

# Workforce Disability Equality Standard WDES

## 2019-2020 Action Plan

Indicator	Disabled	Non-disabled	Target for 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>	<p>3% of workforce identify as having a disability.</p>	<p>25% of workforce do not disclose, prefer not to say or undefined.</p>	<p>Improve disclosure rates by 5%</p>	<ul style="list-style-type: none"> <li>• Increase visibility of disability and long term conditions (LTC), role models, case stories. Promote mind and body first aiders, showing we care about you.</li> <li>• Promotion of national and local disability campaigns including Disability Confident Employer status- moving from level 2 to 3.</li> <li>• Embed Sunflower lanyard and adjustments across the Trust and nationally. Raise awareness of events such as Purple day in Dec and other conditions.</li> </ul>
<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>		<p>Non-disabled applicants are 1.32 times more likely to be appointed from shortlisting than</p>	<p>5% improvement target.</p>	<ul style="list-style-type: none"> <li>• Amend recruitment statement and messaging on website, in advert and application process.</li> <li>• Add case stories and videos of staff with disabilities/ adjustments made.</li> <li>• Improve awareness during recruitment and selection training.</li> <li>• Monitoring disability data of applications and shortlisting</li> </ul>

		disabled staff		
Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure	0		5% improvement. Increase disclosure rates which is impacting on volume	<ul style="list-style-type: none"> <li>• Raise awareness to managers in sensitively supporting staff with LTC and disability.</li> <li>• Reasonable adjustment funding/information/A2W.</li> <li>• Job planning discussion</li> </ul>
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% (748 staff)	27% (5217 staff)	5% improvement	<ul style="list-style-type: none"> <li>• Working in alignment with Trust anti abuse against staff campaign. Zero tolerance campaign.</li> <li>• Behavioural contracts reinforced.</li> </ul>
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?	22% (740 staff)	13% (5112 staff )	5% improvement	<ul style="list-style-type: none"> <li>• Deep dive into data, speaking up, Unions, EDI</li> <li>• Increase awareness and implementation of Respect Others.</li> <li>• Front line middle managers conference</li> </ul>
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?	30% (743 staff)	20% (5112 staff)	5% improvement	<ul style="list-style-type: none"> <li>• Increase awareness and embedding Respect Others/Hackathon</li> <li>• Feedback from Speaking up, Unions and EDI</li> </ul>

<p>The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?</p>	<p>53% (370 staff)</p>	<p>52% (1846 staff)</p>	<p>5% improvement</p>	<ul style="list-style-type: none"> <li>• Encourage more to speak up.</li> <li>• Embed Respect others including Hackathon.</li> <li>• Role models</li> </ul>
<p>Does your organisation act fairly with regard to career progression/promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?</p>	<p>76% (529 staff)</p>	<p>81% (3669 staff)</p>	<p>5% improvement</p>	<ul style="list-style-type: none"> <li>• Equity of opportunity workstream</li> <li>• Fair recruitment and selection process including “ recruitment for all, and unconscious bias”</li> <li>• Diverse panels rolled out to include disability. EIA on all policies ongoing reporting</li> </ul>
<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>	<p>31% (530 staff)</p>	<p>22% (2783 staff)</p>	<p>5% improvement</p>	<ul style="list-style-type: none"> <li>• Improve and increase awareness across the trust of disability and Long Term Conditions</li> <li>• Raise awareness of adjustments that can be made.</li> <li>• Disability passport embedded in practice</li> <li>• Supporting managers to have sensitive and compassionate conversations.</li> </ul>
<p>1. Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to</p>	<p>48%</p>	<p>57% (5201 staff)</p>	<p>5% improvement</p>	<ul style="list-style-type: none"> <li>• Improve on messaging on Respect others, Disability and LTC embed Disability passport</li> <li>• Disability and Dyslexia Staff network engagement and action planning. Disability week in Dec</li> </ul>

which their organisation values their work	(750 staff)			
Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	68% (415 staff)	n/a	5% improvement	<ul style="list-style-type: none"> <li>Continue with above points to increase and improve awareness and understanding</li> </ul>
The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	7.2	7.5	Organisation Average 7.4	<ul style="list-style-type: none"> <li>Continue with above</li> </ul>