

KMPT Workforce Disability Equality Standard – 2021/2022

The Workforce Disability Equality Standard (WDES) was launched in March 2019 and required NHS Trusts to measure disabled staff outcomes against a set of ten specific measures (metrics) in comparison to the experiences of non-disabled staff. This data¹ recorded has been analysed by KMPT to develop a local action plan and enable KMPT to demonstrate progress against the indicators of disability equality. As part of the NHS Standard Contract, KMPT is required to provide data for the metrics 1, 2, 3, 9b and 10 using data from ESR and for metrics 4, 5, 6, 7, 8 and from the Staff Survey.

Overall the data shows a representation of disabled staff across KMPT has increased to 6.84% a slight increase on the 2020/2021 figure of 6%. In accordance with NHS England's WDES data, the national average of disability representation in the NHS is 3.7%.

Below is a breakdown of KMPT's WDES and action plan:

Metric 1: Percentage of staff in each of the AfC Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce.

The proportion of staff who have recorded a disability is currently 6.84%, however staff survey indicates 33.7% staff have a disability. KMPT has 17.94% of staff declaring an unknown status for disability which needs to be addressed to reduce the percentage of unknown declarations to either disabled or not disabled.

Metric 2: Relative likelihood of staff being appointed from shortlisting across all posts.

Non-disabled staff are 1.42 times more likely to be appointed from shortlisting than those staff with disabilities, there has been an increase from last year which was 1.22, therefore disabled staff are less likely to be recruited into KMPT than non-disabled staff.

Metric 3: Relative likelihood of staff entering the formal capability process

Disabled staff are 1.37 times more likely than non-disabled staff to enter a formal capability process. Due to the small numbers of formal capability cases the impact on the data will be adversely affected.

¹ The data analysed from KMPT's Electronic Records System (ESR) and the 2021 Staff Survey.

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

Metric 4a: patients, relatives, managers or colleagues in the last 12 months

33.7% of staff with disabilities report experiencing harassment, bullying or abuse from patients. This is decreased from 35% last year. However, KMPT are still above the national average 32.2%.

Metric 4b: managers

12.4% of staff with disabilities report experiencing harassment, bullying or abuse from managers. This is decreased from 16.2% last year. However, KMPT are still above the national average 13.4%.

Metric 4c: other colleagues

17.5% of staff with disabilities report experiencing harassment, bullying or abuse from colleagues. This is decreased from 24.5% last year. However, KMPT are below the national average of 20.2%

Scores also decreased for staff without disabilities.

Metric 4d: Percentage of staff saying that, the last time they experienced bullying or harassment at work, they or a colleague reported it

61.5% of staff with disabilities say that the last time they experienced bullying or harassment at work, they or a colleague reported this. This is an increase from last year of 58.9%. The national average is at 59.4%

Metric 5: Percentage believing that Trust provides equal opportunities for career progression or promotion.

57.5% of staff with disabilities believe the Trust provides equal opportunities for career progression a slight decrease from last year at 58.8%, the national average is 54.4%.

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.

23.8% of staff with disabilities say they have experienced pressure from their manager to attend work, compared with 15.4% of staff without disabilities. These numbers for both groups of staff have decreased since last year. However, the national average for disabled staff is 20.8%, therefore KMPT are above the national average for this metric.

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.

41.3% of staff with disabilities are satisfied with the extent to which the organisation values their work, compared with 52.1% of staff without disabilities. These numbers for both staff groups have decreased slightly since last year. The national average for disabled staff is 43.6%, KMPT is currently below the national average for staff satisfaction.

Metric 8: Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

79.2% of staff with disabilities consider that the organisation has made adequate adjustments. This number has decreased from 84.8% last year although still represents a steady improvement over the past four to five years. KMPT are slightly above the national average for this metric which for 2021 is 78.8%.

Metric 9: The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation (out of 10)

The staff engagement score for disabled staff is 6.6, compared with 7.2 for staff without disabilities. KMPT are slightly below than the national average 6.7.

Metric 10: Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated

44.44% of the board have declared an unknown status for disability, 0% have declared disabled and 55.56% declared non-disabled.

