

The background features a collection of overlapping squares in various shades of blue, yellow, green, orange, and purple, scattered across the page.

Workforce
Disability
Equality
Standards
(DRAFT)

Everyone
Matters
Working
Together
Making a
Difference



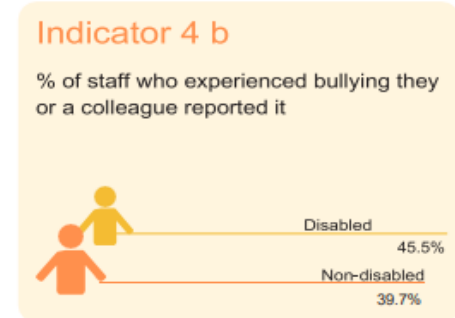
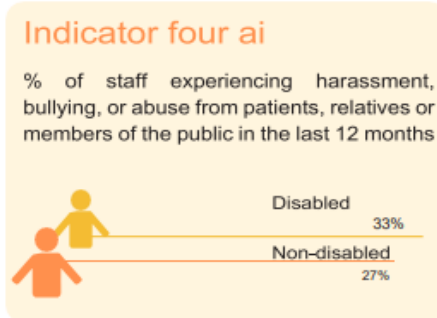
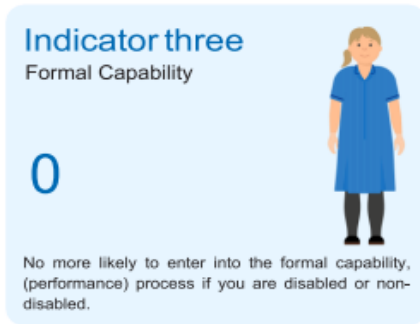
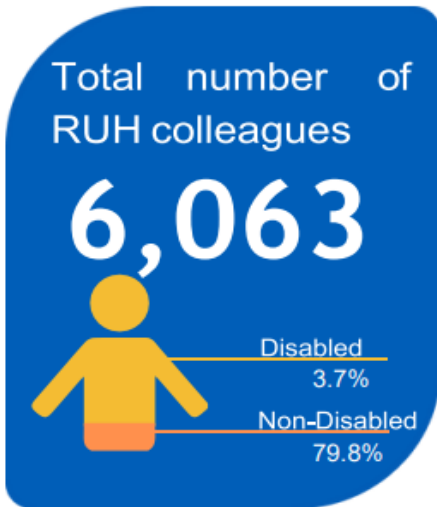
WDES Results update 2021/2022

Workforce Disability Equality Standard

Everyone Matters
Working Together
Making a Difference

The NHS Workforce Disability Equality Standard (WDES) provides a framework for ensuring disabled staff receive fair treatment in the workplace and have equal access to career opportunities.

The data presented here provides an overview of the Trust's performance against the ten WDES metrics.



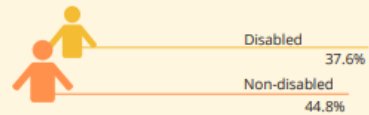


WDES Results update 2021/2022

Workforce Disability Equality Standard

Indicator five

% of staff believing the organisation values their work



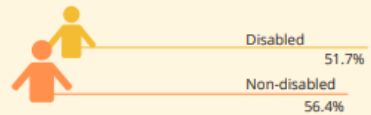
Indicator six

% of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties



Indicator seven

% of staff believing the Trust has equal opportunities for career development and promotion



Indicator eight

% of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.



