

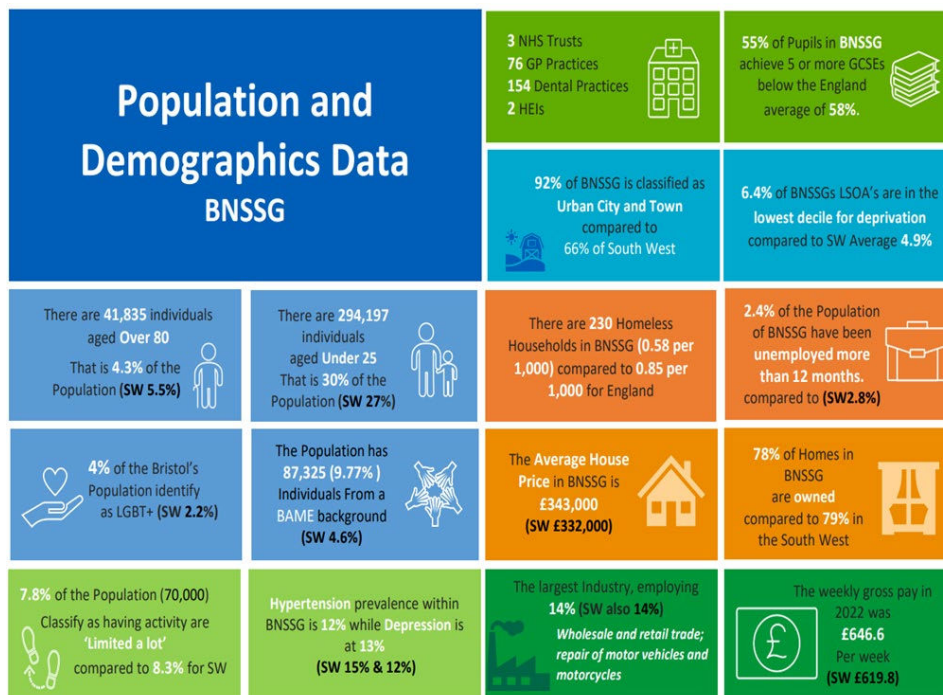
## 2023 – 2024 WDES Data Review

### Population Data

In relation to disability the 2021 Census shows the following:

	Bristol (%)	North Somerset (%)	South Glos (%)	England (%)
Disabled under the Equality Act	17.2	18.7	16.3	17.3
Not disabled under the Equality Act	82.8	81.3	83.7	82.7

Additionally, BNSSG Population and Demographics Data is as follows:



### WDES DATA

The Full BNSSG ICB WDES Report is available in Appendix One.

Year on year analysis of staff in post shows that in 2023-24 we had our highest recorded percentage of staff with a recorded disability although it should also be noted that the 'unknown' category has reduced during the same period and therefore may indicate an underreporting previously and we are significantly underrepresented when compared to census data.

Year	Headcount			Total	Percentages		
	Disabled	Non-Disabled	Unknown		Disabled	Non-Disabled	Unknown
2018/19	12	275	120	407	3.00%	67.60%	29.50%
2019/20	17	350	125	492	3.50%	71.10%	25.40%
2020/21	16	354	93	463	3.50%	76.50%	20.10%
2021/22	22	424	88	534	4.10%	79.40%	16.50%
2022/23	23	433	84	540	4.26%	80.19%	15.56%
2023/24	27	392	63	482	5.60%	81.33%	13.07%

Within banding it should be noted that clinical bands 5 to 7 are more significantly underrepresented than elsewhere. Within non-clinical staff, the reverse is seen with the lowest percentage seen in the highest banding grouping.

Banding	Non-Clinical			Clinical		
	Disabled	Non Disabled	Unknown	Disabled	Non Disabled	Unknown
<1 to 4	5.7%	84.3%	10.0%			
5 to 7	8.0%	78.7%	13.3%	2.4%	88.1%	9.5%
8a & 8b	6.0%	79.1%	14.9%	6.1%	87.9%	6.1%
8c to VSM	4.5%	79.5%	15.9%	10.0%	90%	7.8%

It should also be noted that we are underrepresented at board level with 7.14% recorded as Disabled, 64.29%% Non-Disabled and 28.57%% unknown.

