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Workforce Disability Equality Standard (WDES)

Summary of data: September 2019



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Workforce Disability Equality Standard (WDES)

- The WDES is a set of specific measures designed to enable NHS organisations to compare the experiences of disabled and non-disabled colleagues.
- This information can then be used to develop a local action plan, and enable demonstration of progress against the indicators of disability equality.
- This was the first year we were required to complete the WDES.

WDES Data

Somerset Partnership

Official data held on ESR

- 3% of colleagues disabled
- 66% as non- disabled
- 31% unknown

NHS survey states that **17.8%** have declared that they have a physical or mental health condition, disability or illness that have lasted or expected to last for 12 months or more. (Based on 1515 responses)

Taunton and Somerset

Official data held on ESR

- 2% of colleagues disabled
- 56% as non- disabled
- 42% unknown

NHS survey states that **18.1%** have declared that they have a physical or mental health condition, disability or illness that have lasted or expected to last for 12 months or more. (Based on 1588 responses)

Recruitment - Relative likelihood of disabled colleagues compared to non disabled colleagues being appointed from shortlisting?

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- 2018/2019 4.95% of applicants that were shortlisted declared they were disabled.
- 4.65% of appointable applicants after interview declared they were disabled.

Taunton and Somerset

- 2018/2019 6% of applicants that were shortlisted declared they were disabled.
- 4.75% of appointable applicants after interview declared they were disabled.

Harassment, Bullying – % of disabled colleagues compared to non-disabled colleagues experiencing harassment, bullying or abuse

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By Patients/ service users/members of the public

Disabled colleagues 41.9%

Non disabled colleagues 30.5%

By Managers

Disabled colleagues 18.6 %

Non disabled colleagues 9.3%

By Other Colleagues

Disabled staff- 23.4%

Non disabled staff- 13.4%

Percentage of colleagues reporting harassment, bullying and abuse

Disabled colleagues 62.5%

Non Disabled colleagues 59.5%

Taunton and Somerset

By Patients/ service users/members of the public

Disabled colleagues 29%

Non disabled colleagues 27.5%

By Managers

Disabled colleagues 15.8%

Non disabled colleagues 8.7%

By Other Colleagues

Disabled colleagues 27.3%

Non disabled colleagues 17%

Percentage of staff reporting harassment, bullying and abuse

Disabled colleagues 46.2%

Non Disabled colleagues 39.9%

% of colleagues who believe at their organisation provides equal opportunities for career progression or promotion

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Disabled colleagues
82.7%

Non- Disabled
colleagues
91.5%

Taunton and Somerset

Disabled colleagues
81.5%

Non- Disabled
colleagues
87.4%

% of colleagues who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

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Disabled colleague

26.2%

Non- Disabled
colleague

19.3%

Taunton and Somerset

Disabled colleagues

25.8%

Non- Disabled
colleagues

20.1%

% of colleagues satisfied with the extent to which the organisation values their work

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Disabled colleague—
37%

Non- Disabled
colleague
45.2%

Taunton and Somerset

Disabled colleague
39.2%

Non- Disabled
colleagues
49.6%

Staff Engagement Score

Somerset Partnership

Organisation average 7

Disabled colleague 6.7

Non-Disabled colleague
7.1

Taunton and Musgrove

Organisation average 7.2

Disabled colleague

6.8

Non-Disabled colleague
7.3

Staff Engagement Score is based on the responses received around questions of motivation, ability to contribute to improvements and Recommendations of the organisation as a place to work/ receive treatment.



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Issues identified for action

- Disability data obtained from ESR does not reflect the declaration rates gathered in the staff survey.
- Feedback from engagement sessions highlighted no positive recruitment of disabled colleagues
- Feedback from engagement session highlighted lack of engagement with disabled colleagues
- Disabled respondents in the staff survey reported higher levels of harassment, bullying or abuse compared to non-disabled respondents from patients, managers and colleagues. Feedback received confirmed that this can stem from lack of knowledge and training around colleagues with disabilities