

Berkshire Healthcare NHS Foundation Trust

Equality Diversity & Inclusion

Workforce Disability Equality Standard (WDES) Annual Report 2023

Board Meeting Date	September 2023
Title	Workforce Disability Equality Standard (WDES)
	Item for Noting Item for Discussion
Purpose	This report sets out our 2023 data and approach to action against the Workforce Disability Equality Standard (WDES) metrics
Business Area	People Directorate
Author	Ash Ellis, Deputy Director for Leadership, Inclusion, OD
Relevant Strategic Objectives	Make Berkshire Healthcare a great place to work for our people.
CQC Registration/Patient Care Impacts	The relevance of this paper supports all CQC KLOEs and patient experience.
Resource Impacts	The paper references work that needs to be undertaken across the Trust.
Legal Implications	This supports our public sector equality duty, and is part of our contractual obligation required by Trusts. We are required to publish this report on our website for 3 years.
Equality and Diversity Implications	This paper helps us to recognise, explore and take action against any inequalities for our workforce.
SUMMARY	This paper provides the Board with an overview of the inequalities experienced by our workforce. It provides data, benchmarking and highlights where we need to do better.
ACTION	To note the report, next steps and seek any clarification.

To find out more about what Berkshire Healthcare NHS Foundation Trust is doing to be an ‘Outstanding and Equal Employer and Care Provider for Everyone’, please contact: EDITeam@berkshire.nhs.uk

Executive Summary

- 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 63 to 318 from 255 last year. 6.41% of our colleagues are represented in the Disabled category, compared to 5% last year. The data shows that BHFT Disabled workforce is underrepresented by 6.99% compared to overall Berkshire population (13.4%).
- We still have a large number (413) of the overall workforce (8.18%) who have not declared their disability status. Although on the whole, the number not declaring is reducing year on year, and the number declaring is increasing year on year.
- Our medical colleagues declaration status has stayed the same 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 4.2%. however, it also has the largest group of colleagues who haven't declared (8.3%).
- For non-clinical colleagues Cluster 4 (8c -9, VSM) is the most underrepresented group compared to overall disability declaration with 4.5%. However, it also has the largest group of colleagues who haven't declared (18.2%).
- Overall, we have seen positive change and improvement across the majority of the indicators. Improvements seen in 8 of the 13 metrics, 4 have stayed the same, and one has declined.
- Indicator 6, is the only indicator to have declined this year. It reveals that disabled colleagues are more likely to have felt pressure from their manager to come to work despite not feeling well enough. This is 6.5% more than non-disabled colleagues. An increase of 2.5% from last year, and above the national average for NHS Trusts.

Although improvement can be seen, we must not pause in our work to reduce inequality of experience for our colleagues. We must acknowledge that we are moving in the right direction overall but a lot more progress needs to be made, and in co-production with our Purple Network.

1. Background

This paper provides an overview of our annual performance against the Workforce Disability Equality Standard (WDES) metrics for 2022-23. 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?

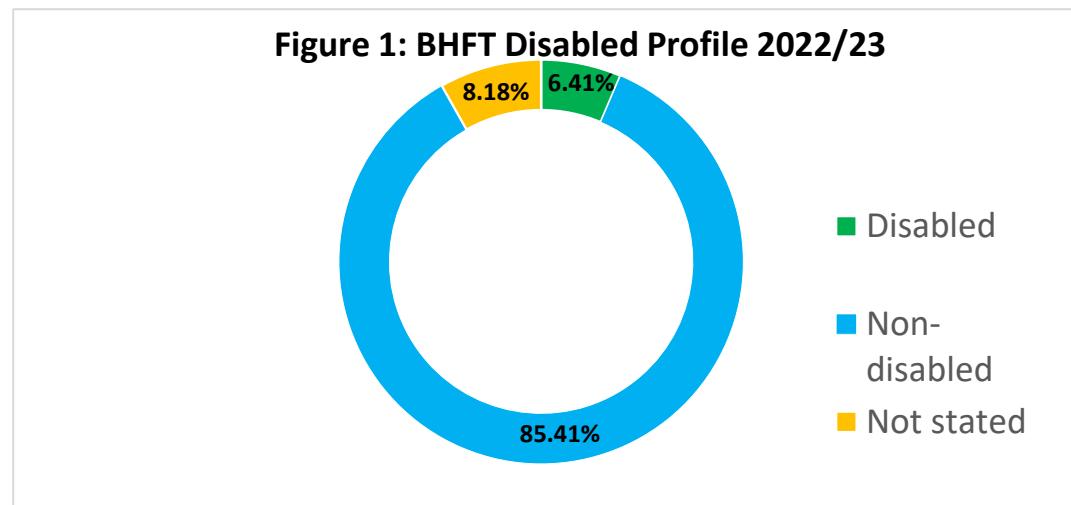
Data in 2023 shows our total staff is at 4,968.

