



Berkshire Healthcare
NHS Foundation Trust

Trust Board Paper

Board Meeting Date	September 2024
Title	Workforce Disability Equality Standard (WDES)
	Item for Noting Item for Discussion
Reason for the Report going to the Trust Board	This report sets out our 2024 data and approach to action against the Workforce Disability Equality Standard (WDES) metrics that are part of the NHS Standard contract
Business Area	People Directorate
Author	Ash Ellis, Deputy Director for Leadership, Inclusion, Organisational Experience. Alex Gild, Deputy Chief Executive (Exec Sponsor)
Relevant Strategic Objectives	Make Berkshire Healthcare a great place to work for our people. Commitment in addressing staff experience differential.
SUMMARY	This paper provides the Board with an overview of any inequalities experienced by our workforce. It provides data, benchmarking and highlights where we are doing well and where we need to do better.

Workforce Disability Equality Standard 2023

Author	Ash Ellis, Deputy Director for Leadership, Inclusion and OD
Purpose of Report	This report sets out our 2024 data and approach to action against the Workforce Disability Equality Standard (WDES) metrics
Executive Summary	
<ul style="list-style-type: none"> • The WDES is the national framework through which Trusts are required to measure their performance against 13 key metrics for staff representation and experience with regard to disability. This comprises Trust workforce data indicators (1 – 3) Nationally set, Trust Staff Survey data indicators (4 – 9a), Indicator 9b focuses on disabled staff engagement, and indicator 10 focuses on disabled Board representation. • The number of Disabled colleagues has increased by 60 to 378 from 318 last year. 7.2% of our colleagues are represented in the Disabled category, compared to 6.4% last year. The data shows that BHFT Disabled workforce is underrepresented by 5.8% compared to overall Berkshire population (13% - caveat, includes non-working age). Nationally 24% of the working age population is disabled, 13% are in employment. • We still have a large number (389) of the overall workforce (7.5%) who have not shared their disability status. Although overall, the unknown figures are reducing year on year, and the number of people sharing is increasing year on year. • Our medical colleague's declaration status has been similar over 3 years, with almost half or more (44%+) in each group not declaring their disability status. • For clinical colleagues Cluster 4 (8c -9, VSM) is the most underrepresented group compared to overall disability declaration with 5.6%. The largest group of colleagues who haven't declared is cluster 2 (Bands 5-7) with 8.3%. • For non-clinical colleagues Cluster 4 (8c -9, VSM) is the most underrepresented group compared to overall disability declaration with 3.2%. However, it also has the largest group of colleagues who haven't declared (21%). • We have seen mixed results this year with 4 of the 13 metrics declining, 5 improving and 3 staying the same. The areas that need more focus on: <ul style="list-style-type: none"> ○ To increase disability disclosure rates on ESR, particularly for medical colleagues. ○ Inclusive recruitment as likelihood of shortlisting has slipped this year. ○ Encouraging and improving the reporting of harassment, abuse and bullying. ○ To change perceptions about opportunities for career progression. ○ Review our casework approach and processes for disciplinaries. • Overall, more progress needs to be made, and in co-production with our Purple Network. 	
Recommendation	The Board is asked to acknowledge the WDES report and subsequent approach to actions.

1. Background

This paper provides an overview of our annual performance against the Workforce Disability Equality Standard (WDES) metrics for 2023-24. The data will be published on our public website, along with our action plan, in line with regulatory requirements.

The Workforce Disability Equality Standard (WDES) was introduced in April 2019 as a mandated data collection. The WDES is a collection of 13 metrics across 10 indicators that aim to compare the workplace and career experiences of Disabled and non-disabled staff.

The standard is designed to improve the representation and experience of disabled staff at all levels of the organisation. We can use the data to better understand where the inequalities for our Disabled colleagues exist. This helps us to progress specific actions, to work towards year-on-year improvements.

The WDES is now mandated as part of the standard NHS Contract, and this supports closer scrutiny of the progress we make and outcomes we achieve.