WDES Action Plan 2022-2024

Red	Not yet begun	
Amber	Begun but not complete	
Green	Complete	
New	New	

Objective	Action	Reason	Date	Lead	RAG rating
Metric 1	Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.				Update
Increase staff disability ² declarations	<p>Ensure staff understand why KMPT ask for equality data, who sees it and why. What KMPT does with the information and what the impact is on staff, the organisation and patients.</p> <p>ESR initiative – launch the ‘update your personal details’ on ESR Self-Service portal. Develop staff easy to follow guidance on how to update their details including equality details. Send out why we collect data to all staff.</p>	<p>To have a true reflection of disabled staff within the KMPT and increase KMPT’s overall percentage of disabled representation of 6.84% (clinical/non-clinical & medical = 241 staff)</p> <p>Reduce the percentage of staff disclosing unknown status for disability – currently 17.94%</p>	Jan 2023	D&I Manager Workforce Lead	

² Includes those with long term health conditions/illness and staff who are neurodivergent

		Staff survey indicates that 593 (33.7%) staff have a disability or long-term health condition.			
	Neurodiversity staff network to be developed, along with resources and training for managers and staff – awareness and how to support staff who are neurodivergent.	<p>Staff to feel supported, seen and heard within the organisation.</p> <p>Network to be a place to share concerns, ideas and promote neurodiversity, network to encourage staff and staff with immediate families who are neurodivergent.</p> <p>Training to create awareness and provide information to managers and staff in understanding neurodiversity and supporting neurodivergent colleagues.</p>	Feb 2023	<p>D&I Manager</p> <p>D&I Facilitator</p> <p>L&D Manager</p>	
Obtain Level 3 Disability Confident Leaders Award	<p>Submit level 3 accreditation assessment, gather evidence against criteria.</p> <p>Invite external validation of assessment prior to submission –</p>	Increase KMPT to the wider disabled community as an employer of choice. Promotes KMPT to the Leaders level which enables the	May 2023	<p>D&I Practitioner – workforce Lead</p> <p>DAWN Chair</p>	

	<p>identify evaluators against suggested list.</p> <p>DAWN sub group formed to assist in the accreditation.</p>	<p>trust to use logos for Leaders, as well as meets the WDES actions.</p>			
Metric 2	Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.				
Recruitment					
<p>From application to appointment</p> <p>Likelihood increased from 1.2 to 1.42 times</p>	<p>All recruiting manager/panels to have Resourcing and Selection Training.</p> <p>Recruitment to wider understanding of disability recruitment.</p>	<p>Increase the number of applications from disabled people</p> <p>Recruitment process review start to end to make recruitment more inclusive and accessible</p> <p>KMPT are part of the ICS De-biasing recruitment Training</p> <p>Piloted November 2022</p> <p>Training starts January 2023</p>	Ongoing	<p>Head of Resourcing</p> <p>D&I Manager</p>	
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				

<p>Reduce the relative likelihood of disabled staff (including those with long term health conditions) entering the formal capability process compared to Non-Disabled staff is 1.37</p>	<ul style="list-style-type: none"> Examine the numbers of staff going through the capability process and split by Care Group <ul style="list-style-type: none"> Leadership training to include how to have difficult conversations staff. 	<p>To ensure reasons for capability processes are not discriminatory and to identify ways to reduce the likelihood.</p>		<p>ER Manager ER Team D&I Manager & Practitioner</p>	
<p>Metric 4</p>	<p>Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p>				
<p>Metric 4a - Percentage of KMPT disabled (including those with long term health conditions) staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months: 33.7% national average is 32.2%</p>	<ul style="list-style-type: none"> Communication campaigns to inform all service users and visitors to the Trust regarding the approach to bullying, harassment, abuse and violence of staff. Task and Finish group actions – OD Facilitators to lead on workshops and staff sessions to capture lived experience and to encourage staff to join the B&H working groups 	<p>To improve disabled staff experience and reduce bullying, harassment and abuse within KMPT</p>	<p>Dec 2022</p>	<p>D&I Manager D&I Practitioners OD Lead/Facilitators Harassment Task and Finish Group DAWN Network</p>	
<p>Metric 4b – Percentage of KMPT disabled staff</p>				<p>D&I Manager</p>	

