

Workforce Disability Equality Data Report and Action Plan

2021/22



Workforce Disability Equality Scheme (WDES) Metrics

Measure	2021/22	Comparator
Proportion of Workforce with a disability	4.68%	3.50%
Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.	1.07	1.2
Relative likelihood of Disabled staff compared to non-disabled staff entering a formal capability process, as measured by entry into a formal capability procedure.	N/A	1.54

Measure	2021/22 (DIHC)		Comparator	
	Disabled	Not Disabled	Disabled	Not Disabled
Percentage of staff experiencing harassment, bullying or abuse from:				
i) Patients, relatives or the public	22.0%	16.8%	26.8%	19.5%
ii) Managers	7.3%	6.6%	12.2%	6.5%
iii) Staff	12.8%	6.6%	19.0%	10.7%
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	61.5%	61.3%	55.7%	58.1%
Percentage of staff who believe the Trust provides equal opportunities for progression/ promotion	65.9%	66.4%	60.1%	65.1%
Percentage of staff who have personally experienced discrimination at work from managers	11.4%	1.5%	12.7%	4.3%
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	10.7%	11.9%	22.4%	14.3%
Percentage of staff satisfied with the extent to which their organisation values their work	53.8%	57.2%	43.0%	54.2%
Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	71.4%	N/A	77.4%	N/A
Staff engagement score (0-10)	6.9	7.4	6.9	7.3

Workforce Disability Equality Scheme (WDES) Narrative

This outlines the key data (alongside overall workforce profile) as the Trust WDES submission.

- There is low representation of staff with disabilities but data is poor
- No staff have gone through a formal capability process.
- The recruitment likelihood shows applicants are 1.07 times more likely to get a job with DIHC if you they are non-disabled

The detailed data and narrative follows later in this report.

