

Workforce Disability Equality Standard WDES

2020-2021 Action Plan

Indicator	2018-2019	2019-2020	Action
<p>Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (VSM) (including executive board members) compared with the percentage of staff in the overall workforce.</p>	3%	3%	<ul style="list-style-type: none"> • Increase visibility of disability and long term conditions (LTC) by using explicit language to describe disability and health conditions. • Take a positive approach to language used to describe LTC/ disability, showcase role models, case stories. Promote mind and body first aiders, wellbeing champions and support via showing we care about you. • Promotion of national and local disability campaigns including acquiring Disability Confident Employer status. • Embed Sunflower lanyard and adjustments across the Trust and nationally. Raise awareness of events such as Purple day in Dec and other conditions.
<p>Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. This refers to both external and internal posts.</p>	1.07	0.99%	<ul style="list-style-type: none"> • Amend recruitment statement and messaging on website to ensure advert and application process are inclusive. • Raise awareness of case stories and videos of staff with disabilities/ adjustments made. • Improve awareness of adjustments during recruitment and selection training. • Monitoring and review disability data of applications and shortlisting.

			<ul style="list-style-type: none"> • Providing extra support when required with application writing/interview
Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure	O	0.64	<ul style="list-style-type: none"> • Raise awareness/competence of managers in sensitively supporting staff with LTC and disability. Using health passport/OH and EAP (Employee Assistance Programme). • Ensuring reasonable adjustment/funding/information/A2W are utilised at work and when working from home/redeployed) • Collate and distribute Covid guidance for managers in supporting staff shielding, keeping in touch and wellbeing conversations. Accessing psychological wellbeing and OH support.
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public?	36%	31%	<ul style="list-style-type: none"> • Working in alignment with Trust anti-violence against staff campaign. Zero tolerance campaign. • Behavioural contracts reinforced. • Adequate support to patients and relatives to understand the reason of treating staff in a particular way.
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?	22%	19%	<ul style="list-style-type: none"> • Deep dive into data, speaking up, unions, EDI • Increase awareness and implementation of Just culture approach and methodology. • Raise awareness and visibility through front line middle managers conference/ passport to people management/compassionate leadership • Embed Respect Other culture change programme of work. • Embed positive action charter pledges
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?	30%	28%	<p>Increase awareness and embedding Respect Others/Hackathon</p> <ul style="list-style-type: none"> • Feedback from Speaking up, Unions and EDI Reduce impact and bring in line with all staff experience. • Embed Respect Other culture change programme of work. • Embed positive action charter pledges and unconscious bias/micro-aggression and cultural competency.

<p>The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?</p>	53%	51%	<ul style="list-style-type: none"> • Encourage more to speak up. Inclusion Agents • Embed Respect others including Hackathon. • Visible role models • Increase awareness of inclusion agents/ speaking up advocates. • Managers guide in enabling staff to speak up • Raise awareness of and action of Allyship
<p>Does your organisation act fairly with regard to career progression/promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?</p>	73%	76%	<ul style="list-style-type: none"> • Equity of opportunity workstream from Respect Other programme • Fair recruitment and selection process including “ recruitment for all, and unconscious bias” • Diverse panels rolled out to include disability. EIA on all policies ongoing reporting • Positive action pledges embedded • Career development/ conversations/mentoring and reverse mentoring.
<p>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.</p> <p>Note: This question was only answered by staff who selected ‘Yes’ on q11d- (Q11d – In the last three months have you ever come to work despite not feeling well enough to perform your duties?)</p>	30%	30 %	<ul style="list-style-type: none"> • Improve and increase awareness across the trust of disability and Long Term Conditions • Raise awareness of adjustments that can be made. • Staff health passport embedded in practice • Supporting managers to have sensitive and compassionate conversations. Distribute and raise awareness of Covid related guidance for managers- shielding staff. Working from home guidance, wellbeing conversation. • Health and wellbeing support- chaplaincy/psychological support. Improve and increase awareness across the trust of disability. • Adjustments that can be made to support • Buddy support from a mentor when ready to go back to work after sickness
<p>Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work</p>	48%	49%	<ul style="list-style-type: none"> • Improve awareness of Respect others programme, of Disability and LTC of support available, of staff health passport • Increase awareness and influence of Disability and Dyslexia Staff forums, with visible engagement and action planning.

			<ul style="list-style-type: none"> • Continue with disability awareness
Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	68%	68%	<ul style="list-style-type: none"> • Continue with above points to increase and improve awareness, understanding and competence
The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	7.2	7.2%	<ul style="list-style-type: none"> • Continue with all the above