The number of Disabled colleagues has increased by 63 to 318 from 255.

6.41% of our colleagues are declared Disabled, compared to 5% last year.

318 are Disabled and 4,237 are non-disabled and 413 have not stated.

Figure 1 below shows our Disabled profile.



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

Out of 226 NHS Trust's we have the 48th highest population of declared disability. With 14.6% being the highest and 0.5% the lowest.

Out of 226 NHS Trust's we have the 68th least number of people who haven't declared/unknown status. The best being 0.6% and the worst being 64.8%.

We have more colleagues in our Trust who have declared a disability compared to most NHS Trusts' in England by almost 3%.

BHFT Workforce compared to Berkshire Population

	Disabled	Non-disabled	Not stated	Total
BHFT Workforce	318 (6.41%)	4,237 (85.41%)	413 (8.18%)	4,968
Berkshire Population	135,102 (13.40%)	811,294 (80.60%)	59,988 (6%)	1,006,384

(Source, Census 2021 data)

It's also useful to look at our workforce compared to the communities we support to see how representative our workforce is of our local population.

The data shows that BHFT Disabled workforce is underrepresented by 6.99% compared to overall Berkshire population. The data also shows that BHFT non-disabled workforce is overrepresented by 4.81% compared to overall Berkshire population. Like within BHFT there is a large population of the overall Berkshire population where we do not know their disability status (6%), although we have 2.18% more that don't declare compared to the Berkshire population.

3. WDES Indicators

Indicator 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.

Figure 2: Workforce Profile – Non-clinical Staff 2021-23 (across 3 years)

	Overall Workforce Profile 2021			Overall Workforce Profile 2022			Overall Workforce Profile 2023		
	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%)
Non-clinical staff - 2021				Non-clinical staff - 2022			Non-clinical staff - 2023		
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%)
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%)
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%)
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%)
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%)

- For non-clinical colleagues all disability declarations have increased across all pay band clusters this year.
- Our highest representation is within cluster 3 (8a—8b) with 8.1% of colleagues in this group declaring a disability.
- Cluster 4 (8c -9, VSM) is the most underrepresented group compared to overall disability declaration with 4.5%. However, it also has the largest group of colleagues who haven't declared (18.2%).
- We have 94 non-clinical colleagues who haven't declared their disability status.
- Although overall the number 'not declaring' is reducing year on year, 3 years ago from 11% to this year 8.18%
- The number of non-clinical staff declaring a disability has increased this year by 0.7%.
- We still have a large number (413) of the overall workforce (8.18%) who have not declared their disability status.

Figure 3: Workforce Profile – Clinical Staff 2021-23 (across 3 years)

	Overall Workforce Profile 2021			Overall Workforce Profile 2022			Overall Workforce Profile 2023		
	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%)
Clinical staff - 2021			Clinical staff - 2022			Clinical staff - 2023			
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%)
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%)
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%)
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%)
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%)
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%)
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%)
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%)
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%)

- For clinical colleagues all disability declarations have increased or stayed the same across all pay band clusters this year, with the exception of cluster 4 (8c-9, VSM) where the number of colleagues declaring disability has decreased from 4 to 2.
- Our highest representation is within cluster 2 (5—7) with 7.1% of colleagues in this group declaring a disability.
- Cluster 4 (8c -9, VSM) is the most underrepresented group compared to overall disability declaration with 4.2%. however, it also has the largest group of colleagues who haven't declared (8.3%).
- We have 208 (6%) clinical colleagues who haven't declared their disability status.
- Medical colleagues declaration status has stayed the same 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.