Recruitment data shows the following:

Disability	% of total All Applications	% of total Shortlisted	% of total interviewed	% of total appointed
No	86.03	78.09	80.95	87.76
Yes	10.41	14.74	15.87	12.24
I do not wish to disclose whether or not I have a disability	2.77	5.58	3.17	0.0
Not stated	0.79	1.59	0.0	0.0

The data indicates that we are underrepresented in terms of applications from those with disabilities however, proportionally this increases through shortlisting and interview, however, drops again at appointment. It should be noted that non-disclosure could skew these figures. The WRES data indicates that the relative likelihood of non-disabled candidate being appointed from shortlisting compared to a disabled candidate is 1.35 (a figure above 1 indicates that non-disabled staff are more likely to be appointed). Within the recruitment data type of disability has not been made available.

The staff survey data indicates that those between the ages of 21-30 have lower scores in comparison

Likelihood of entering into a formal disciplinary process; we have had no known recorded cases of staff members with a disability entering formal capability process within the last two years.

Additional information from the staff survey has also been reviewed in the context of disability (see Appendix 2).

To summarise (noting max sample size of Disabled – 90, Non-Disabled - 264):

Experienced Bullying & Harassment (ques 14a, b & c)	% organisation overall	% Disabled	% Non Disabled
From Patients / service users, their relatives or members of the public	10	13	10
From Managers	10	22	6
From Other Colleagues	11	21	8

Does your organisation act fairly with regard to career progression / promotion (ques 15)	% organisation overall	% Disabled	% Non Disabled
Yes	55	49	56
No	11	15	10
Don't Know	35	36	34

Experienced Discrimination from Patients / service users, their relatives or other members of the public	% organisation overall	% Disabled	% Non Disabled
Yes	1	1	2
No	99	99	98

Experienced Discrimination from manager or other colleagues (q 16b)	% organisation overall	% Disabled	% Non Disabled
Yes	8	13	6
No	92	87	94

The Staff survey data also indicates that health and wellbeing of staff with a disability is poorer than for those without:

Question	% organisation overall	% Disabled	% Non Disabled
Experienced musculoskeletal problems as a result of work in the last 12 months	21	37	16
Felt Unwell due to stress (last 12 months)	41	60	35
Come to work despite not feeling well enough to perform duties (last 3 months)	52	67	47

Felt pressure from manager to come to work	13	24	7
Sometimes / Often / Always find work emotionally exhausting	65	69	64
Sometimes / Often / Always feel burnt out because of your work	62	72	58
Sometimes / Often / Always does work frustrate you	85	86	85
Sometimes / Often / Always exhausted at thought of another day/shift at work	56	68	53
Sometimes / Often / Always feel worn out at the end of your working day/shift	76	79	74
Sometimes / Often / Always feel that every working hour is tiring for you	37	49	32
Sometimes / Often / Always do not have enough energy for family & friends during leisure time	57	64	54
Target of unwanted behaviour of a sexual nature from patients / service users, their relatives or other members of the public	1	3	1
Target of unwanted behaviour of a sexual nature from staff / colleagues	4	7	3

## Actions:

As part of our ongoing OD plan we will include an extensive inclusive recruitment review and develop an action plan to support this work. The data indicates that we need to work harder to attract disabled candidates, including thinking about where we advertise, including positive action statements and being clear in relation to reasonable adjustments and flexible working options. Hiring managers will also need to be proactive throughout the recruitment process in providing this clarity and work will need to be undertaken with hiring process and managers to de-bias the selection stages. We will also review if further data is available (for example in relation to the type of disability and intersectionality) to gain a deeper understanding.

Additionally, within the OD plan we will build in activities to support a zero-tolerance approach to discrimination and improved reporting mechanisms and support for staff impacted by discrimination and harassment. The first of these activities, a Speak Up, Speak Out training session will be delivered in September 2024. We will also be undertaking work associated with the sexual safety charter including publication of policy and making training available to staff and line managers.

We will update and promote our flexible working policy to help colleagues achieve work life balance. This will include promoting part time roles and the opportunity to job share.

We will continue to promote our reasonable adjustment procedures across the ICB, ensuring that line managers recognise the need to start from an assumption that requests for adjustments are reasonable.

We will finalise and promote our Hybrid Working policy which provides colleagues with greater flexibility to carry out their role while managing their personal health and wellbeing priorities.

We will work with our disability staff network to help develop interventions and collaborative actions that will support an improvement of the experienced of our disabled colleagues within the workplace.

## **Appendix One**

[WDES metrics](#)

## **Appendix 2**

[Disability grouped staff survey information](#)