

UNIVERSITY HOSPITALS LEICESTER WORKFORCE DISABILITY EQUALITY STANDARD ACTION PLAN 2019-2020

WDES Metric	What is the data telling us? /narrative	Actions to be taken	Accountable Officer	Deadline date
Metric 1: Percentage of staff in AFC pay bands or medical and dental subgroups and Very Senior Managers) including Executive Board members compared with the percentage of staff in overall workforce	<p>The highest percentage of non-clinical staff that are employed with a disability are Bands 1-4 (6%) with the lowest being at Band 8c-9 AFC pay bands (2%)</p> <p>The highest percentage of clinical staff that are employed with a disability are bands 1-4 (5%) with the lowest being medical and dental staff (1%)</p> <p>There are still many cases where disability is unknown, with the highest number being within the clinical workforce</p>	<p>To build a foundation to develop an inclusive culture where people feel comfortable to disclose a disability by;</p> <p>Improving disability declaration rates.</p> <p>Action – This will be done by raising the visibility of disability, including hidden disabilities and chronic health conditions via messaging to staff through communications and through human library events and a disabled staff poster campaign (non-visible disabilities)</p>	<p>DAV Network Disability Staff Network Head of Equality and Diversity</p>	<p>August 2020</p>
Metric 2: Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts	<p>The relative likelihood of disabled staff being appointed from shortlisting across all posts compared to non-disabled staff being appointed is 1.37. A figure of below 1.00 would mean that Disabled staff are more likely to be appointed from shortlisting than non-disabled staff.</p>	<p>Cascade specific guidance on hidden disabilities- guidance for managers dealing with a non-hidden disability via webinars and via other communication methods.</p> <p>Support managers to understand their responsibilities to recruit, attract and retain a diverse workforce which includes disabled staff (link to unconscious bias)</p> <p>Explore options to be part of the NHSE Pilot scheme for the Learning Disability Employment Scheme</p>	<p>DAV Network Disability Staff Network Head of Equality and Diversity</p>	<p>September 2020</p>
Metric 3: Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	<p>The relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process as measured by entry into the formal capability procedure is 2.96. This means that Disabled staff are 2.96 times more likely to enter into the formal capability process than non-disabled staff.</p> <p>In March 2018 an employee relations case tracker was introduced which has resulted in more cases being recorded. 2018/19 data includes 11 staff in total (2 Disabled staff, 8 non-disabled and 1 not declared)</p>	<p>Roll out Disability Passport to managers.</p> <p>Carry out awareness sessions with managers to engage them in the importance and purpose of the passport.</p> <p>Carry out specific targeted interventions related to raising awareness about sickness and disability and line management responsibilities to demonstrate positive action for disabled staff where applicable and necessary.</p>	<p>DAV Network (Disability Staff Network) Head of Equality and Diversity</p>	<p>September 2020</p>