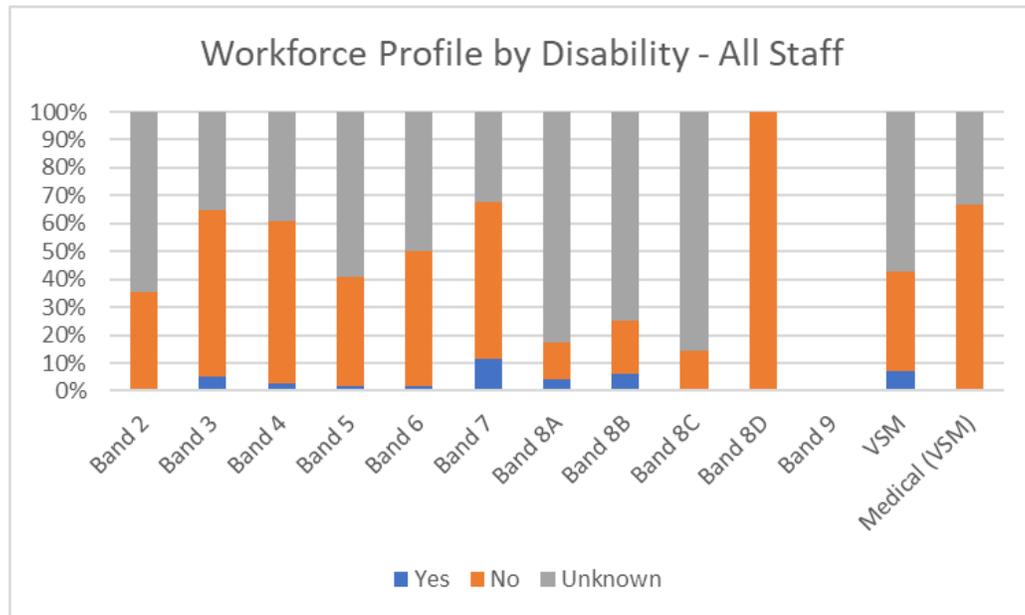
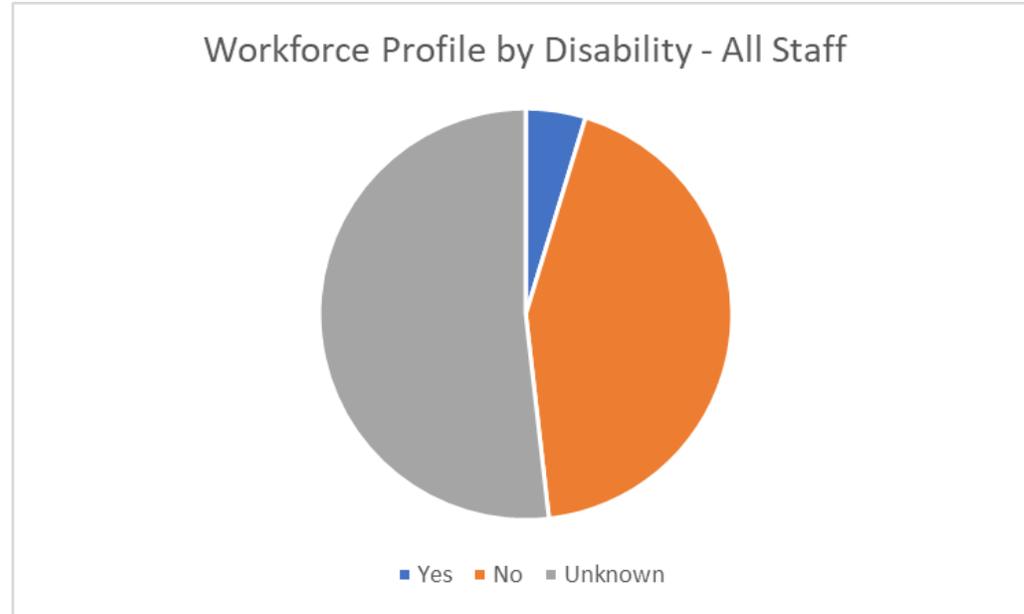
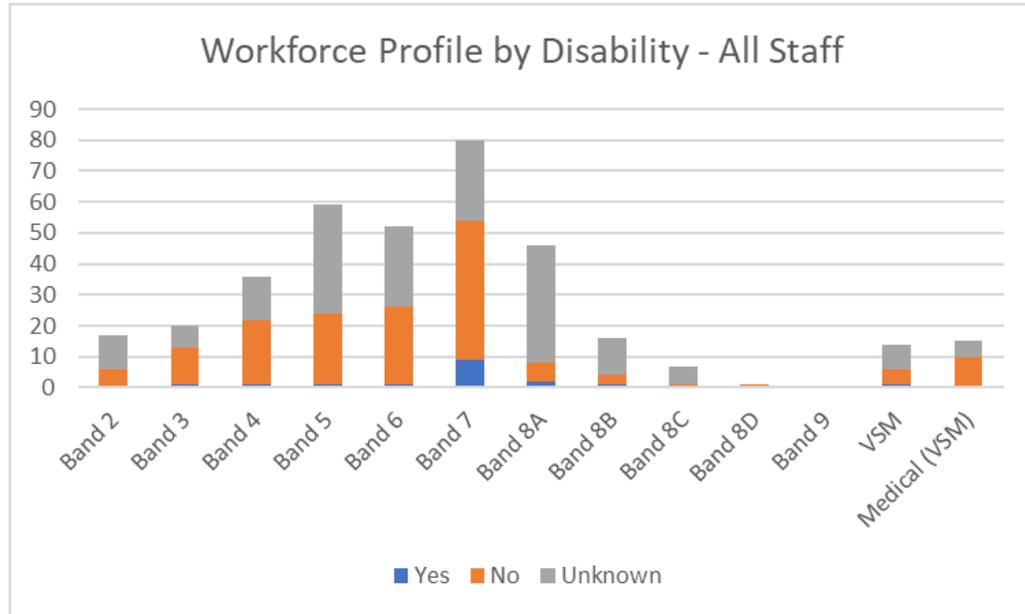
The staff survey data indicates:

That in all except one of the indicators, disabled staff indicate less positive experiences than non-disabled staff. The other indicator where this is slightly different is in the 'feeling pressure to come to work when unwell'.

In all but one of the indicators, DIHC are above (or below as appropriate) peers, except in the indicator aligned to the trust making reasonable adjustments for staff with disabilities.

The EDI strategy and objectives have focused work on inclusive recruitment, just and learning culture, development for under-represented groups, introduction of the Resolution and Restoration Framework, and training on inclusivity for all, as well as a specific focus on improving ESR data on disability. This improved data will enable greater focus where it is needed.

