

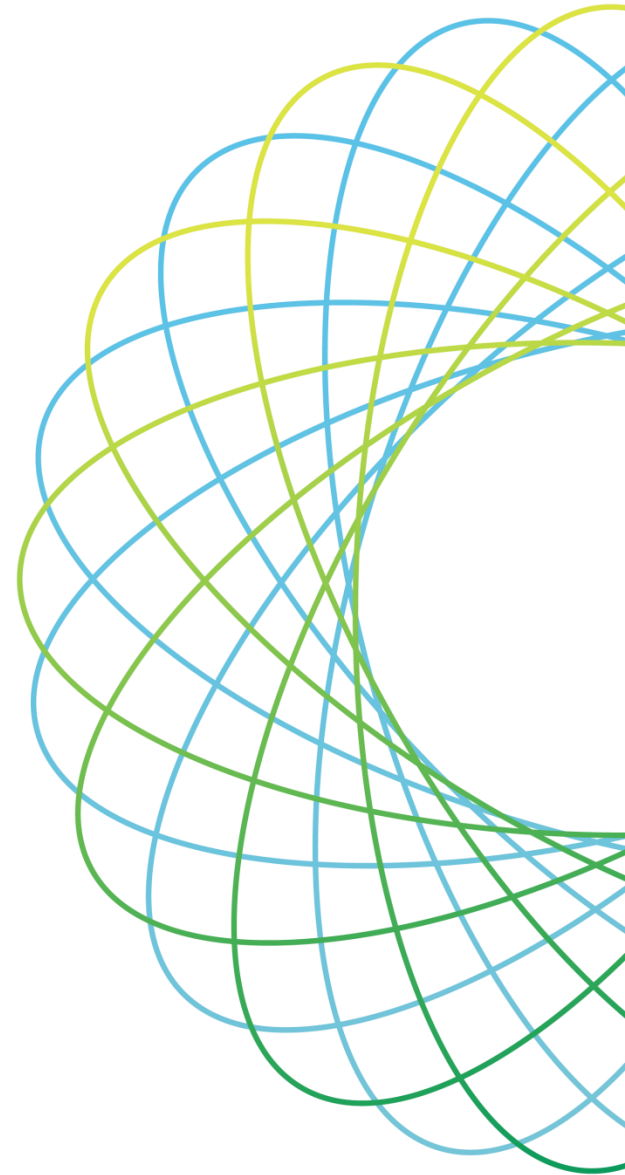


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# WDES and WRES Data 2022

Final report



## Content

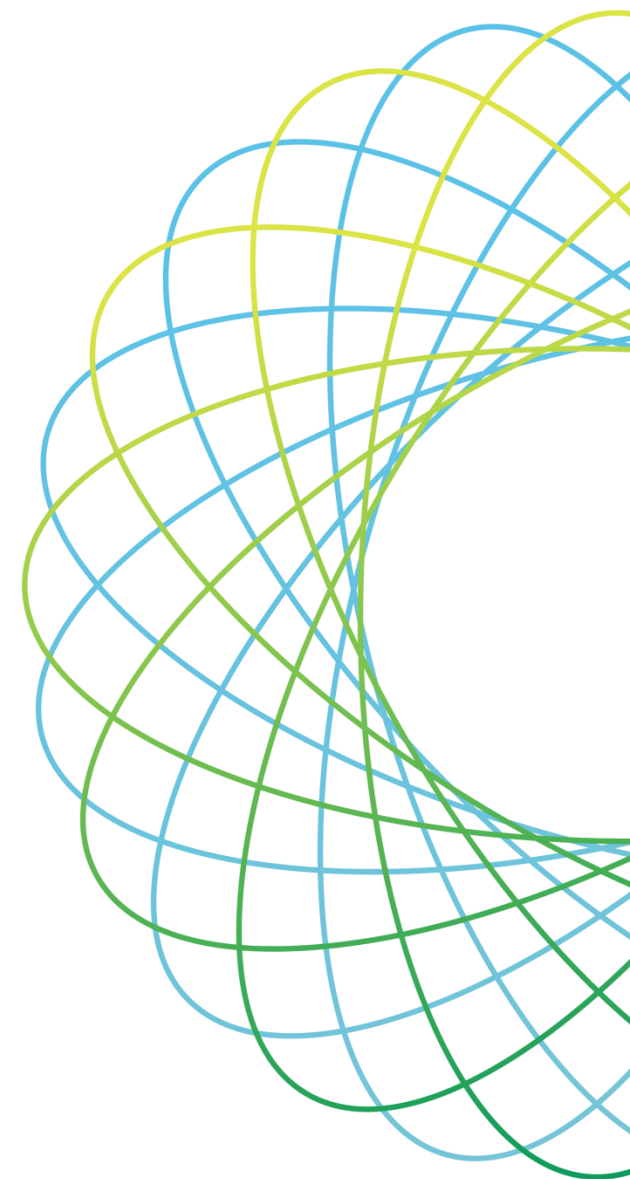
- Workforce Disability Equality Standard – Data and insights
- Workforce Race Equality Standard – Data and insights
- Next steps



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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



