



North Central London
Integrated Care Board

2022 – 2023 Workforce Disability Equality Standard (WDES) Report

July 2023

1. Introduction

This report provides information about North Central London Integrated Care Board's (NCL ICB) performance against each of the ten Workforce Disability Equality Standards (WDES) indicators for the period 2022-2023. This WDES report is the ICB's first assessment against the WDES indicators since its inception on 1 July 2022.

The report provides an overview of the ICB's performance against the WDES indicators and the key activities that have been undertaken during 2022-2023 to achieve greater equality for staff with a disability, long term condition and caring commitments. The key priority areas that have been identified to focus on over the next year and beyond have been incorporated into the ICB's 3-year Organisational Development (OD) plan.

2. Key activities/achievements during 2022-2023

- The ICB has been strengthening the approach to leadership and management development that will enable managers and leaders to effectively lead with compassion, inclusivity and support their team members to achieve their potential.
- As part of our People Promise, the ICB has appointed Liz Sayce, Non-Executive Member Board Member as the organisation's Wellbeing and Inclusion Guardian. We are one of the first ICBs to formally introduce this role to our Board and have expanded the role to specifically address our commitment to inclusion.
- The ICB's approach to Equality Impact Assessments (EQIA) has been reviewed and refreshed with a new two stage process. The refreshed approach is accompanied by more comprehensive guidance on the requirements to inform the completion of the EQIA and the strengthening of the governance and approvals process.
- The Carers, Disability and Long-Term Conditions Staff Network have held safe space conversations, weekly advent calendar events during Disability History Month and roll out of the Workforce Reasonable Adjustment Passport.
- Our performance against the Workforce Disability Equality Standards (WDES) shows that the relative likelihood of non-disabled staff being appointed in comparison to disabled staff is 0.68 times higher – this indicates that disabled staff are more likely to be appointed from shortlisting than non-disabled staff. Disabled staff have had improved experiences than non-disabled staff, regarding bullying and harassment from patients/service users, managers

and other staff, and expressed better experiences regarding equal opportunities for career progression and the extent the organisation values their work.

3. ICB performance against the WDES indicators

WDES Indicator 1: Percentage of staff in each of the AfC Bands 1 - 9 and VSM (including executive board members) compared with the percentage of staff in the overall workforce disaggregated by: non-clinical staff/clinical staff

	All workforce	Band 1 - 7	Band 8a – VSM	Clinical leads on sessional rate
Staff with a declared disability	5%	6%	6%	0%
Staff with no declared disability	78%	78%	78%	65%
Unknown/not disclosed	17%	16%	16%	35%

WDES Indicators 2-10

WDES Indicator		Assessment
2	Relative likelihood of non-disabled applicants being appointed from shortlisting compared to disabled staff	0.68 times higher
3	Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff	No staff with LTC/no LTC entered a formal capability process
4	Percentage of staff that have personally experienced harassment, bullying or abuse at work from...Patients / service users, their relatives or other members of the public in the last 12 months	No LTC: 6.8% With LTC: 6.3%
	Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	No LTC: 12.6% With LTC: 18.6%
	Percentage of staff experiencing harassment, bullying or abuse from colleagues in last 12 months	No LTC: 14.9% With LTC: 14.7%
	Percentage of staff that they/colleague reported experience of harassment, bullying or abuse at work	No LTC: 45.5% With LTC: 38.5%
5	Percentage of staff that feel the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age	No LTC: 43.8% With LTC: 36.2%
6	Percentage of staff that felt pressure from their manager to come to work	No LTC: 18% With LTC: 23.2%
7	Percentage of staff that feel the organisation values their work	No LTC: 51.6% With LTC: 37.1%
8	Percentage of staff that feels the organisation has made adequate adjustments to enable them to carry out their work	No LTC: N/A With LTC: 74.1%
9	Staff Engagement Score	No LTC: 6.8 With LTC: 6.3
10	Percentage of disabled voting board members in comparison to the overall workforce	Voting Board members with LTC: 0% Overall workforce with LTC: 5%

	Percentage of disabled Board executive membership in comparison to overall workforce	Executive Board Members with LTC: 0% Overall workforce with LTC: 5%
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**LTC – Long Term Condition*

4. 2023-2026 Equality, Diversity and Inclusion Plan and Priorities

Whilst there have been a number of achievements across the ICB during 2022-2023, there is significant work that needs to continue over the coming year and beyond to improve the experience of staff and provide a more inclusive culture and environment, particularly in areas such as providing equal opportunities for progression/promotion for both staff with a long term condition and without a long term condition. There is also a need to encourage staff to disclose their disability/long term condition status as a number of staff have either chosen not to declare their status or it is unknown. Overall, there is a need to improve the experiences of staff and create a culture that is free from bullying, harassment and discrimination.

Over the coming 12 months, we will continue to foster a culture of inclusion and belonging through creating an inclusive community for our staff and patients, with targeted emphasis on:

- Developing a culture of equity, positive diversity and comprehensive inclusion for all, where staff can bring their whole selves to work safe in the knowledge they will be valued and respected
- Managing the ICB change programme in a fair and equitable way that values diversity and inclusion, recruits, retains and attracts a diverse range of employees
- Reviewing our Occupational Health and wellbeing support for staff to ensure that it is catering for a wide range of needs.
- Continuing the rollout out of wellbeing conversations and the Workforce Reasonable Adjustments Passport

The priorities and actions linked specifically to the WDES indicators are set out in the Equality Information Report (section 7) and the ICB’s 3-year OD Plan.