Indicator 2: Relative likelihood of staff being appointed from shortlisting

WDES Indicator	Metric Descriptor	2020/21	2021/22	2022/23
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
		NHS Trusts 1.20	1.11	

We have made good progress in this indicator over the last 3 years, with the above showing that Disabled colleagues are more likely to be appointed from shortlisting than non-disabled colleagues, this is also better than the National average for NHS Trusts.

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>*This metric will be based on data from a two-year rolling average of the current year and the previous year. * 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
		NHS Trusts 1.53	1.94	

We have made really good progress on this indicator over the last year, which demonstrates our Just Culture work is having an impact but we must keep momentum as the above still shows our disabled colleagues are 1.90 times more likely to enter the formal capability process than our non-disabled colleagues.

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
		2020/21	2020/21	2021/22	2021/22	2022/23	2022/23
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%
		NHS Trusts 32%	25%	32%	25%	32%	24%

Progress has been made with 3% less Disabled staff experiencing harassment, bullying or abuse from patients, their relatives or the public. However, 7% more of Disabled staff experienced this compared to non-disabled staff, which we need to understand and try to address.

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

WDES Indicator	Metric Descriptor	Disabled 2020/21	Non-disabled 2020/21	Disabled 2021/22	Non-disabled 2021/22	Disabled 2022/23	Non-disabled 2022/23
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%
		NHS Trusts	15%	8.5%	13%	7%	12%

This indicator has stayed the same for the last 2 years at 12% but is still 7% more than non-disabled staff experiencing harassment, bullying or abuse from managers. 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 2020/21	Non-disabled 2020/21	Disabled 2021/22	Non-disabled 2021/22	Disabled 2022/23	Non-disabled 2022/23
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%
		NHS Trusts	21%	13%	20%	12%	19%

This indicator has seen year on year progress over the last 3 years, with a 1% improvement on last year. However, 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 2020/21	Non-disabled 2020/21	Disabled 2021/22	Non-disabled 2021/22	Disabled 2022/23	Non-disabled 2022/23
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%
		NHS Trusts	59%	61%	59%	61%	60.3%

This indicator has seen year on year progress over the last 3 years, with a 3.8% improvement on last year, which may demonstrate people are feeling more confident and safe to report, and/or getting familiar with the process. Disabled staff report more than non-disabled staff by 2.5%, which was 5% in the opposite direction 3 years ago. We still have some work to do here though as we are below the national NHS Trust average and we want our colleagues to be able to report in safety and confidence.

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
		2020/21	2020/21	2021/22	2021/22	2022/23	2022/23
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%
		NHS Trusts	54%	60%	54%	60%	56%

The above shows we have made good progress with an 8% improvement on last year for disabled colleagues and 1% for non-disabled colleagues. Although 4% more of non-disabled colleagues believe the Trust provides equal opportunities for career progression or promotion.

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
		2020/21	2020/21	2021/22	2021/22	2022/23	2022/23
6 Staff Survey Q11e	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.	Berkshire Healthcare	24%	15%	20%	16%	22.5%
		NHS Trusts	24%	17%	21%	15%	19%

This is the only indicator this year that has declined for us. It is therefore an area of concern for which we want to try and understand more, it is also above the average for NHS Trusts. This has increased by 2.5%, and is still 6.5% more than our non-disabled colleagues. Although our non-disabled score has remained the same for the past two years, it is now 3% higher than the average for NHS Trusts.

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	
		2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	
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%
		NHS Trusts	45%	55%	44%	52%	44%	53%

This indicator has stayed the same for 2 years for both disabled and non-disabled colleagues. However, both are above the average for NHS Trusts by 8%. 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.

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

WDES Indicator	Metric Descriptor	Disabled staff 2020/21	Disabled staff 2021/22	Disabled staff 2022/23
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 NHS Trusts	77% 76.6%	81% 79%

This indicator has stayed the same for the past 2 years, but is above the national NHS Trusts average by 2%. 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: NHS Staff Survey and the engagement of Disabled staff

WDES Indicator	Metric Descriptor		Disabled 2020/21	Non-disabled 2020/21	Disabled 2021/22	Non-disabled 2021/22	Disabled 2022/23	Non-disabled 2022/23
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	7.2	7.5
		NHS Trusts	6.8	7.3	6.7	7.2	6.7	7.2
	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 teams channel for members. The Purple Staff Network has Executive level sponsorship (Chief Financial Officer). 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).
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Our engagement score has improved by 0.1 for our disabled colleagues over the past 12 months. It has remained the same for our non-disabled colleagues. Both scores are above the NHS Trust average. However, the engagement score of our disabled colleagues is still 0.3 less than our non-disabled colleagues.

