Workforce Disability Equality Standard 2021/2022

Metric Number	Standard	2020/21 Data	2021/22 Data	Narrative	2022/23 Actions	Timescales
1	Percentage of staff in each of the AfC Bands 1-9 and Very Senior Managers (including Executive Board Members), compared with the percentage of staff in the overall workforce	<u>Non-Clinical</u> Disabled staff: 3.4% Non-disabled staff: 60.60% Disability Unknown: 36% <u>Clinical</u> Disabled staff: 1.5% Non-disabled staff: 64.4% Disability Unknown: 32.4%	<u>Non-Clinical</u> Disabled staff: 3.92% Non-disabled staff: 65.69% Disability Unknown: 30.30% <u>Clinical</u> Disabled staff: 1.89% Non-disabled staff: 70.23% Disability Unknown: 27.88%	Data taken from the organisation's Electronic Staff Record demonstrates that disabled staff are over-represented in lower bands and under-represented across senior levels. It is important to note that there are also low numbers of staff declaring a disability.	Refresh and re-promotion of self-declaration ESR campaign. Ongoing engagement from the Communications Team	Q4 Mar 23
					Organisational approach to positive action to be designed and documented in relation to recruitment and selection, and the talent management framework.	Q3 Dec 22
					Embedding of communications channel plans detailing Disability events across the calendar year.	Q3 Nov 22
					Embed processes to continue Disability Confident Leader accreditation and monitoring.	Q4 Mar 23
					Develop and launch a communication strategy to encourage more staff to record their disability status.	Q3 Dec 22
2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts	1.80	0.80	The data from 2021/22 demonstrates that there has been a notable improvement in relation to the likelihood of disabled staff being appointed from shortlisting.	Continue development and delivery of EDI managers training to include case studies from own workforce.	Q4 Mar 23

3	Relative likelihood of non-disabled staff compared to disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	0	0	There has been no change since the 2022/21 WDES and no members of staff with a disability have been identified as entering the formal capability process.	Development and launch of Civility, Kindness and Respect Framework across organisation.	Q3 Nov 22
					Further to the NHS *People Plan* and the HR & OD review, a review of improving *People Practices and Fair Processes* will continue to be developed and rolled out.	Q4 Mar 23
4	Percentage of disabled staff compared with non-disabled staff experiencing harassment, bullying or abuse from: Patients / service users, their	i. Patients / service users: Disabled staff: 22.40% Non-disabled staff: 16.50%	i. Patients / service users: Disabled staff: 26.40% Non-disabled staff: 20.0%	There has been an increase in the percentage of disabled staff experiencing harassment, bullying or abuse.	Work with the Disability Awareness Network, Freedom to Speak Up Team and HR Team to enhance reporting of incidents	Q2 July 22
					Targeted work via HR Team and OD Team in specific areas highlighted via the analysis.	Q4 Mar 23
					Development and launch of Civility, Kindness and Respect Framework across organisation.	Q3 Nov 22

				Analysis of DATIX with a view to identifying hotspots and formulation of solutions	Q4 Mar 23
relatives, or other members of the public.					
Manager	ii. Managers: Disabled staff: 17.50% Non-disabled staff: 8.60%	ii. Managers: Disabled staff: 19.30% Non-disabled staff: 9.10%			
Other Colleagues	iii. Other colleagues: Disabled staff: 21.20% Non-disabled staff: 12.80%	iii. Other colleagues: Disabled staff: 26.70% Non-disabled staff: 15.30%			
b) 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: 49.20% Non-disabled: 50.20%	Disabled: 44.40% Non-disabled: 48.20%	The reporting of incidents has also decreased for both disabled and non-disabled staff.		

5	Percentage of disabled staff compared to non-disabled staff believing the Trust provides equal opportunities for career progression or promotion	Disabled: 89.10% Non-disabled: 90.60%	Disabled: 52.30% Non-disabled: 66.20%	The Staff Survey data from 2020/21 in comparison with 2021/22 demonstrates a proportionate decrease in the percentage who feel that the Trust provides equal opportunities for progression or promotion.	Work with the Disability Awareness Network to develop documentation and learning opportunities to support implementation of EDI objectives across the organisation	Q3 Dec 22
					Promotion and implementation of specific learning and development support to disabled members of staff.	Q4 Feb 23
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:32.90% Non-disabled:19.30%	Disabled:31.8% Non-disabled:22.3%	The Staff Survey data demonstrates that there has been a 1% decrease in disabled members of staff feeling pressure to come to work despite not feeling well. However, there has been an increase in non-disabled staff feeling pressure to come to work when feeling unwell.	Work with Disability Awareness Network to develop guidance for line managers in relation to the management of physical disabilities to support members of staff. Occupational Health and Disability Awareness Network to work together to develop guidance.	Q4 Mar 23
					Promote the discussion of equality, diversity and inclusion as part of the health and wellbeing conversations for the organisation	Q3 Sep 22

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:43.0% Non-disabled: 53.8%	Disabled:36.30% Non-disabled: 46.70%	The Staff Survey results from 2021/22 show a decrease in the number of disabled members of staff feeling that the organisation values their work	Engage disabled staff in listening events to hear their concerns and deliver bespoke change.	Q4 Mar 23
					Ensure disabled staff have a voice at Trust Board and all assurance committees.	Q2 Nov 22
8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Disabled:83.70%	Disabled:78%	The Staff Survey results from 2021/22 demonstrate a decrease in the number of disabled staff saying that adequate adjustments have been made.	Promotion of *Access to Work* to staff and line managers.	Q2 Jul 22
					Source and implement computer software that supports neurodiverse staff members	Q4 Mar 23
9	9a) The staff engagement score for disabled staff compared to non-disabled staff, and the overall engagement score for the organisation.	Disabled: 7.3 Non-disabled: 8.6	Disabled: 6.4 Non-disabled: 7.1	The Staff Survey engagement score for 2021/22 demonstrates a decrease in the number of staff who feel engaged with the organisation.	Continue to develop the Disability Awareness Network by increasing membership and visibility within the organisation.	Q4 Mar 23
					Deliver positive action development opportunities and Reciprocal Mentoring to disabled staff network members.	Q3 Oct 22

	9b) Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard?	Yes		The organisation has developed and launched a Disability Awareness Staff Network who provide the voices of disabled staff and support initiatives, policy and procedures reviews from a disabled staff perspective.	Embed processes to retain Disability Confident Leader Level 3 accreditation for the organisation	Q4 Mar 23
					Deliver training and development opportunities to Network Chairs and members.	Q4 Mar 23
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:			In terms of the representation of the Board in relation to the wider workforce, the voting membership of the Board has increased.	Participation in bespoke EDI training for board members, including Cultural Competence Training.	Q3 Dec 22
					Continuation of Reciprocal Mentoring programme	Q4 Mar23
	By voting membership of the Board	Disabled Staff: -2% Non-disabled staff: -9.89%	Disabled Staff: -8.70% Non-disabled staff: -9.44%			
	By executive membership of the Board	Disabled staff: -2.08% Non-disabled staff: -1.94%	Disabled staff: -4.35% Non-disabled staff: 1.81%			