

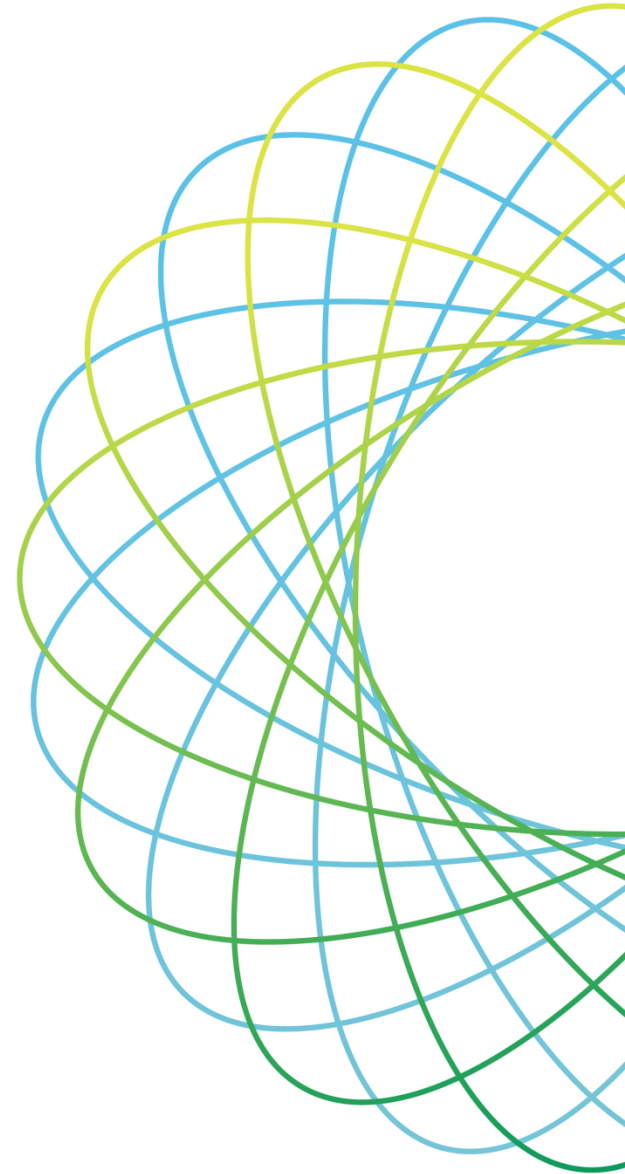


**Moorfields
Eye Hospital**
NHS Foundation Trust



WDES and WRES Data 2022

Final report



Content

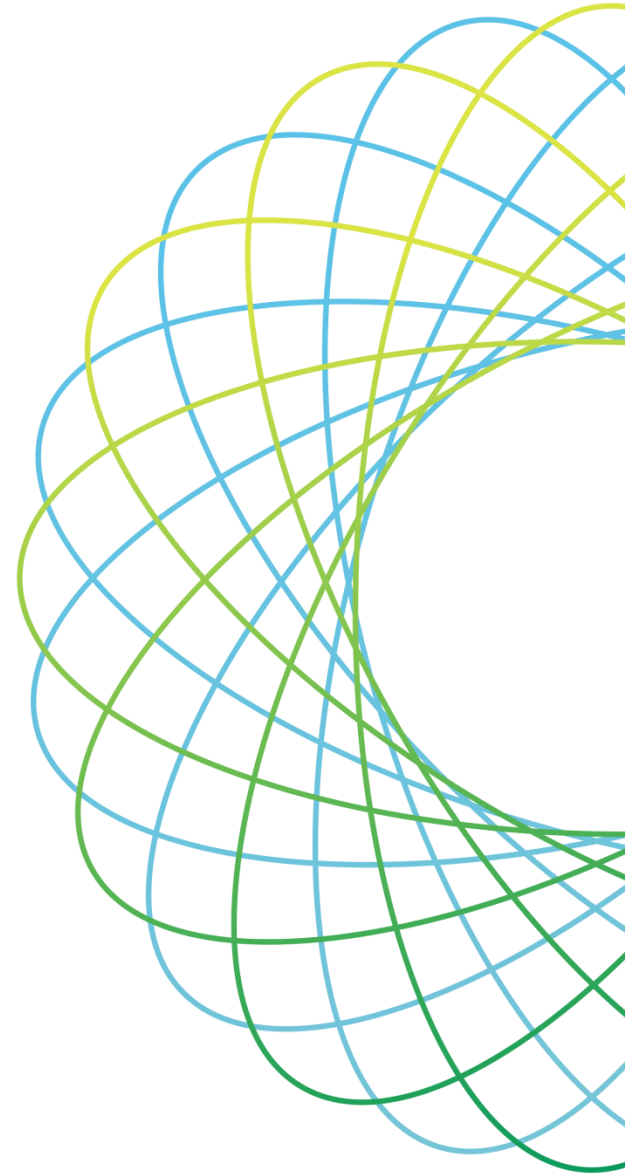
- Workforce Disability Equality Standard – Data and insights
- Workforce Race Equality Standard – Data and insights
- Next steps