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%)	318 (6.41%)
				3.7%	3.6%	3.9%	3.8%	3.6%	3.7%
		Berkshire Healthcare	Non-disabled	6 (46.15%)	6 (46.15%)	0	4 (66.67%)	2 (28.57%)	4,237 (85.49%)
				72.5%	72.3%	73.3%	75.6%	69.6%	74.9%
		Berkshire Healthcare	Unknown	6 (46.15%)	6 (46.15%)	0	1 (16.67%)	5 (71.43%)	413 (8.18%)
				23.8%	24%	22.8%	20.6%	26.9%	21.3%
		Total Trust Members		13	13	0	6	7	4,968

Figure 4: 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		
	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%
Difference Voting Membership – Overall workforce	-5%	-38%	43%	2%	-47%	45%	1%	-39%	38%
Difference Executive Membership – Overall Workforce	-5%	-18%	-23%	11%	-19%	8%	10%	-19%	8%

- The total Board membership of colleagues declaring a disability is 1% higher than the overall workforce, meaning that disabled people are overrepresented at Board compared to our overall workforce.
- Our Executive membership is 10% 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.
- Overall it is an improvement on last year as 1 more of the Board have declared their status. But disability declared remains the same.

Figure 5: Talent Pipeline to Board – Executive Director reports

Staff Group	Gender		Ethnicity				Disability			Total in staff group
	Male	Female	White British	White – any other white background	Asian or Asian British	Not Stated	Disabled	Non-Disabled	Not Stated	
Medical	2	2	2	1	1	0	0	3	1	4
Clinical	1	5	6	0	0	0	0	6	0	6
Corporate	3	11	11	1	0	2	1	9	4	14

Total	6 (25%)	18 (75%)	19 (79.2%)	2 (8.3%)	1 (4.2%)	2 (8.3%)	1 (4.2%)	18 (75%)	5 (20.8%)	24
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The above shows the colleagues who report into Executive Board members and their declared characteristics.

1. 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, 8 of the 13 metrics have seen improvement from last year. One Indicator declined, and 4 stayed the same over the last year:

- Indicator 6, is the only indicator to have declined this year. It shows us that disabled colleagues are more likely to have felt pressure from their manager to come to work despite not feeling well enough. This is 6.5% more than non-disabled colleagues. An increase of 2.5% from last year, and above the national average for NHS Trusts.

Four indicators stayed the same over the last year:

- Indicator 4, metric 4b is the 'Percentage of staff experiencing harassment, bullying or abuse from manager in last 12 months'. For two years this has remained at 12% for disabled colleagues. Disabled colleagues are 7% more likely to experience harassment, bullying or abuse from managers than non-disabled colleagues.
- Indicator 7 is the 'percentage of staff satisfied with the extent to which the organisation values their work'. This indicator has stayed the same for 2 years for both disabled and non-disabled colleagues. However, both are above the average for NHS Trusts by 8%. 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.
- 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 by 2%, 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 10, is Board representation. There is 1 voting Board member declared disabled which has stayed the same for 2 years. However, this is 1% higher than the overall workforce, meaning that disabled people are overrepresented at Board compared to our overall workforce.

We still have a large number (413) of the overall workforce (8.18%) who have not declared their disability status. Although on the whole, the number not declaring is reducing year on year, and the number declaring is increasing year on year.

Next Steps

Actions to further improve the Trust's WDES performance align with the Trust's strategic 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 and Diversity Steering Group (DSG). It is likely we will focus on areas being informed by our problem statements above:

- To increase disability disclosure rates on ESR.
- To investigate why disabled colleagues feel more pressure from their manager to come to work, despite not feeling well enough to perform their duties.
- To create a culture where disabled staff feel safe, supported, valued and reduce the incidents of harassment, bullying or abuse that our disabled colleagues are subject to.

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