcount	Headcount	Headcount
Consultants	3	212	9
Non-consultants career grade	2	93	4
Medical & Dental trainee grade	2	196	9
Total Medical and Dental	7	501	22

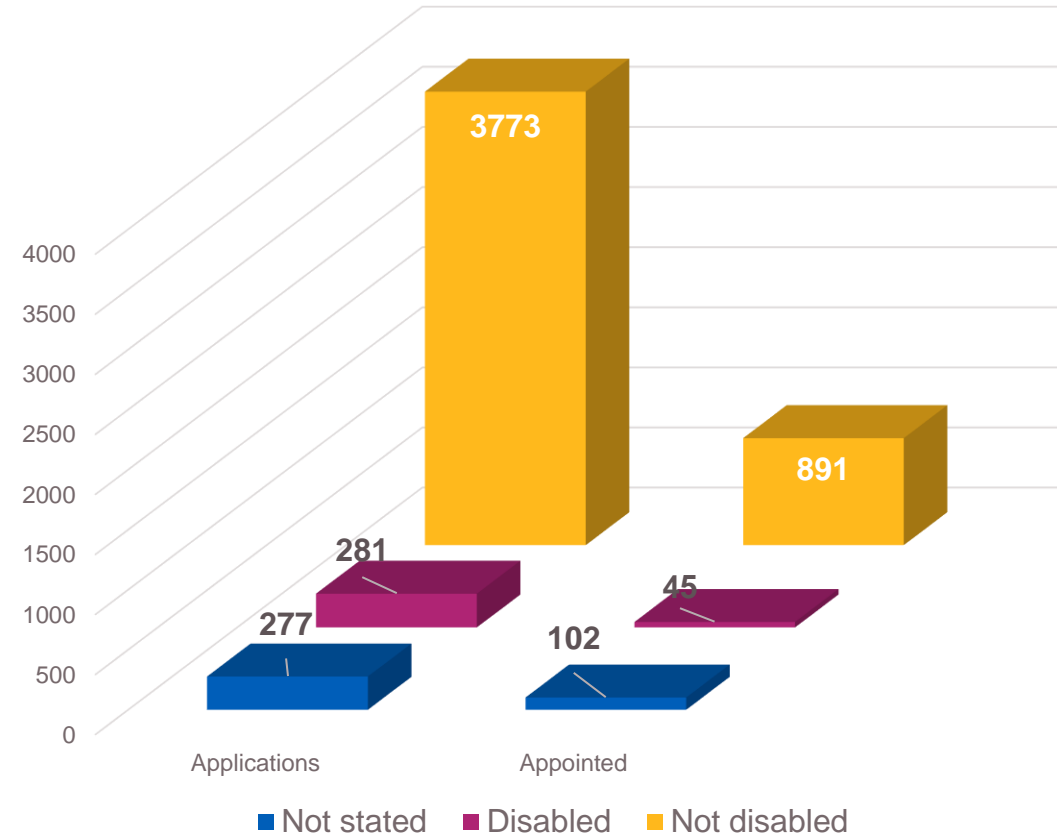
Appointment from shortlisting 31 March 2023 (Metric 2)

Relative likelihood of staff being appointed from shortlisting across all posts.

X1.47

The relative likelihood of non-disabled staff compared to disabled staff being appointed

Note: This figure does not include directly recruited international staff. Additionally, a comparison with 2021 is not feasible due to variations in the methodologies employed.



