

Workforce Disability Equality Standard (WDES) Report 2019

The Workforce Disability

Our Workforce Disability Equality Report for 2019 contains a number of elements:

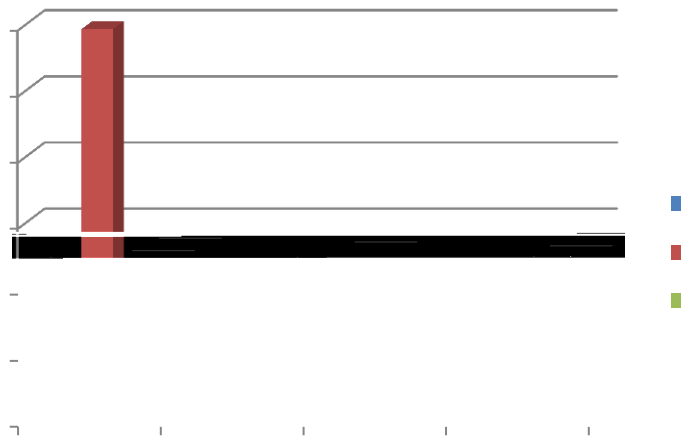
The specific information published on the government website for the snapshot date of 31st March 2019

An analysis of the specific information supplied, as this is the first year of reporting.

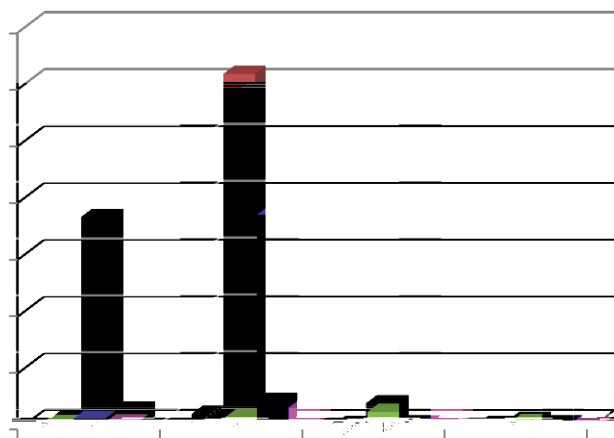
At

Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. (Organisations should undertake this calculation separately for non-clinical and for clinical staff.)

Non-clinical:



Clinical:



Overall workforce:

When we look at the overall workforce we see that 2% of our people have identified with a disability, 91% as non-disabled and 7% have preferred not to say.

A total of 1329 people were shortlisted for positions within the Trust. Of these 311 were appointed to posts, this equates to 23.4% of those who were shortlisted.

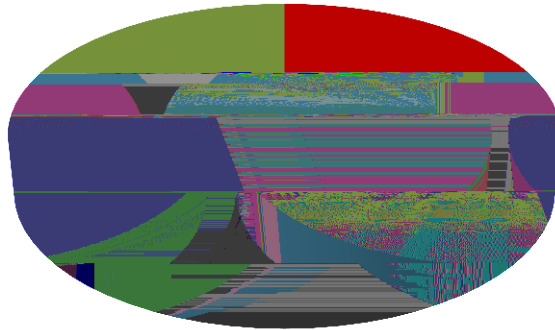
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b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.

Disabled:

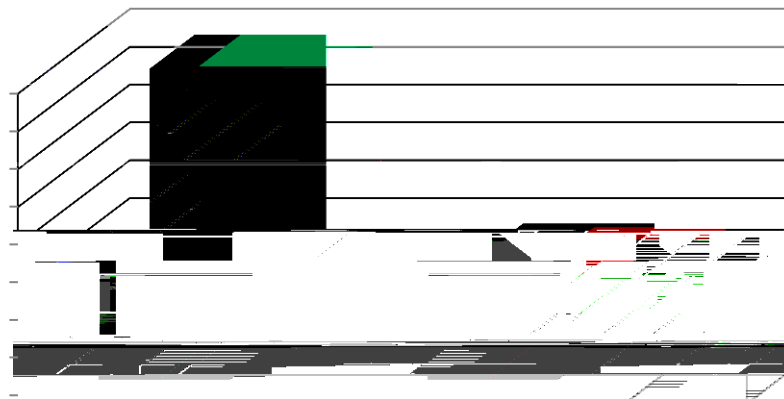


Non-disabled:

The above graphs would indicate that staff who identify as having a disability are more likely to report incidents of harassment, bullying or abuse than non-disabled staff.

Percentage of Disabled staff compared to non-

Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.