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WDES Data and Insights



Our data – WDES Indicators 1-5

WDES Indicator			National		MEH		
			2020	2021	2020	2021	2022
1	Representation	Disabled	3.4%	3.7%	2.0%	2.2%	2.2%
		Non-Disabled	73.5%	74.9%	90.4%	93.2%	93.7%
2	Relative likelihood of non-disabled applicants being appointed from shortlisting across all posts compared to disabled applicants		1.2	1.1	1.31	1.5	1.7
3	Relative likelihood of disabled staff entering the formal capability process compared to non disabled staff		1.54	1.94	**	**	**
4a	Percentage of disabled staff experiencing harassment, bullying or abuse from:						
4.1	Patients/Service users, their relatives or other members of the public	Disabled	33.8%	31.6%	35.2%	38.2%	37.8%
		Non-Disabled	26.8%	25.2%	24.2%	24.9%	26.2%
4.2	Managers	Disabled	19.8%	18.6%	26.1%	28.0%	28.3%
		Non-Disabled	13.0%	10.7%	13.8%	15.0%	14.7%
4.3	Other colleagues	Disabled	26.8%	25.7%	33.6%	33.6%	35.8%
		Non-Disabled	18.1%	16.8%	21.6%	20.9%	22.6%
4b	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.	Disabled	47.8%	49.6%	56.7%	55.3%	57.9%
		Non-Disabled	46.6%	48.0%	48.4%	50.7%	54.6%
5	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	Disabled	51.9%	51.5%	40.6%	42.8%	40.1%
		Non-Disabled	58.0%	57.6%	53.4%	50.8%	48.8%

** Data is not reported as sample size is below 10, in line with advice received from WDES implementation team

Our data – WDES Indicators 1-5

WDES Indicator			National		MEH		
			2020	2021	2020	2021	2022
6	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.	Disabled	32.0%	31.3%	36.4%	39.0%	42.7%
		Non-Disabled	23.0%	23.0%	22.3%	27.4%	28.4%
7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Disabled	37.2%	39.2%	45.5%	51.3%	36.6%
		Non-Disabled	47.9%	50.5%	53.6%	56.5%	48.3%
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.		72.4%	76.6%	66.3%	66.3%	62.5%
9a	The staff engagement score for Disabled staff, compared to non-disabled staff.	Disabled	6.60	6.70	7.10	7.00	6.5
		Non-Disabled	7.10	7.20	7.40	7.40	7.2
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	Yes/No	92.80%	NK	Yes	Yes	Yes
10	Board representation	Disabled - Voting	2.80%	3.60%	0.0%	6%	6.3%
		Disabled - Non	3.80%	3.90%	0.0%	0%	20.0%
		Disabled - Exec	3.30%	3.80%	0.0%	0%	8.3%
		Disabled - NED	2.70%	3.60%	0.0%	11%	11.1%

Our data – WDES insights

Indicator 1 - representation

- Our position is stable Year on Year (YoY) and we are behind the national average
- Numbers are small and representation is therefore fragile
- 0.5% shift in those declaring they are not disabled correlates with a 0.5% decrease in those who disability status was previously unknown
- Staff Survey data indicates 15% of respondents have a long-term condition or disability, suggesting colleagues are under-declaring on ESR

Indicator 2 – relative likelihood of non-disabled candidates being appointed

- Our position has slightly worsened YoY
- This is based on increased numbers of disabled colleagues being shortlisted (50% more than in 2021), without a consequent increase in appointment

Our data – WDES insights

Indicator 3 – relative likelihood of disabled colleagues entering formal capability

- This data has been redacted in line with advice from the WDES implementation team

Indicator 4-9a – staff survey data

- Reports of Bullying, Harassment or abuse are higher for disabled colleagues than non disabled colleagues, and Trust results are worse than national data for 2021.
- Disabled colleagues report lower levels of trust regarding equal opportunity for career progression or promotion and the Trust position is almost 10% worse than the national data

Our data – WDES insights

Indicator 4-9a – staff survey data

- Disabled colleagues are less likely to report feeling satisfied by the extent that their work is valued and this has significantly worsened YoY, bringing the Trust position closer to the national picture.
- Adequate reasonable adjustments reported as being in place is almost 10% points lower for the Trust than national data
- There is a difference between Engagement scores for disabled versus non-disabled colleagues, in line with the national picture