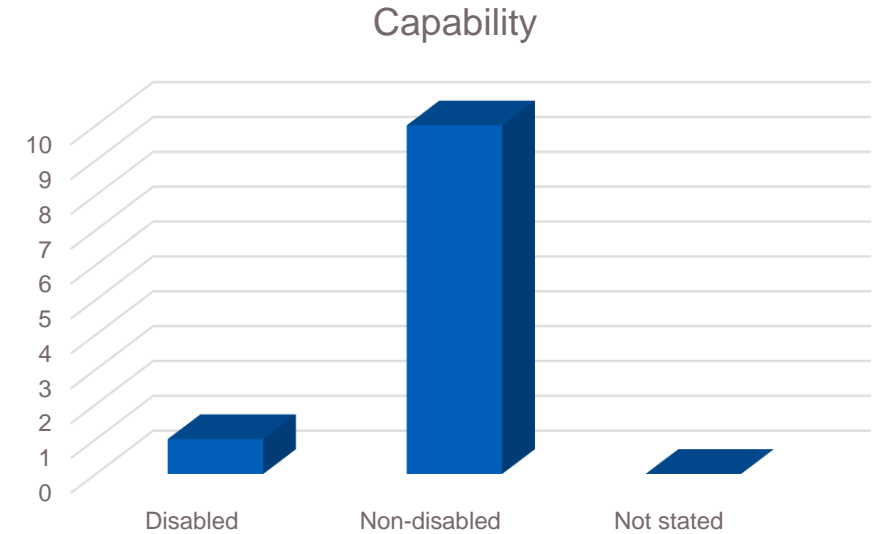
SFT WRES 31 March 2023 (Metric 3)

Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

Metric 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into a formal capability procedure.

Note: This indicator will be based on data from a two-year rolling average of the current year and the previous years (April 2021 to March 2022 and April 2022 to March 2023)

Formal capability process	Disabled	Non-disabled	Disability Unknown
	Headcount	Headcount	Headcount
Average number of staff entering the formal capability process over the last 2 years for any reason	1	10	0
Of these how many were on the grounds of ill-health	0	0	0
Relative likelihood of disabled staff entering formal capability compared to non-disabled staff	2.92		



X2.92

The relative likelihood of disabled staff entering formal capability compared to non-disabled staff.

Note: Comparison with 2021 is not feasible due to different methodologies employed.

SFT Staff Survey 2022 (Metric 4a)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2022

1881 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WDES data:

Metric 4a: Staff experiencing harassment, bullying or abuse from patients/service users, their relatives, the public, managers or other colleagues in the last 12 months

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question

25.2% of staff with a LTC or illness experienced harassment, bullying or abuse. This is a slight **decrease** from 2021 (27.4%)

25.3% of staff without a LTC or illness experienced harassment, bullying or abuse. This is a slight **increase** from 2021 (22.1%)

SFT Staff Survey 2022 (Metric 4b)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2022

1881 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WDES data:

Metric 4b: Staff experiencing harassment, bullying or abuse from patients/service users, their relatives, the public, managers or other colleagues in the last 12 months

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months out of those who answered the question

13.9% of staff with a LTC or illness experienced harassment, bullying or abuse. This is a slight **decrease** from 2021 (18.9%)

7.9% of staff without a LTC or illness experienced harassment, bullying or abuse. This is a slight **decrease** from 2021 (10%)

SFT Staff Survey 2022 (Metric 4c)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2022

1881 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WDES data:

Metric 4c: Staff experiencing harassment, bullying or abuse from patients/service users, their relatives, the public, managers or other colleagues in the last 12 months

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months out of those who answered the question

26.2% of staff with a LTC or illness experienced harassment, bullying or abuse. This is a **large increase** from 2021 (15.1%)

17.7% of staff without a LTC or illness experienced harassment, bullying or abuse. This is a **large decrease** from 2021 (28%)

SFT Staff Survey 2022 (Metric 4d)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2022

1881 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WDES data:

Metric 4d: Staff experiencing harassment, bullying or abuse from patients/service users, their relatives, the public, managers or other colleagues in the last 12 months

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it out of those who answered the question

49.7% of staff with a LTC or illness reported it. This is an **increase** from 2021 (42%)

46.6 % of staff without a LTC or illness reported it. This is a slight **decrease** from 2021 (47%)

SFT Staff Survey 2022 (Metric 5)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2022

1881 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WDES data:

Metric 5: Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion out of those who answered the question

51.0% of staff with a LTC or illness said yes. In 2021 (47%)

54.2% of staff without a LTC or illness said yes. In 2021 (53%)

SFT Staff Survey 2022 (Metric 6)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2022

1881 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WDES data:

Metric 6: Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question

29.4% of staff with a LTC or illness said that they felt pressure to come to work. This is an **increase** from 2021 (25.6%)

21.5% of staff without a LTC or illness said that they felt pressure to come to work. This is a **decrease** from 2021 (32%)

SFT Staff Survey 2022 (Metric 7)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2022

1881 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WDES data:

Metric 7: Percentage of staff satisfied with the extent to which their organisation values their work out of those who answered the question

29.0% of staff with a LTC or illness said Yes. This is a **decrease** from 2021 (39%)

37.3% of staff without a LTC or illness said Yes. This is an **increase** from 2021 (28%)

SFT Staff Survey 2022 (Metric 8)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2022

1881 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WDES data:

Metric 8: Percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work out of those who answered the question.