Key

Info taken from ESR

Info taken from national Staff Survey



Metric	Action and Comments	Significant Steps
<p>Metric 1, Representation across bands</p> <p><i>% of staff in bands 8a and above</i></p>	<p>Positive action to increase numbers of disabled staff in bands 8a.</p>	<ul style="list-style-type: none"> ○ Amending return to work form to capture those who develop disabilities in work to update their records by March 2022, (complete). ○ Improve data capture ○ Involvement in Disability Employment Charter ○ Disability Confident employer ○ Work with disability charities and agencies to promote the wide range of career opportunities at the RUH
<p>Metric 2 (and 1) <i>Likelihood of appointment</i></p>	<p>Development and mandating of Inclusive training recruitment training. Best practice training, based on inclusive recruitment, diverse workforce. Focuses on demonstrating positive impact of a diverse workforce.</p> <p>Recruitment transformation. ED&I focus as part of wider workstream</p> <p>The Recruitment Policy should be revised to incorporate stronger EDI elements.</p>	<ul style="list-style-type: none"> ○ Funding secured and supplier engaged ○ Time-frame being developed ○ Head of ED&I appointed ○ Recruitment transformation - EDI Steering group in situ ○ Recruitment team Diversity training ○ Job description rewrite - complete ○ Values Based recruitment ○ Specialist advice on available reasonable adjustments ○ ○ As referenced above policy to have provision for positive action in line with Equality Act provisions, including updated disability confident employer provisions ○ ○ ○ Aim: reduction from a likelihood score of 1.39 to 0.8-1.2 would equal parity.



Metric	Action and Comments	Significant Steps
<p>Metric 3 <i>Likelihood of disciplinary action</i></p>	<p>Data show no more likely to enter Formal capability process if disabled.</p> <p>All policy review</p>	<ul style="list-style-type: none"> ○ Being developed, to include zero tolerance approach. ○ Supported by policy ○ All our policies have been reviewed as part of accreditation process and we have amendments to make to ensure elements of potential discrimination removed.
<p>Metric 4 <i>Bullying and harassment from colleagues/public/line managers</i></p>	<p>Development of Zero tolerance policy for both staff and patients in regards to acts of clear discrimination.</p> <p>Education programme for all colleagues</p>	<ul style="list-style-type: none"> ○ Public (patient and staff) campaign about boundaries of behaviours and consequences for crossing the line ○ Tool-kit on micro-agressions ○ Continue to run and promote future Cohorts of the Reciprocal Mentoring Programme ○ Aim to expanding the current intervention to include implicit association (unconscious bias) assessments and feedback
<p>Metric 5 <i>Extent to which organisation values your work</i></p>	<p>Appropriate recognition</p> <p>We have active barriers to disabled people accessing the site (e.g staff services on second floor, manual doors)</p>	<ul style="list-style-type: none"> ○ Adjustment discussed in appraisal and H&WB conversations ○ Whole site review to address access issues
<p>Metric 6 <i>Pressure to come to work when not feeling well enough</i></p>	<p>Cultural presentism/fear of judgement – work to take place to understand root causes and implement correct actions.</p>	



Metric	Action and Comments	Significant Steps
<p>Metric 7 <i>Equal opportunities for progression</i></p>	<p>Development and mandating of Inclusive training recruitment training. Best practice training, based on inclusive recruitment, diverse workforce. Focuses on demonstrating positive impact of a diverse workforce.</p> <p>Recruitment transformation. ED&I focus as part of wider workstream</p> <p>The Recruitment Policy should be revised to incorporate stronger EDI elements.</p>	<ul style="list-style-type: none"> ○ Funding secured and supplier engaged ○ Time-frame being developed ○ Head of ED&I appointed ○ Recruitment transformation - EDI Steering group in situ ○ Recruitment team Diversity training ○ Job description rewrite - complete ○ Values Based recruitment ○ Specialist advice on available reasonable adjustments ○ As referenced above policy to have provision for positive action in line with Equality Act provisions, including updated disability confident employer provisions
<p>Metric 8 <i>Employer has made reasonable adjustments</i></p>	<p>Staff have reported difficulty in accessing adjustments required for role. Our WDES data indicates that 28% of our disabled staff do not feel their employer has made reasonable adjustments.</p>	<ul style="list-style-type: none"> ○ Clarify process ○ Process to made explicit during recruitment for both employee and employer ○ Organisational amnesty to find out what staff need and a commitment to make adjustments.
<p>Metric 9 <i>Staff engagement score</i></p>	<p>Relaunch of networks</p>	<ul style="list-style-type: none"> ○ All network chair meeting in situ ○ Consideration of protected time for network roles ○ ToR being reviewed currently
<p>Metric 10 <i>Board representation</i></p>	<p>The board is representative. We will continue to monitor this metric.</p>	