2. What is our Workforce data telling us?

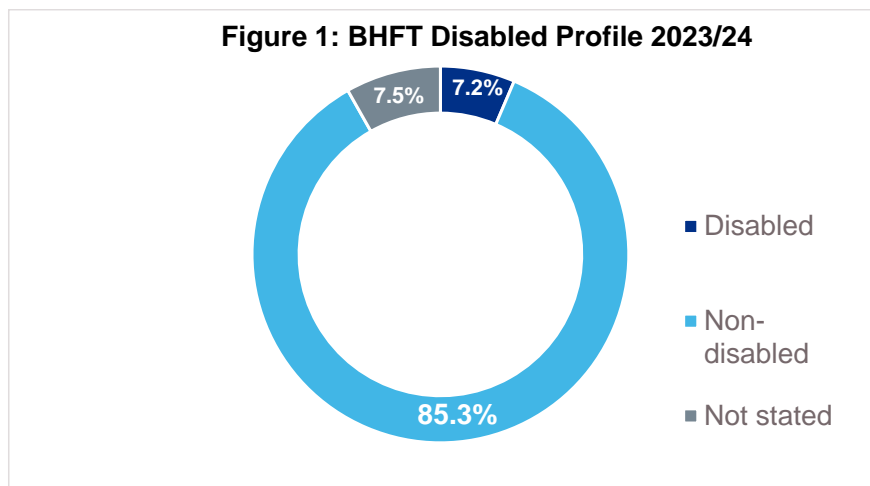
Data in 2024 shows our total staff headcount is at 5,219.

The number of Disabled colleagues has increased by 60 to 378 from 318.

7.2% of our colleagues are declared Disabled, compared to 6.4% last year, and 5% the year before that.

378 colleagues are Disabled, and 4,452 are non-disabled, and 389 (7.5%) down from 413 last year, have not stated.

Figure 1 below shows our Disabled workforce profile.



'Unknown/Not stated'

Our key steps to reduce the unknown/not stated have involved promoting voluntary declaration on ESR, making it easier to share status through network registration, and improving internal data tracking mechanisms around workforce disability data.

We've revised induction training to emphasize the importance of sharing protected characteristics. Targeted interventions to engage with medical staff about equality monitoring. Launched initiatives to improve Board sharing of personal information. Promoted declaring disability and caring status on the Electronic Staff Record (ESR) where staff feel comfortable and in our Joint Equality staff Network Registration form. Ongoing work to develop an EDI data dashboard to better track and monitor workforce equality data like disability status too.

Our neurodivergent colleagues have shared that they don't consider themselves to have a disability. However, we also know that being neurodivergent will often amount to a disability. As part of our Purple staff Network, we now have a neurodivergent support group called 'Through the looking glass' which is linked to Purple but is specifically to support our neurodiverse colleagues. NHSE and the WDES National team are aware of the subsequent issue of recording neurodiversity on ESR, and they recognise and are working on this issue.

We recently had a session within the purple coffee house to discuss some subjects including sharing status. Some members reported that they themselves had not recorded due to the complexity of recording on ESR/ not knowing how to do this/ not having the time/ worried about who could see this data.

Figure 2: Workforce Full time Equivalent (FTE)

	Average FTE contract	Total	Total who work full time (37.5hours)	% who work full time
Disabled	0.86	424	277	65.3
Non disabled	0.86	4588	2846	62.0
Not disclosed	0.81	394	200	50.8

This year we also looked at FTE, and we have found that there is a difference between Disabled staff who work 1 FTE vs anyone who works less than this compared to Non-disabled staff. This data needs more exploration to understand the disparity.

Figure 3: Disabled staff in Berkshire healthcare compared to NHS Trusts

Overall Percentage of Disabled Staff		2020/21	2021/22	2022/23	2023/24
Percentage of Disabled staff in overall Berkshire Healthcare workforce compared with other NHS Trusts in England	Berkshire Healthcare	5%	5%	6.41%	7.2%
	NHS Trusts	3.4%	3.7%	4.2%	4.9%

- At Trust level, across the Country disability declaration rates vary from 2.2% to 13.7%.
- The trust type with the lowest disability declaration rate is acute (4.2%); the highest is mental health (7.4%).
- The best-performing trust in terms of ‘unknown’ declarations has a rate of 1.8%: 10 trusts have an ‘unknown’ declaration rate of less than 5%.
- We have more colleagues in our Trust who have declared a disability compared to most NHS Trusts’ in England by almost 3%.