There was an additional question asked in this section:

Does your organisation provide any targeted actions to increase the workplace satisfaction of Disabled staff?

At the present time we have answered NO to this question.

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

This NHS Staff Survey Metric only includes the responses of Disabled staff.

There were a number of additional questions asked:

Does your organisation have a reasonable adjustments policy?

Are costs of reasonable adjustments met through centralised or local budgets?

Has your organisation taken action to improve the reasonable adjustments process?

There was an additional question:

Does your organisation have a Disabled Staff Network?

We reported that we do not yet have a Disabled staff network but we have for a number of years had a number of dedicated Disability Diversity Champions. We are in the process of increasing their number and facilitating the development of a Staff Network within the next few months.

The Disability Diversity champions will also be linked to the newly formed EDI Committee which will be meeting on a regular basis.

15. Metric 10

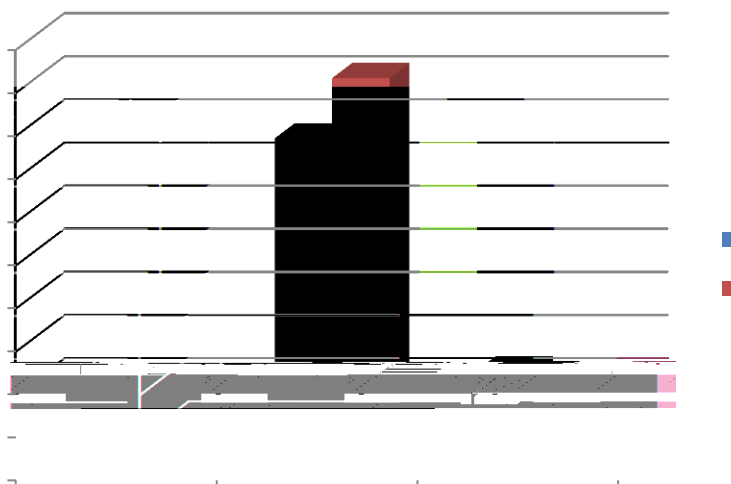
Board representation Metric For this Metric, compare the difference for Disabled and non-disabled staff.

or

There was an additional question in this section:

Does your Board have a champion for Disability Equality?

Percentage Board/Workforce:



At the present time none of our Trust Board identify as having a disability.

We are in the process of reviewing executive sponsor for the protected characteristic groups. This will include identifying a disability champion/sponsor on the Board.

16. Equality Act Definition of Disability

if:

you have a physical or mental impairment
that impairment has a substantial and long-term adverse effect on your ability
to carry out normal day-to-day activities

Some impairments are automatically treated as a disability.
have:

cancer, including skin growths that need removing before they become
cancerous
a visual impairment -
impaired, sight impaired or partially sighted
multiple sclerosis
an HIV infection - even if you don't have any symptoms
a severe, long-term disfigurement - for example severe facial scarring or a
skin disease

These are covered in Schedule 1, Part 1 of the Equality Act 2010 and in Regulation 7 of the Equality Act 2010 (Disability) Regulations 2010.

Please note the definition is quite wide - for example, a person might be covered if they have a learning difficulty, dyslexia or autism.



17. Reasonable Adjustments – Sec.20 Equality Act 2010

Section 20 of the Equality Act 2010 creates a legal duty on employers which comprises the following three requirements.

1. The first requirement is a requirement, where a provision, criterion or practice of A's puts a disabled person at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, to take such steps as it is reasonable to have to take to avoid the disadvantage.
2. The second requirement is a requirement, where a physical feature puts a disabled person at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, to take such steps as it is reasonable to have to take to avoid the disadvantage.
3. The third requirement is a requirement, where a disabled person would, but for the provision of an auxiliary aid, be put at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, to take such steps as it is reasonable to have to take to provide the auxiliary aid.

When must an employer make reasonable adjustments?

An employer must consider making reasonable adjustments, involving the disabled worker or successful job applicant in the discussion about what can be done to support them and the decision, if:

- it becomes aware of their disability
- it could reasonably be expected to know they have a disability
- the person asks for adjustments to be made
- the worker is having difficulty with any part of their job
- either the worker's sickness record, or their delay in returning to work, is linked to their disability.

What does reasonable mean?

What is reasonable will depend on the circumstances of each individual case. And it will depend on an assessment of factors including:

- Is the adjustment practical to make?
- Does the employer have the resources to pay for it?
- Will the adjustment be effective in overcoming or reducing the disadvantage in the workplace?



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