

Workforce Disability Equality Standard (WDES) 2020/21

- 1. Name of organisation**
NHS Arden & GEM CSU
- 2. Date of report**
Month: October
Year: 2021
- 3. Name and title of Board lead for the Workforce Disability Equality Standard**
Mike Walker, Director of Business Services
- 4. Name and contact details of lead manager compiling this report**
Usman Malik – EDI Lead
- 5. This report has been signed off by on behalf of the board on**
Date: October 2021
Name: Mike Walker, Director of Business Services

Background narrative

- 6. Any issues of completeness of data**
As we expand on our equalities commitments, we have undertaken the WDES for the first time – due to the organisation conducting annual local surveys prior we are unable to provide staff survey data required to report on Metrics 4 – 9.

There is also Unknown/null data relating to disability of current staff is present in our data set, these leads do inaccuracies when reporting data.
- 7. Any matters relating to reliability of comparisons with previous years**
No previous reports available
- 8. Total number of staff employed within this organisation at the date of the report (March 2020)**
985
- 9. Proportion of Disabled staff employed within this organisation at the date of the report?**
4.26%
- 10. The proportion of total staff who have self-reported their disability?**
74.21% has entered a response in ESR
- 11. Have any steps been taken in the last reporting period to improve the level of self-reporting by disability?**
Fully implemented Employee Self Service

Bespoke rolling communications pushed out to encourage staff to update their personal information.

12. Are any steps planned during the current reporting period to improve the level of self-reporting by disability?

An action will be included within the WDES Action Plan to encourage staff to update their personal information in ESR via Employee Self Service and any other appropriate means to reduce the number of 'Nulls'

Workforce data

13. What period does the organisation's workforce data refer to?

April 2019 - March 2021

Workforce Disability Equality Indicators

14. Metric 1 - Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of disabled/non-disabled staff. (Clinical & Non- Clinical workforce)

Cluster 1: AfC Bands - under 1, 1, 2, 3 and 4

Cluster 2: AfC Band 5, 6 and 7

Cluster 3: AfC Band 8a and 8b

Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members)

Cluster 5: Medical and Dental staff, Consultants

Cluster 6: Medical and Dental staff, Non-consultant career grade

Cluster 7: Medical and Dental staff, Medical and dental trainee grades

Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of medical and dental staff, which are based upon grade codes.

Data for reporting year: March 2020 Data (Headcount)