<p>(including those with long term health conditions) experiencing harassment, bullying or abuse from managers in the last 12 months: 12.4%, national average is 13.4%</p>				<p>D&I Practitioners OD Lead/Facilitators Colleague Harassment Task and Finish Group DAWN Network</p>	
<p>Metric 4c – Percentage of KMPT disabled staff (including those with long term health conditions) experiencing harassment, bullying or abuse from other colleagues in the last 12 months</p>				<p>D&I Manager D&I Practitioners OD Lead/Facilitators Colleague Harassment Task and Finish Group DAWN Network</p>	
<p>Metric 4d Percentage of KMPT disabled staff (including those with long term health conditions) saying that the last time</p>				<p>D&I Manager D&I Practitioners OD Lead/Facilitators</p>	

they experienced harassment, bullying or abuse at work, they or a colleague reported it				Colleague Harassment Task and Finish Group DAWN Network	
Objective	Action	Reason	Timeframe		RAG rating
Staff survey					
Metric 5	Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion				
Percentage of KMPT disabled staff (including those with long term health conditions) – 57.5% Training	<ul style="list-style-type: none"> Support the development of a talent management strategy to include an EDI lens across all minority groups Develop talent/career pathways for international staff 	57.7% of disabled staff (including those with long term health conditions) stated that they believe the Trust provide equal opportunities for career progression or promotion		D&I Manager Head of Resourcing OD Lead HRBPs	
	<ul style="list-style-type: none"> Book dates 2023 for Disability awareness training to be delivered by external provider Disability Rights UK 	Provide staff and managers with awareness, information and resources to understand disability both medial and social models and how to support disabled staff		L&D Manager D&I Manager	
Metric 6	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.				

Objective	Action	Reason	Timeframe		RAG rating
	<ul style="list-style-type: none"> Utilise the DAWN Network to engage with disabled staff to understand the context. 	To identify whether this is real or perceived and to understand whether this is isolated to one incident or an on going concern.		DAWN network EDI Team	
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.				
Creating a better inclusive work environment	Deliver staff sessions aimed at disabled staff to ask what an inclusive work environment looks like to them.	Insights gained to inform Culture programme and to develop initiatives to promote an inclusive work environment i.e. sunflower campaign, celebrate purple day	June 2023	DAWN Network/EDI Team	
Metric 8	Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.				
Reasonable adjustments	<ul style="list-style-type: none"> DAWN sub group to lead on the role out of wellness /health passport Staff sessions on how to complete and use the wellness/health passports 	Streamline the reasonable adjustment process to ensure that disabled staff are being afforded reasonable adjustments in their workplace.	March 2023	DAWN Network/EDI Team	

		Work with Digital Technologies to include disability accessible resources			
Metric 9	Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation				
Staff Engagement	To identify staff to participate in psychological safety group meetings to provide insights into whether disabled staff feel safe.	Improving disabled staff experience in the workplace and encourage a speaking up culture.	Jan 2023	DAWN Network EDI Team OD Lead	
Metric 10	Involve Staff network in workforce related consultation exercises to make sure that disability equality is reflected throughout policies and practices.				
Board Representation	<ul style="list-style-type: none"> By voting membership of the Board. By Executive membership of the Board. 	<u>voting Board Members including executive membership</u> Voting membership (13): Non-Executive (8): Disabled – 0% Non-disabled – 100% Executive membership (5): Disabled – 0% Non-Disabled – 60% Unspecified – 40%	April 2021		Work with Trust Secretary to gain this information but no declarations of someone with a disability at 2023 reporting.

New actions for 2022-2024

Key Action	Key WDES enablers and linked to People Promise
Disability Awareness Training for Staff	Continue promotion of eLearning available
	Review Active Ally programme with DAWN
Engagement	Prepare staff network roadshow event by Spring 2023 - know locations
Communications (Normalising difference)	Use Culture Campaign to encourage staff to come forward to talk about their experiences of having a DAWN in the workplace. These will be anonymised to try and encourage participation but provide learning scenarios for staff – particularly for culture campaign.
Policies and Practices	Gather data on whether proceedings are as a result of DAWN.
	Support DAWN with development of either a policy or amendment to a policy to allow staff days out of work to manager their illness – sometimes called a Disability Leave Policy
Accessibility	Work with the Estates Team on improving information on accessible work spaces, meeting and training rooms
Psychological safety/staff engagement	Culture campaign on 'you matter' being developed, ensure ideas and comments of staff with disabilities are captured.
	Invite staff network to comment on active ally programme.