

Workforce Disability Equality Standard Action Plan

Metric Number	Standard	2019 Data	2020 Data	Narrative	2020/21 Actions	Timescales
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			The data taken from the organisation's Electronic Staff Record demonstrate that there is an over-representation of disabled members of staff in lower bands and an under-representation across senior levels in comparison with the 2018 WDES data. It is important to note that there are low numbers of staff declaring a disability so a focus will be made on improving self-declaration for 2020-21.	Refresh and re-promotion of self-declaration ESR campaign from Chief People Officer	Q3 December 2020 and then ongoing
					Introduce targeted marketing of employment opportunities to increase diversity	Q4 January 2021
					Scope options relating to positive action and present to Strategic People Committee	Q4 March 2021
					Achieve Disability Confident Level 3	Q4 March 2021
Metric Number	Standard	2019 Data	2020 Data	Narrative	2020/21 Actions	Timescales
2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts	1.49	0.83	The data from 2020 demonstrates that there has been a slight improvement in relation to the likelihood of disabled staff being appointed from shortlisting	Develop and launch Equality in Employment policy to cover practical guidance in relation to employing individuals with a range of protected characteristics	Development in Q3 and launch in Q4 March 2021
					Continue development and delivery of EDI managers training to include case studies from own workforce	Ongoing

	<i>Continued...</i> Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts				Include equality, diversity and inclusion responsibilities in all line manager Job Description templates.	Q4 March 2021
					Include equality, diversity and inclusion objective in all staff PDRs	Q4 March 2021
					Refresh recruiting managers training to increase inclusivity of selection processes and increase diversity	Q1 2021/2022
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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 2019 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 campaign across organisation	Q4
					Review of Improving People Practices and Fair Processes for all Report to ensure actions and recommendations highlighted in report are implemented within organisation.	Q3 December 2020
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4	Percentage of disabled staff compared with non-disabled staff experiencing harassment, bullying or abuse from:	<u>i. Patients / service users:</u> Disabled staff: 24.80% Non-disabled	<u>i. Patients / service users:</u> Disabled staff: 25.70% Non-disabled	The staff survey data from 2019 in comparison with 2018 demonstrates that disabled members of staff have experienced an increase in harassment, bullying	Work with the Disabled Staff Network, Freedom to Speak Up Team and HR Team to enhance reporting of incidents	Q3 and Q4

	Patients / service users, their relatives or other members of the public Manager Other colleagues	staff: 20.09% <u>ii. Managers:</u> Disabled staff: 16.00% Non-disabled staff: 7.90%	staff: 20.90% <u>ii. Managers:</u> Disabled staff: 13.10% Non-disabled staff: 8.40%	or abuse from patients, service users or other colleagues. However, there is a 3% decrease in relation to managers which is a positive development	Deep dive of existing data from staff survey, incidents, Freedom To Speak Up and HR information to understand patterns	Complete
		<u>iii. Other colleagues:</u> Disabled staff: 20.00% Non-disabled staff: 12.60%	<u>iii. Other colleagues:</u> Disabled staff: 21.10% Non-disabled staff: 13.20%		Targeted work via HR Team and OD Team in specific areas highlighted via the analysis	Q4
		Disabled: 44% Non-disabled: 50.6%	Disabled: 48% Non-disabled: 51.5%	In comparison with the previous year's data, there has been a positive increase in disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	Analysis of Staff Survey results from 2020 (available in January 2021) to ascertain any hotspot areas or staff groups	Q4
	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.				Development and launch of Civility, Kindness and Respect campaign across organisation	Q4
					Review the opportunities to collect equality monitoring data as part of Freedom to Speak up	Q3
					Undertake further review of Freedom to Speak up, incidents and HR cases	Q4
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5	Percentage of disabled staff compared to non-	Disabled: 89.1%	Disabled: 85.8%	The Staff survey data from 2019 in comparison with 2018	Work with Disabled Staff Network to develop content to	Q4

	disabled staff believing the Trust provides equal opportunities for career progression or promotion	Non-disabled: 89.7%	Non-disabled: 91.5%	demonstrates a deterioration in the percentage who feel that the Trust provides equal opportunities for progression or promotion	promote learning and development opportunities	
					Promotion and implementation of specific learning and development support to disabled members of staff	Q4
					Introduce targeted marketing of employment opportunities to increase diversity	Q4 January 2021
Metric Number	Standard	2019 Data	2020 Data	Narrative	2020/21 Actions	Timescales
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: 29% Non-disabled:21.2%	Disabled:27.9% Non-disabled:19.3%	The Staff survey data from 2019 in comparison with 2018 demonstrates that there has been a slight reduction, therefore an improvement in disabled members of staff feeling pressure to come to work despite not feeling well	Work with Disabled Staff Network and the mental wellbeing hub to develop guidance for line managers in relation to mental health to support members of staff	Q4 March 2021
					Work with Disabled Staff Network to develop guidance for line managers in relation to the management of physical disabilities to support members of staff	Q4 March 2021
					Discuss equality, diversity and inclusion as part of the health and wellbeing conversations for the organisation	Q3 December 2021

					Engage the Disabled Staff Network in the review of the current Attendance Management Policy	Q4
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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: 34.9% Non-disabled: 47.9%	Disabled:39.2% Non-disabled: 54.6%	The Staff survey results from 2019 demonstrate an improvement in disabled members of staff feeling that the organisation values their work	Work with Disabled Staff Network to promote celebration of disability through EDI calendar and activities	Development in Q3 and launch in Q4
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8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Disabled: 71.3% Non-disabled: 72.1%	Disabled:75% Non-disabled:73.3%	The staff survey results from 2019 demonstrate an improvement from 2018 with adequate adjustments being made.	Promotion of Access to Work scheme for members of staff and line managers including guidance.	Q3 December 2020
					Develop and launch Equality in Employment policy to cover practical guidance in relation to employing individuals with a range of protected characteristics.	Development in Q3 and launch in Q4 March 2021
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9	9a) The staff engagement score for disabled staff	Disabled: 6.5 Non-disabled:	Disabled: 6.7 Non-disabled:	The staff survey engagement score for 2019, demonstrates an	Continue to develop the Disabled Staff Network by	Q4 March 2021

	compared to non-disabled staff, and the overall engagement score for the organisation.	7	7.2	improvement from the 2018 staff survey results.	increasing membership and visibility within the organisation.	
	9b) Has your trust taken action to facilitate the voices of disabled staff in your organisation to be heard?	N/A		The organisation has committed to the development of a Disabled Staff Network which had its inaugural meeting on the 30 th September.	Promotion of disability awareness events as part of the wider EDI calendar	Q3 November 2020
Achievement of Disability Confident Level 3 for the organisation					Q4 March 2021	
Continue to develop, support and increase membership of the Disability Staff Network.					Q3 December 2020	
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10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: By voting membership of the board	Voting membership of the board: Disabled staff: -2% Non-disabled staff: -5%	Voting membership of the board: Disabled Staff: -2% Non-disabled staff: +42%	In terms of the representation of the board in relation to the wider workforce, that the voting membership of the board has remained the same, however there has been deterioration in relation to the executive membership of the board.	Participation in the NHS Leadership Academy Shadow Board leadership programme	Q4 March 2021
					Participation in bespoke EDI training for board members, including Cultural Competence Training.	Ongoing

	By executive membership of the board	Executive membership of the board: Disabled staff: +7% Non-disabled staff: +27%	Executive membership of the board: Disabled staff: -2% Non-disabled staff: -25%			
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