Figure 4: BHFT Workforce compared to Berkshire Population (from census data,2021)

	Disabled	Non-disabled	Not stated
BHFT Workforce	7.2%	85.3%	7.5%
Berkshire Population	13%	87%	0%

It’s also useful to look at how representative our workforce is of our local population (Figure 4). The data shows that BHFT disabled workforce is underrepresented by 5.8% compared to overall Berkshire population. The caveat is that we still have 7.5% of our workforce who have not shared their disability status which could potentially increase the representation in line with the Berkshire population (caveat, the census includes non-working age). National data shows that 10.21m people or 24% of the working age population is disabled, of which 5.53 million or 13% are in employment (ONS, 2023, <https://researchbriefings.files.parliament.uk/documents/CBP-7540/CBP-7540.pdf>).

3. WDES Indicators

Indicator 1: Percentage of staff in Agenda for Change pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

Figure 5: Workforce Profile – Non-clinical Staff 2021-24 (across 4 years)

	Overall Workforce Profile 2021			Overall Workforce Profile 2022			Overall Workforce Profile 2023			Overall Workforce Profile 2024		
	Disabled	Non-disabled	Unknown	Disabled	Disabled	Unknown	Disabled	Non-disabled	Unknown	Disabled	Non-disabled	Unknown
Workforce Total	236 (5%)	3698 (84%)	504 (11%)	255 (5%)	4082 (86%)	430 (9%)	318 (6.41%)	4,237 (85.41%)	413 (8.18%)	378 (7.5%)	4,452 (85.3%)	389 (7.5%)
	Non-clinical staff - 2021			Non-clinical staff - 2022			Non-clinical staff - 2023			Non-clinical staff - 2024		
Cluster 1: Bands 1-4	42 (6%)	574 (82%)	86 (12%)	31 (5%)	538 (87%)	52 (8%)	33 (5.2%)	554 (87.2%)	48 (7.6%)	37 (5.5%)	586 (87.7%)	45 (6.7%)
Cluster 2: Bands 5-7	15 (4%)	306 (87%)	30 (9%)	22 (6%)	324 (88%)	21 (6%)	27 (6.4%)	370 (88.3%)	22 (5.3%)	29 (6.6%)	390 (88.2%)	23 (5.2%)
Cluster 3: Bands 8a-8b	7 (6%)	108 (85%)	12 (9%)	6 (4%)	125 (88%)	11 (8%)	13 (8.1%)	136 (84.5%)	12 (7.5%)	14 (9.3%)	128 (85.3%)	8 (5.3%)
Cluster 4: Bands 8c-9&VSM	0 (0%)	41 (76%)	13 (24%)	1 (1%)	45 (73%)	16 (26%)	3 (4.5%)	51 (77.3%)	12 (18.2%)	2 (3.2%)	47 (75.8%)	13 (21%)
Total non-clinical	64 (5.2%)	1,029 (83.4%)	141 (11.4%)	60 (5.2%)	987 (86%)	100 (8.7%)	76 (5.9%)	1,111 (86.7%)	94 (7.3%)	82 (6.2%)	1151 (87.1%)	89 (6.7%)

- Our highest representation is within cluster 3 (8a—8b) with 9.3% of colleagues in this group declaring a disability.
- Cluster 4 (8c -9, VSM) is the most underrepresented group compared to overall disability declaration with 3.2%. However, it also has the largest proportion of colleagues who haven't declared (21%).
- We have 89 non-clinical colleagues who haven't declared their disability status, down by 5 from last year.
- Although overall the number 'not declaring' is reducing year on year, 4 years ago from 11.4% (141) to this year 6.7% (89)
- The number of non-clinical staff declaring a disability has increased this year by 0.3%.

Figure 6: Workforce Profile – Clinical Staff 2021-24 (across 4 years)