Our data – WDES insights

Indicator 9b – employee voice

- Endorsed by the MoorAbility Staff Network we were able to state that we have taken action to facilitate the voice of disabled colleagues

Indicator 10 – Board representation

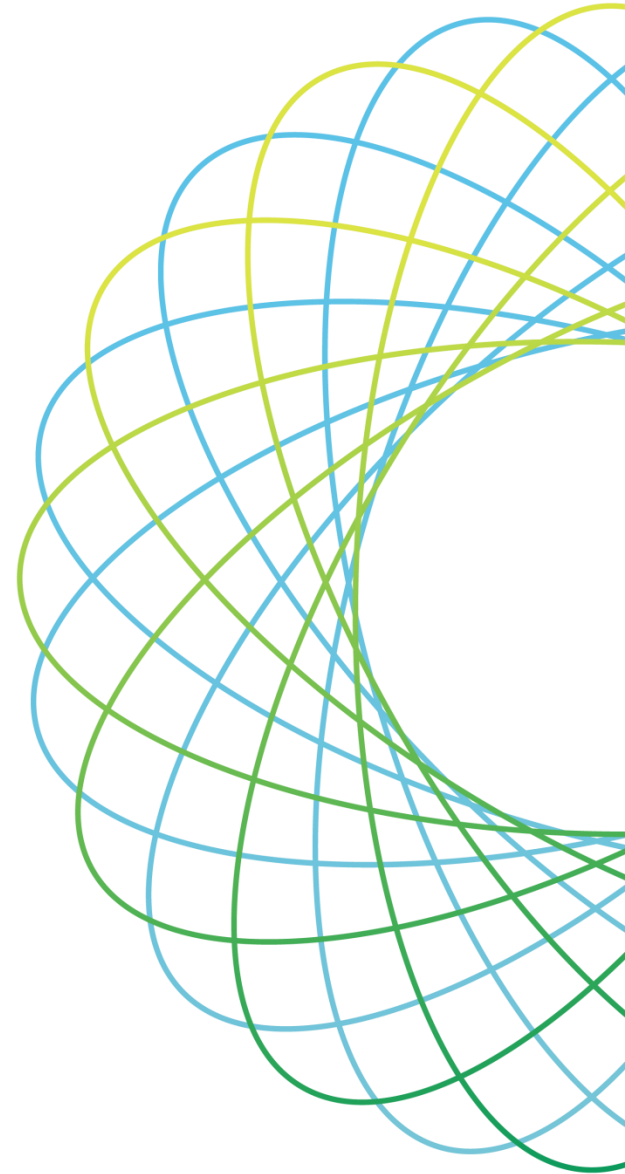
- The position is variable here, with some improvements and some areas worsening. Key point is that the numbers are very low and the position is therefore fragile.



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WRES Data and Insights



Our data – WRES

			National		MEH			
WRES Indicator				2020	2021	2020	2021	2022
1	Percentage of BME staff	Overall		21.0%	22.4%	52.6%	53.0%	54.4%
		VSM		6.8%	9.2%	0.0%	0.0%	0.0%
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants			1.61	1.61	1.26	1.24	1.38
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff			1.16	1.14	1.19	0.91	0.76
4	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff			1.14	1.14	1.22	0.73	1.11
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12months	BME		30.3%	28.9%	28.3%	29.2%	29.4%
		White		27.9%	25.9%	22.6%	23.6%	26.5%
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12months	BME		28.4%	28.8%	28.5%	31.5%	31.8%
		White		23.6%	23.2%	22.5%	24.9%	25.4%
7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	BME		71.2%	69.2%	48.2%	45.3%	41.7%
		White		86.9%	87.3%	57.1%	56.4%	56.1%
8	Percentage of staff personally experiencing discrimination at work from a manager/team leader of other colleagues	BME		14.5%	16.7%	12.5%	15.6%	17.3%
		White		6.0%	6.2%	13.4%	7.8%	8.2%
9	BME board membership			10.0%	12.6%	15.0%	15.0%	14.3%



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Our data – WRES insights

Indicator 1 - representation

- Our position remains stable YoY and we are outperforming the national data, as might be expected for a London-based Trust
- However, given our higher representation, it is disappointing to note that this position worsens the more senior you get in the organisation, with the exception of Band 8d for non-clinical and 8a for clinical (exc. Medics)

Indicator 2 – relative likelihood of a white colleague being appointed from shortlisting

- The position here has slightly worsened YoY, but remains better than the national picture
- This is primarily driven by a significant increase in applications from BME candidates, up 50 YoY without a consequent increase in appointments

Our data – WRES insights

Indicator 3 – relative likelihood of BME staff entering formal disciplinary

- The data is improved YoY, to the extent that BME staff remain less likely than white staff to enter formal disciplinary.