70.8% of staff with a LTC or illness said Yes. In 2021 (71.8%)

SFT Staff Survey 2022 (Metric 9)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2022

1881 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WDES data:

Metric 9a: The staff engagement score (0-10) for disabled staff, compared to non-disabled staff.

- The overall average staff engagement score at the Trust was 6.7
- The staff engagement score for staff of staff with a LTC or illness was 6.5
- The staff engagement score for staff without a LTC or illness was 6.8

SFT Staff Survey 2022 (Metric 9)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2022

1881 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WDES data:

Metric 9b: Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)

- Yes. A new Ability Confident Staff Network has been established with Judy Dyos, Chief Nursing Officer, as the Executive Sponsor.

SFT Staff Survey 2022 (Metric 9)

Metric 10: Trust Board Membership – snapshot on 31 March 2023

Board	Disabled	Non-disabled	Disability unknown
	Headcount	Headcount	Headcount
Total Board members	0	10	4
Of which: Voting Board members	0	10	4
Non-voting Board members	0	0	0
Of which: Exec Board members	0	4	2
Of which: Non Exec Board members	0	5	3

Action Plan Progress against WDES 2021/22

	Action	Status
1	Support the Disability Diversity Champion to establish and develop a Trust wide Disability Staff Network.	The Ability Confident Staff network is well established and meeting monthly
2	Support the Disability Diversity Champion to engage with similar staff networks across BSW ICS to facilitate the development of the Disability Staff Network and share best practice	BSW has established a monthly Staff networks support and development group
3	Ensure our people are confident to share up to date, relevant and accurate equality data through our ESR self-reporting process. Ensuring that they understand the benefits of doing so.	This is ongoing work. We know that there is a huge discrepancy between self-declared disability on ESR (3% of workforce) and the anonymous declaration on the national staff survey (20% of respondents) - this work is carried over to 2022/23
4	Identify the number of Reasonable Adjustments which have been agreed and implemented within the Trust. Calculate the cost of implementing these Reasonable Adjustments.	This is ongoing work. The Trust has implemented A3 methodology for reasonable adjustments to become business as usual over the next 12 months - this work is carried over to 2022/23
5	Review the "Working with people with disabilities policy" and the culture of the Trust concerning the treatment of people who identify with a disability.	This is ongoing work. The Ability Confident Staff network is now well established and meeting monthly with a wider reach and impact on policy and culture within the Trust - this work is carried over to 2022/23

	Action	Status
6	Complete the Disability Confident Self-Assessment to achieve Level 3 Disability Confident Lead status	This work is carried over to 2022/23
7	Research and review how the Trust collects data on the progress of individuals from application to appointment. This to include the comparison between applicants who identify with a disability and those who do not.	This work is carried over to 2022/23
8	Regular Starter and Leaver reports to include a comparison of people who identify with a disability and those who do not.	The is ongoing work as part of embedding EDI into recruitment and promotion (6 Point Plan) - this work is carried over to 2022/23