s	Overall Workforce Profile 2021			Overall Workforce Profile 2022			Overall Workforce Profile 2023			Overall Workforce Profile 2024		
	Disabled	Non-disabled	Unknown	Disabled	Non-disabled	Unknown	Disabled	Non-disabled	Unknown	Disabled	Non-disabled	Unknown
Workforce Total	236 (5%)	3698 (84%)	504 (11%)	255 (5%)	4082 (86%)	430 (9%)	318 (6.41%)	4,237 (85.41%)	413 (8.18%)	378 (7.5%)	4,452 (85.3%)	389 (7.5%)
	Clinical staff - 2021			Clinical staff - 2022			Clinical staff - 2023			Clinical staff - 2024		
Cluster 1: Bands 1-4	51 (5%)	845 (87%)	76 (8%)	56 (5%)	872 (88%)	66 (7%)	68 (6.7%)	893 (87.4%)	61 (6%)	71 (6.7%)	933 (88.1%)	55 (5.2%)
Cluster 2: Bands 5-7	99 (5%)	1703 (87%)	164 (8%)	115 (6%)	1747 (87%)	144 (7%)	145 (7.1%)	1766 (86.6%)	128 (6.3%)	189 (8.8%)	1848 (85.8%)	116 (5.4%)
Cluster 3: Bands 8a-8b	11 (4%)	260 (91%)	14 (5%)	14 (4%)	300 (93%)	10 (3%)	20 (5.4%)	334 (90.5%)	15 (4.1%)	23 (5.6%)	371 (90.7%)	15 (3.7%)
Cluster 4: Bands 8c-9&VSM	4 (9%)	37 (82%)	4 (9%)	3 (7%)	37 (84%)	4 (9%)	2 (4.2%)	42 (87.5%)	4 (8.3%)	5 (8.1%)	54 (87.1%)	3 (4.8%)
Total Clinical	165 (5.1%)	2845 (87%)	258 (7.9%)	188 (5.6%)	2956 (87.8)	224 (6.6%)	235 (6.8%)	3035 (87.3%)	208 (6%)	288 (7.8%)	3,206 (87%)	189 (5.1%)
Medical and Dental Consultants	3 (3%)	47 (48%)	48 (49%)	3 (3%)	48 (48%)	49 (49%)	3 (3.23%)	48 (51.61%)	42 (45.16%)	4 (4.4%)	47 (51.6%)	40 (44%)
Medical and Dental staff, Non-Consultant Career Grade	4 (5%)	47 (54%)	36 (41%)	4 (5%)	46 (56%)	32 (39%)	4 (4.48%)	42 (51.22%)	36 (43.90%)	3 (3.7%)	42 (51.9%)	36 (44.4%)
Medical and Dental Staff, Medical and Dental Trainee Grades	0 (0%)	0 (0%)	21 (100%)	0 (0%)	0 (0%)	25 (100%)	0 (0%)	1 (3.70)	26 (96.30%)	1 (2.9%)	1 (2.9%)	33 (94.3%)
Total medical	7 (3.4%)	94 (45.6%)	105 (51%)	7 (3.4%)	94 (45.4%)	106 (51.2%)	7 (3.47%)	91 (45.05%)	104 (51.49%)	8 (3.9%)	90 (43.5%)	109 (52.7%)

- For clinical colleagues all disability declarations have increased or stayed the same across all pay band clusters this year, with the exception of non-consultant career grade where the number of colleagues declaring disability has decreased from 4 to 3.
- Our highest representation is within cluster 2 (5—7) with 8.8% of colleagues in this group declaring a disability.
- Medical and dental trainees is the most underrepresented group compared to overall disability declaration with 2.9%. However, it also has the largest group of colleagues who haven't declared (94.3%).
- We have 189 (5.1%) clinical colleagues who haven't declared their disability status.
- Medical colleagues' declaration status has stayed very similar over 3 years, with almost half or more in each group not declaring their disability status.

- We have more clinical colleagues with a declared disability than non-clinical colleagues, although more non-clinical colleagues than medical colleagues.

Indicator 2: Relative likelihood of staff being appointed from shortlisting

WDES Indicator	Metric Descriptor		2020/21	2021/22	2022/23	2023/24
2	Relative likelihood of Non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts. <i>(*A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.)</i>	Berkshire Healthcare	1.13	1.08	0.93	1.15
		NHS Trusts	1.20	1.11	1.08	0.99

This metric has declined this year, with now non-disabled staff 0.15 more likely to be shortlisted than disabled staff.

As a Disability Confident Leader, we've made a commitment as an organisation that should someone share with us that they are disabled at the application stage and select that they want to take part in the scheme, they're guaranteed an interview if they meet the advert's minimum requirements.

Disability Confident Leader Accreditation promotes our commitment to inclusive recruitment practices. The core requirement is to offer an interview to disabled applicants who meet the minimum criteria for the job vacancy. We offer and ensure all necessary accommodations (Reasonable Adjustments) are made during the application and interview process. This may include sending interview questions out in advance of interview. Our Neurodiversity Strategy includes specific recruitment initiatives aimed at neurodivergent individuals.