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<p>Metric 4: a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from</p> <ul style="list-style-type: none"> i.) Patients/Service users, their relatives or other members of the public ii) Managers iii) Other colleagues <p>b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment bullying and abuse at work, they or a colleague reported it</p>	<p>The percentage of Disabled staff indicating that they had experienced harassment bullying and abuse from:</p> <ul style="list-style-type: none"> i) patients/service users or other members of the public was (34.3%) compared with (21.1%) of non-disabled staff that responded to this question. The percentage of Disabled staff indicating that they experienced harassment, bullying and abuse from ii) managers was the same as non-disabled staff (21.1.%) The percentage of Disabled staff indicating that they experienced harassment bullying and abuse from colleagues was (11%) more than non-disabled staff <p>b) The percentage of staff saying that the last time they experienced harassment, bullying and abuse at work, they or a colleague reported it was 6% more than non-disabled staff. (49.1%) disabled staff compared with (42.9%) for non-disabled staff</p>	<p>Working with the Senior OD Manager, Use Improvement Agents to brief managers about the importance of eliminating harassment, bullying and abuse in targeted areas (link to EDS2 goals three and four) Using intelligence from the staff survey for specific areas in the Trust, reiterate the Trust's legal and moral responsibilities in relation to the Equality Act 2010 and developing inclusive and supportive cultures free from harassment, bullying and abuse. Promote consistent messaging in relation to Living our Values and what inclusive cultures look and feel like.</p>	<p>Head of Equality and Diversity Senior OD and Workforce Manager Deputy Director of Learning and OD Improvement agents</p>	<p>October 2020</p>
<p>Metric 5: Percentage of Disabled Staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion</p>	<p>The percentage of Disabled staff indicating that they believe the Trust provides equal opportunities was (7%) less than non-disabled staff.</p>	<p>Explore options for career development opportunities for disabled staff via East Midlands Leadership Academy and internal development programmes. Ensure communication of development opportunities to disabled staff.</p>	<p>Head of Equality and Diversity Deputy Director of Learning &OD</p>	<p>October 2020</p>
<p>Metric 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.</p>	<p>The percentage of Disabled staff indicating that they felt pressured to come to work was 12% more than non-disabled staff</p>	<p>Facilitate an internal staff survey to find out about disabled staff experiences of coming to work when not well. Improve inconsistency of the application of the sickness policy through training and development (Poster Campaign)</p>	<p>Disability Staff Network</p>	<p>October 2020</p>

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Metric 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.	The percentage of Disabled staff indicating that the Trust values their work was 8% less than non-disabled staff.	Working with the Senior OD Manager use Improvement agents to reiterate key messages to managers about the importance of managing diversity and being inclusive leaders. Link briefings to Living the Values workstream as part of the UHL Quality Strategy- Becoming the best	Head of Equality and Diversity Senior OD and Workforce Manager Improvement agents	December 2021
Metric 8: Percentage of Disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work	70.0% of respondents out of a total number of 447 disabled staff that responded to this question said that their employer had made adequate adjustments to enable them to carry out their work.	As part of the internal survey to be cascaded by the Disability Staff Network obtain further details about Disabled staff experiences in relation to reasonable adjustments and report on the findings to the E&D Board	(DAV)Disability Staff Network	October 2020
Metric 9: a) The staff engagement score for Disabled staff compared to non-disabled staff and the overall engagement score for the organisation b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (yes) or (no)	The staff engagement score for Disabled staff compare to non-disabled staff is 6.5 compared with an overall staff engagement score of 6.9. For reporting purposes this year, the question regarding whether the Trust has taken action to facilitate the voices of Disabled staff in the organisation has not been included in the staff survey for 2018/19 however the Trust has recently established a Disability staff network whose purpose is to ensure that the voice of disabled staff groups is heard.	Implement targeted interventions such as the internal staff survey to gauge further details about disabled staff experiences to increase engagement scores for disabled staff; by offering <ul style="list-style-type: none"> • Offering career development opportunities • Ensuring they have a voice via the Disability Staff Network • Disabled Staff Passport • Implementation of the Culture and Leadership Workstream Living the Values • Supporting leaders to be inclusive and compassionate leaders with the right leadership skills and behaviours 	(DAV) Disability Staff Network Head of Equality and Diversity Deputy Director of Learning and OD	December 2021

<p>Metric 10: Percentage difference between the Organisation’s Board voting membership and its organisation’s overall workforce disaggregated: By voting membership of the Board and by Executive membership of the Board By Voting membership of the Board and by Executive membership of the Board</p>	<p>The percentage difference between the Organisations Board voting membership and its organisation’s overall workforce disaggregated by</p> <ul style="list-style-type: none"> i) Voting membership is -7% ii) Executive membership of the Board is -14% 	<p>Working with partners, explore options to implement regional approaches to talent management and ways to encourage people with visible and non-visible disabilities to apply for Executive and non-Executive roles</p>	<p>Deputy Director of Learning and OD</p>	<p>December 2021</p>
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