Indicator 4 – CPD and non-mandatory training

- This ratio has worsened YoY, however this means that BME staff now access CPD and non-mandatory training at a similar rate to their white colleagues
- There has been a focus on the first line manager, including Leading with Compassion and Lunch and Learns. This has primarily been targeted at Band 7+, where our BME representation rates worsen, which may explain the slightly worse position YoY
- Some London Leadership Academy courses ie. Edward Jenner and the Stepping Up course (a specific BME programme) have only just become live again following pausing during the pandemic so have had reduced access.

Our data – WRES insights

Indicator 5-8 – staff survey

- Incidences of Bullying, Harassment and abuse is higher for our BME colleagues than our white colleagues, with the Trust position slightly worse than the national data where the perpetrator is another member of staff or Line Manager
- Trust in the provision of equal opportunities for career progression and promotion is lower amongst our BME colleagues, with the Trust position significantly worse than the national data

Indicator 9 – Board representation

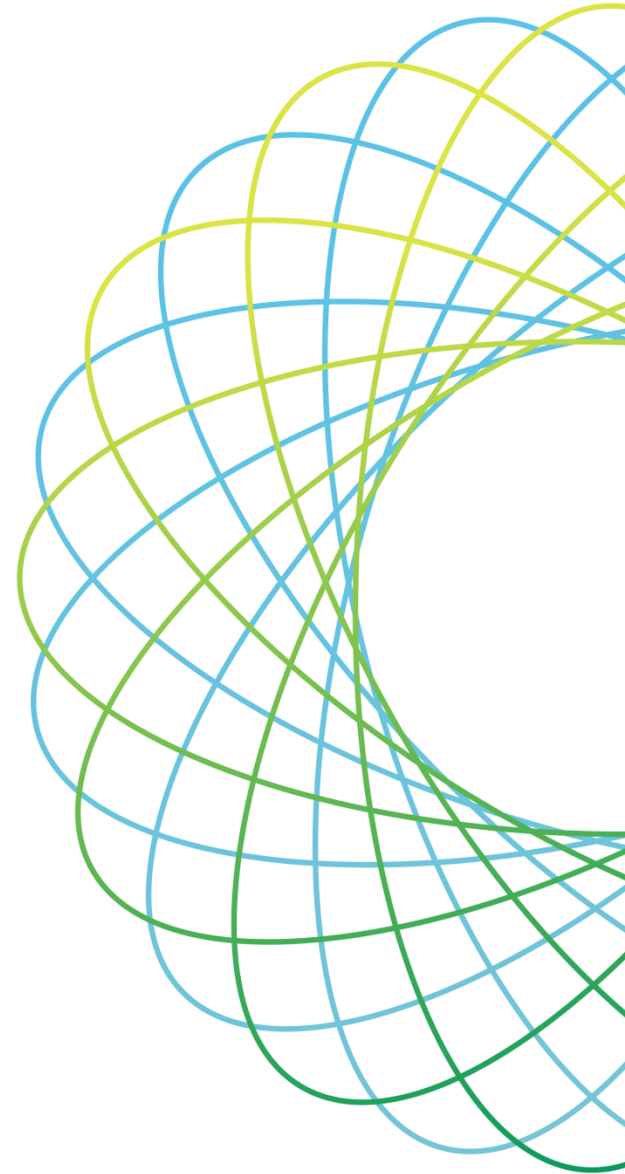
- This has reduced slightly YoY and whilst we remain in line with the national picture, this is driven by ethnic diversity in our non-executive director population and is disappointing given the representation in the wider organisation



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Action plans



Action Plans

Indicator	Action	Deadline
WDES – Indicator 1	Deliver a campaign to encourage colleagues to declare their disabilities and improve colleagues’ confidence in reporting	August 2023
WDES – Indicator 5	Launch and deliver Leadership Academy Programme for a cohort of ten colleagues with disabilities, in collaboration with Disability Rights UK	Programme launch January 2023
WDES – Indicator 8	Launch and implement Reasonable Adjustments guidance	March 2023
WDES – Indicator 8	Introduce Health Passport	June 2023
WRES – Indicator 2	Interrogate recruitment data to identify any differences according to the vacancy Band and determine whether targeted intervention is required	January 2023
WRES – Indicator 2	Conclude implementation of de-biasing recruitment toolkit	December 2022
WRES – Indicator 7	Launch and deliver Career Sponsorship pilot for Black, Asian and Minority Ethnic colleagues	January 2023
WDES – Indicators 4a and 4b WRES – Indicators 5 and 6	Relaunch Bullying and Harassment Pathway Roll out Active Bystander	December 2022 March 2023



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