Disability Confident and Inclusive Recruitment

Indicator 3: Relative likelihood of staff entering the formal disciplinary process

WDES Indicator	Metric Descriptor		2020/21	2021/22	2022/23	
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. <i>(*A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.)</i>	Berkshire Healthcare	4.30	5.34	1.90	3.92
		NHS Trusts	1.53	1.94	2.01	2.17

Last year we made the most progress we have made in this area for 3 years. However, this metric has declined this year, meaning disabled staff are more likely to go through a formal process than non-disabled colleagues.

As part of our wider anti-racism work, we will be reviewing our approach to our casework in January 2025 with an intersectional lens. We are also launching inclusivity training for investigators and HR colleagues in September 2024.

Indicator 4a: Harassment, bullying or abuse in the last 12 months – From patients, their relatives or public

WDES Indicator	Metric Descriptor		Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
4a Staff Survey Q14a	Percentage of disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Berkshire Healthcare	30%	20%	30%	20%	27%	20%	24.5%	18.1%
		NHS Trusts	32%	25%	33%	25%	33%	26%		

Commented [AE1]: The National data for 2024 for Trust's is delayed and has not yet been released, and is due for release in Sept/Oct.

Progress has been made with 2.5% less Disabled staff experiencing harassment, bullying or abuse from patients, their relatives or the public. However, 6.9% more of Disabled staff experienced this compared to non-disabled staff, which we need to understand and address.

Indicator 4b: Harassment, bullying or abuse in the last 12 months – from Managers

WDES Indicator	Metric Descriptor		Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
4b Staff Survey Q14b	Percentage of disabled staff experiencing harassment, bullying or abuse from managers in last 12 months	Berkshire Healthcare	15%	7%	12%	5%	12%	5%	11.4%	4.9%
		NHS Trusts	18.5%	10.6%	17%	9.6%	16.1%	9.2%		

This indicator has improved this year by 0.6% but disabled staff still experience harassment, bullying or abuse from managers 6.5% more than non-disabled staff. We need to address this differential in experience, but equally for both groups our managers need to be role modelling the behaviours we expect and need in BHFT.

Indicator 4c: Harassment, bullying or abuse in the last 12 months – from colleagues

WDES Indicator	Metric Descriptor		Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
4c Staff Survey Q14c	Percentage of disabled staff experiencing harassment, bullying or abuse from colleagues in last 12 months	Berkshire Healthcare	21%	13%	19%	11%	18%	12%	17.1%	10.5%
		NHS Trusts	25.6%	16.7%	25%	16.4%	24.8%	16.5%		

This indicator has seen year on year progress over the last 4 years, with a 0.9% improvement on last year. However, 6.6% more of Disabled staff have experienced harassment, bullying or abuse from colleagues. We need to address this differential in experience, but equally for both groups our colleagues need to be demonstrating our Trust behaviours that we expect and need in BHFT.

Indicator 4d: Harassment, bullying or abuse – reporting it

WDES Indicator	Metric Descriptor		Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
4d Staff Survey Q14d	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.	Berkshire Healthcare	54%	59%	56%	63%	59.8%	57.3%	59.3%	62.2%
		NHS Trusts	49.8%	48.2%	49.9%	48.6%	51.3%	49.5%		

This indicator has seen year-on-year progress over the previous 3 years, but with a 0.5% decline on last year. Non- Disabled staff report more than disabled staff by 2.9%. We have some work to do here as we are below the national NHS Trust average, and we want our colleagues to be able to report in safety and confidence.

We've implemented a comprehensive strategy that includes Initiatives like the "No Excuse for Abuse" campaign, which aims to reduce violence and aggression against staff through awareness-raising and support mechanisms. We've developed a Violence Reduction

Strategy, focusing on training, policy development, and collaboration with partners like the police to improve sanctions and prosecutions for violent incidents. Additionally, the organisation provides support for managers to respond effectively to incidents, including post-incident support and guidance.

Training programs such as Promoting Safer Therapeutic Services, Conflict Resolution, and Communication Skills equip staff with the tools to handle difficult situations compassionately. Furthermore, resources like posters, virtual meeting backgrounds and a mutual respect statement reinforce a culture of zero tolerance for abuse. These efforts demonstrate a proactive approach to creating a safe and inclusive work environment, while ongoing initiatives like surveys and support services ensure continuous improvement and support for staff wellbeing.