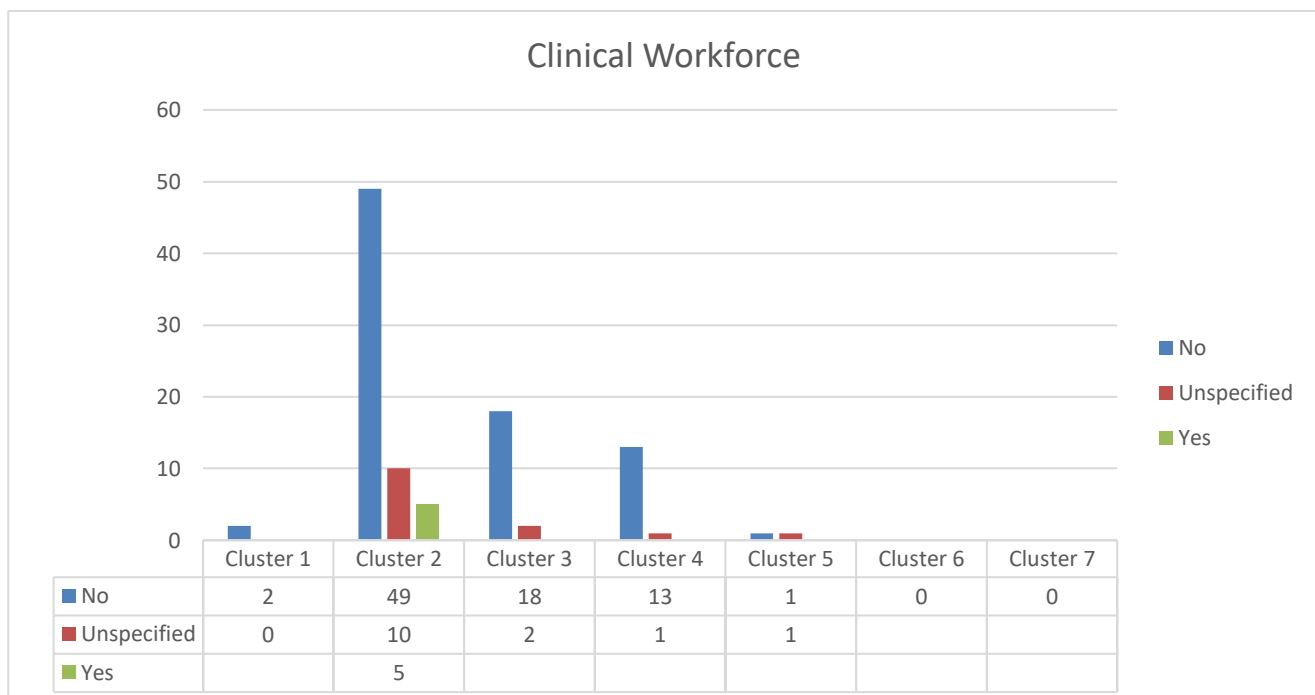


Figure 1 – Breakdown of Clinical Workforce with Arden GEM CSU

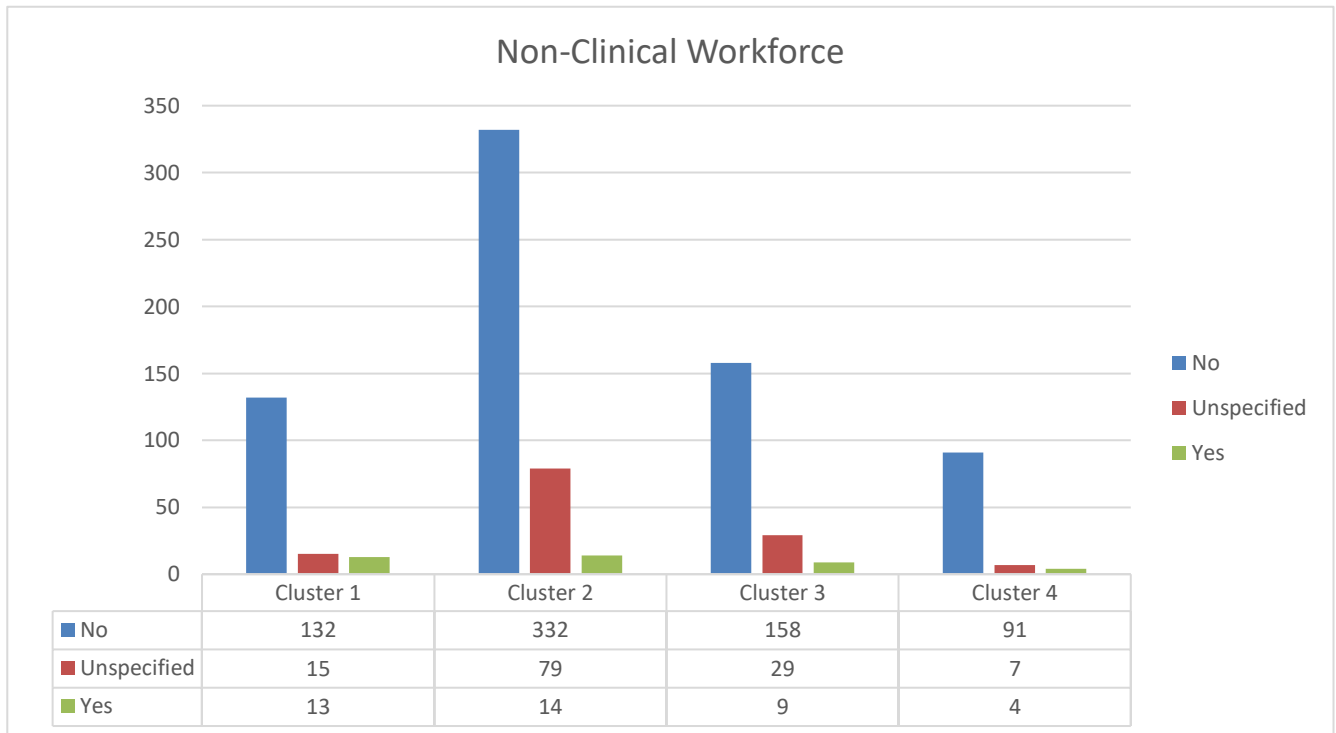


Figure 2 – Breakdown of Non - Clinical Workforce with Arden GEM CSU

15. **Metric 2 - Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.** Note: - This refers to both external and internal posts

Relative Likelihood: **2.38** times greater for Non-disabled staff.

16. **Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.**

Note: i) This metric was mandated in 2020.

ii) This metric is based on data from a two-year rolling average of the current year and the previous year

iii) It must be noted that this metric looks at capability on the grounds of performance, rather than ill health.

Therefore, we request that organisations only submit data on those staff who are within performance management capability processes

We have had **0** staff enter the formal capability process this year.

Board Representation Indicators

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

Disabled: - By voting membership of the Board.

The percentage difference between the board voting membership and its overall workforce:

+3.7% difference for voting board members who ARE disabled.

- By Executive membership of the Board.

The percentage difference between the Executive voting membership and its overall workforce:

-22.8% for Executive Board Members who ARE disabled.

18. Are there any other factors or data which should be taken into consideration in assessing progress?

None

Note – Data for Metrics 4 – 9 is not available this year as the CSU has not undertaken the NHS National Staff Survey last year. Please find attached the [National WDES Metrics](#) .**