Person Centred & Safe

Professional

Responsive

Friendly

Progressive

Action Plan against WDES 2022/23

	Cultural Development Objective	Action	Lead	Deadline
1	To seek a downward trend in the percentage of disabled staff experiencing harassment, bullying, abuse or discrimination and an upward trend Metric 4 (staff survey)	<ul style="list-style-type: none"> Review and refresh training interventions for all staff with a focus on civility and respect to support recognition and prevention of discrimination. Develop an inclusive leadership programme that enhances the ability of managers and team leaders to understand OH processes and to make reasonable adjustments 	Head of Organisation Development & Leadership Head of Employee Relations - Head of OH	Q4 23/24
2	To seek validation for SFT to become a Disability Confident Scheme Leader (Level 3)	<ul style="list-style-type: none"> Complete the Disability Confident Employer Level 3 Self-Assessment and apply for validation 	Head of Inclusion & Wellbeing - Ability Confident Staff Network Lead	Q3 23/24
	Networks and communications objective	Action	Lead	Deadline
3	To seek an upward trend in the percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. Metric 4d (staff survey)	<ul style="list-style-type: none"> Discuss experiences of harassment, bullying or abuse with disabled staff, ensuring that there is a safe space for people to report and speak up. 	Head of Inclusion & Wellbeing - Ability confident network lead	Q4 23/24
4	To seek an upward trend in the percentage of disabled staff satisfied with the extent to which their organisation values their work Metric 7 (staff survey)	<ul style="list-style-type: none"> Develop a communications campaign focused on the benefits of employing disabled people, aligning these with the NHS People Promise values including the activities that support disability as an asset. 	Head of Inclusion & Wellbeing - People Promise Manager - Comms Team - Ability Confident Staff Network	Q4 23/24
5	To seek an upward trend in the disabled staff engagement score. Metric 9 (staff survey)	<ul style="list-style-type: none"> Continue to support the Ability Confident Staff Network in identifying and reporting on prevalent themes and issues concerning disabled staff. 	Ability Confident Staff Network	Q4 23/24
6	To improve self-declared disability data on ESR	<ul style="list-style-type: none"> Encourage all staff and Board execs to update their personal status on ESR 	Head of Inclusion & Wellbeing - ESR Team	Q2 23/24
	Recruitment and Promotion Objective	Action	Lead	Deadline
7	To achieve equity on appointment from shortlisting for disabled applicants compared to non-disabled applicants. Metric 2 (staff survey)	<ul style="list-style-type: none"> Collect insights from disabled applicants who were not selected after the shortlisting stage to improve selection 	Head of Resources	Q4 23/24
8	To seek an upward trend in the percentage of disabled staff who believe that their organisation provides equal opportunities for career progression or promotion. Metric 5 (staff survey)	<ul style="list-style-type: none"> Incorporate the principles of EDI from the NHSE/I's Six Point plan into the Trust's recruitment and promotion overhaul to foster inclusivity for disabled staff. 	Head of Resources	Q4 23/23

Person Centred & Safe

Professional

Responsive

Friendly

Progressive

Annex A - Definitions of disability – Equality Act 2010, NHS Staff Survey, NHS Jobs & ESR

A	Equality Act 2010 – Legal definition of disability
	<p>A person (P) has a disability if—</p> <p>(a) P has a physical or mental impairment, and</p> <p>(b) the impairment has a substantial and long-term adverse effect on P’s ability to carry out normal day-to-day activities</p>
B	NHS Staff Survey disability monitoring question
	<p>Q28a. Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?</p> <p>If YES, please answer part b below; if NO, go to Question 29</p> <p>Q28b. Has your employer made adequate adjustment(s) to enable you to carry out your work?</p> <p>1 Yes</p> <p>2 No</p> <p>3 No adjustment required</p>

C	NHS Jobs disability monitoring question
	<p>The Equality Act 2010 protects Disabled people – including those with long term health conditions, learning disabilities and so called “hidden” disabilities such as dyslexia.</p> <p>If you tell us that you have a disability, we can make reasonable adjustments to ensure that any selection processes – including the interview – are fair and equitable.</p> <p>* Do you consider yourself to have a disability?</p> <ol style="list-style-type: none"> 1. Yes 2. No 3. I do not wish to disclose this information. <p>Please state the type of impairment which applies to you. People may experience more than one type of impairment, in which case you may indicate more than one. If none of the categories apply, please mark ‘other’.</p> <ul style="list-style-type: none"> • Physical impairment • Learning Disability/Difficulty • Sensory impairment • Long-standing illness • Mental health condition • Other <p>If you have a disability, do you wish to be considered under the guaranteed interview scheme if you meet the minimum criteria as specified in the person specification?</p> <ol style="list-style-type: none"> 1. Yes 2. No

D	Disability categories on ESR are:
	<ul style="list-style-type: none"> • Learning disability/difficulty • Long-standing illness • Mental Health Condition • No • Not Declared • Other • Physical Impairment • Sensory Impairment • Prefer Not to Answer • Yes – Unspecified