Indicator 5: Percentage of staff believing the Trust provides equal opportunities for career progression or promotion

WDES Indicator	Metric Descriptor		Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
5 Staff Survey Q15	Percentage of Disabled staff compared to Non-Disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Berkshire Healthcare	59%	67%	53%	64%	61%	65%	57.8%	66%
		NHS Trusts	51.5%	57.7%	51.3%	57.2%	52.1%	57.7%		

This has declined by 3.2% this year. This means 8.2% more of non-disabled colleagues believe the Trust provides equal opportunities for career progression or promotion, so this remains an inequality of experience.

BHFT's Median Disability Pay Gap in 2023-2024 was 0. This means that on average our disabled colleagues earn the same as our non-disabled colleagues. In comparison the latest 2021 Office of National Statistics states that the disability pay gap is 13.8% for the UK.

Indicator 6: Percentage of staff feeling pressured to come to work when unwell

WDES Indicator	Metric Descriptor		Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
6	Percentage of Disabled staff compared to non-disabled staff saying that they have	Berkshire Healthcare	24%	15%	20%	16%	22.5%	16%	22.3%	14.3%

Staff Survey Q11e	felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	NHS Trusts	31.1%	22.9%	29.9%	22.1%	27.7%	19.9%		
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This metric has improved this year ever so slightly by 0.2%. Although 8% more of non-disabled colleagues don't feel pressure from their manager to come to work so this remains an inequality of experience.

Indicator 7: Percentage of staff saying that they are satisfied with the extent to which the organisation values their work

WDES Indicator	Metric Descriptor		Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
7 Staff Survey Q4b	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Berkshire Healthcare	55%	67%	52%	61%	52%	61%	53.7%	64.2%
		NHS Trusts	39.4%	50.7%	35.1%	44.9%	35.2%	45%		

This indicator had stayed the same for the previous 2 years for both disabled and non-disabled colleagues. However, both have improved this year a 1.7% improvement for disabled colleagues. Both scores are above the average for NHS Trusts. This indicator needs more exploration amongst our workforce, particularly with how our colleagues feel or think the organisation can show or do more, to demonstrate that their work is valued. Disabled colleagues are 10% less satisfied than non-disabled colleagues with how the organisation values their work.

Indicator 8: Percentage of staff saying the organisation has made adequate adjustments for them in their role

WDES Indicator	Metric Descriptor		Disabled staff	Disabled staff	Disabled staff	Disabled staff
			2020/21	2021/22	2022/23	2023/24
8 Staff Survey Q30b	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Berkshire Healthcare	77%	81%	81%	81%
		NHS Trusts	76.6%	72.2%	73.4%	

This indicator has stayed the same for the past 3 years but is above the national NHS Trusts average. However, there are still 19% of disabled colleagues who feel we haven't made adequate adjustments to enable them to carry out their work. We have made changes to the way people can request adjustments and have embarked on a Quality Improvement project to improve the timeliness of support for colleagues requesting adjustments.

Indicator 9: NHS Staff Survey and the engagement of Disabled staff

WDES Indicator	Metric Descriptor	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	
		2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24	
9 National Survey Staff Engagement Score	a. The staff engagement scores for Disabled and Non-Disabled staff	Berkshire Healthcare	7.2	7.6	7.1	7.5	7.1	7.5	7.1	7.58
		NHS Trusts	6.7	7.2	6.5	7.0	6.4	6.9		
	b. Has Berkshire Healthcare taken action to facilitate the voices of Disabled staff in your organisation to be heard? Please provide an example	Yes								
	The voices of disabled colleagues are heard via an active, up and running Purple Staff Network, whose Chair has protected time of half a day each week, admin support and a budget for network activities, and a dedicated team's channel for members. It also has a Deputy Network Chair and committee members. The Purple Staff Network has Executive level sponsorship (Chief Financial Officer). We had additional sub-groups of carers network and the 'Through the Looking Glass' support group for neurodivergent colleagues. The voice of disabled staff is also sought in the co-production of new strategies, policies, and our Staff Network leads have regular meetings with our EDI Leads to help support the implementation of our strategies, as well as being pivotal members on forums such as Diversity Steering Group (DSG), and Staff Network Steering Group.									

The engagement score of our disabled colleagues is still 0.5 less than our non-disabled colleagues. For both groups, the engagement scores have remained very similar for the past 4 years.