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## 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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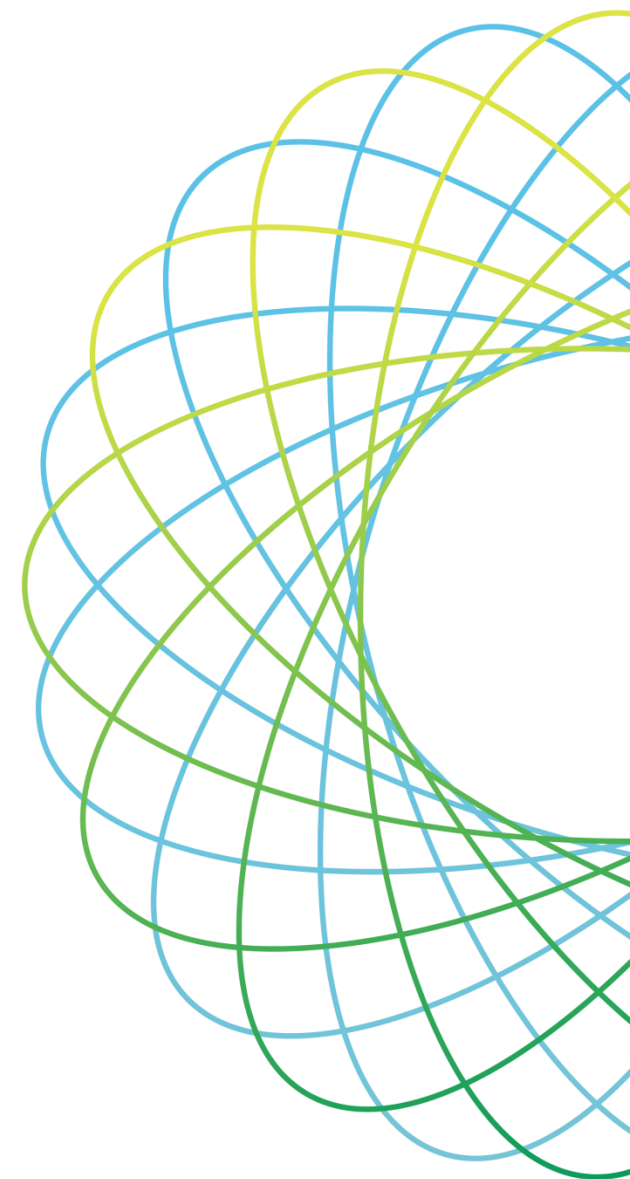




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# WRES Data and Insights



# Our data – WRES

| WRES Indicator |  | National |       | MEH   |       |       |       |
|----------------|--|----------|-------|-------|-------|-------|-------|
|                |  | 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% |

## 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



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## 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

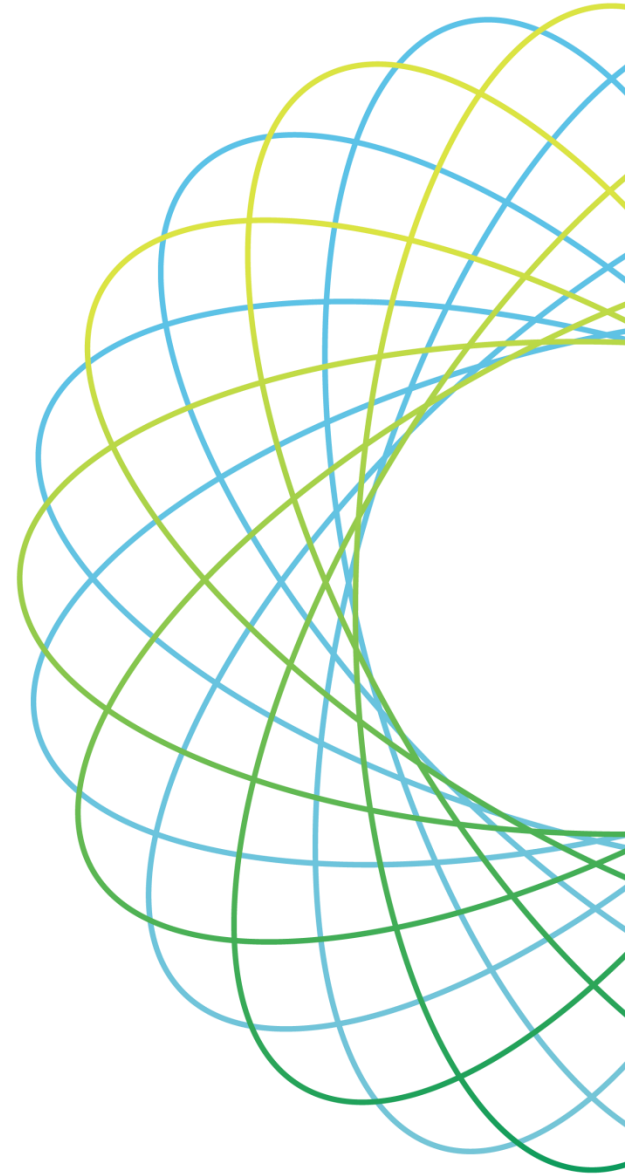
- This has reduced slightly YoY and whilst we remain in line with the national picture, this is driven by ethnic diversity in our non-executive director population and is disappointing given the representation in the wider organisation



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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<br>WRES – Indicators 5 and 6 | Relaunch Bullying and Harassment Pathway<br>Roll out Active Bystander  | December 2022<br>March 2023   |



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