Indicator 10: Board membership 2022/23

WDES Indicator	Metric Descriptor			Total	Voting	Non-voting	Exec	Non-exec	Overall Workforce
10 Board representation	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: <ul style="list-style-type: none"> By voting membership of the Board. By Executive membership of the Board. 	Berkshire Healthcare	Disabled	1 (7.69%)	1 (7.69%)	0	1 (16.67%)	0 (0%)	378 (7.2%)
		NHS Trusts		8%	8%	3.9%	3.8%	3.6%	3.7%
		Berkshire Healthcare	Non-disabled	9 (%)	9 (%)	0	4 (66.67%)	5 (71%)	4,452 (85.3%)
		NHS Trusts		69%	69%	73.3%	75.6%	69.6%	74.9%
		Berkshire Healthcare	Unknown	3 (%)	3 (%)	0	1 (16.67%)	2 (29%)	389 (7.5%)
		NHS Trusts		23%	23%	22.8%	20.6%	26.9%	21.3%
			Total Trust Members	13	13	0	6	7	5,219

Figure 7: Board membership compared with overall workforce over 3 years.

	% Difference compared with overall workforce 2020/21			% Difference compared with overall workforce 2021/22			% Difference compared with overall workforce 2022/23			% Difference compared with overall workforce 2023/24		
	Disabled	Non-disabled	Unknown	Disabled	Non-disabled	Unknown	Disabled	Non-disabled	Unknown	Disabled	Non-disabled	Unknown
Difference Total Board – Overall Workforce	-5%	-38%	43%	2%	-47%	45%	1%	-39%	38%	0.44%	-16.09%	15.65%
Difference Voting Membership – Overall workforce	-5%	-38%	43%	2%	-47%	45%	1%	-39%	38%	0.44%	-16.09%	15.65%
Difference Executive Membership – Overall Workforce	-5%	-18%	-23%	11%	-19%	8%	10%	-19%	8%	9.42%	-18.65%	9.24%

- The total Board membership of colleagues declaring a disability is 0.44%% higher than the overall workforce, meaning that disabled people are overrepresented at Board compared to our overall workforce.
- Our Executive membership is 9.42% higher than the overall workforce, meaning that disabled people are overrepresented at Executive membership compared to our overall workforce.
- There is a high number of undeclared/unknown amongst the Board, which is not representative of the workforce, this is particularly evident with our Non-executive Directors.
- Compared to NHS Trust's Nationally, we are above the average for representation but below average for the number of our Board who have not declared their disability status.



4. Conclusion and next steps

Conclusion

Based on the data outlined in this report we have clear areas where we need to improve and do better for our colleagues, this is across most indicators. However, we've had mixed results this year with 4 of the 13 metrics declining, 5 improving and 3 staying the same:

- Indicator 2 is 'Relative likelihood of Non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts, this has declined from 0.93 to 1.15.
- Indicator 3 is 'Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure' declining from 1.90 to 3.92.
- Indicator 4d is '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' which declined from 59.8% to 59.3%.
- Indicator 5 is 'Percentage of Disabled staff compared to Non-Disabled staff believing that the Trust provides equal opportunities for career progression or promotion'. This declined from 61% to 57.8%.

Three indicators stayed the same over the last year:

- Indicator 8 is 'the percentage of disabled staff who feel their employer has made adequate adjustments to enable them to do their job'. This indicator has stayed the same for the past 2 years, but is above the national NHS Trusts average, at 81%. However, there are still 19% of disabled colleagues who feel we haven't made adequate adjustments to enable them to carry out their work.
- Indicator 9 is the staff engagement scores for Disabled and Non-Disabled staff. This has stayed the same for the last 3 years.
- Indicator 10 is Board representation. There is 1 voting Board member declared disabled which has stayed the same for 3 years.

We still have a large number (389) of the overall workforce (7.5%) who have not declared their disability status. On the whole, the number not sharing is reducing year on year, and therefore the number sharing is increasing year on year.



Berkshire Healthcare
NHS Foundation Trust

Next Steps

Actions to further improve the Trust's WDES performance align with the Trust's strategic vision, ambitions and priorities, in particular making Berkshire Healthcare a great place to work for our people. The action plan will be co-created with our PURPLE network, carers network and 'Through the Looking Glass' neurodivergent support group, and Diversity Steering Group (DSG). It is likely we will focus on areas being informed by our problem statements in the above report:

- To increase disability disclosure rates on ESR, particularly for medical colleagues.
- Inclusive recruitment – we have already commenced a recruitment steering group quality improvement project.
- Encouraging and improving the reporting of harassment, abuse and bullying.
- To change perceptions about opportunities for career progression.
- Review our casework approach and processes for disciplinaries.

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