Workforce Profile (All Staff) – Disability

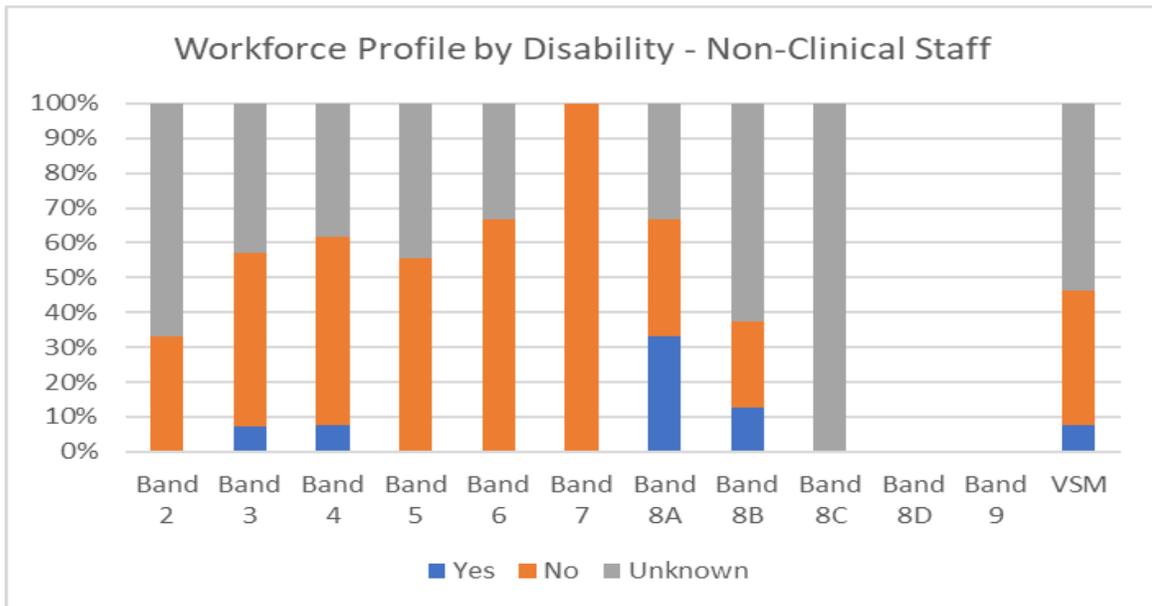
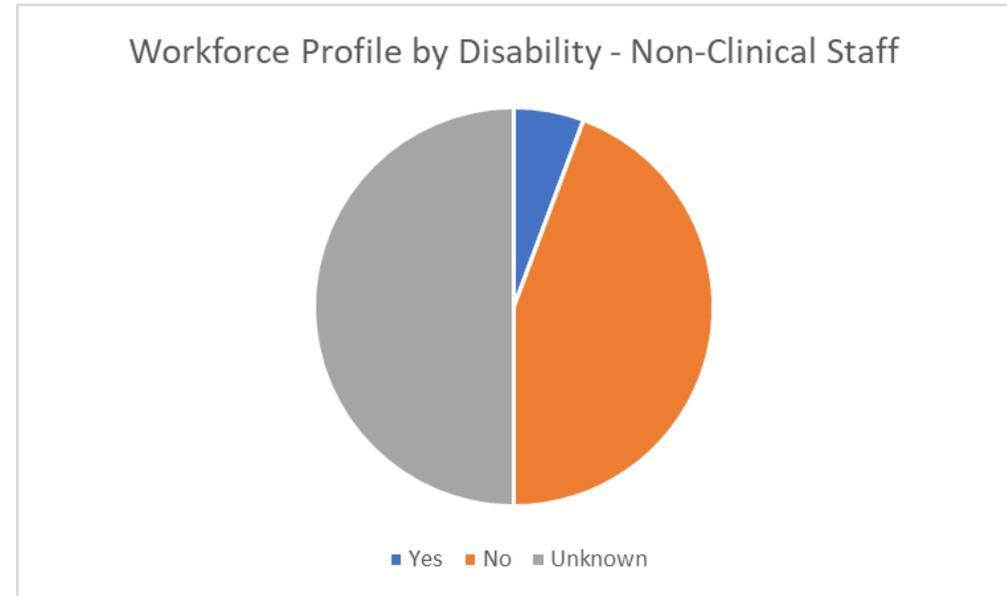
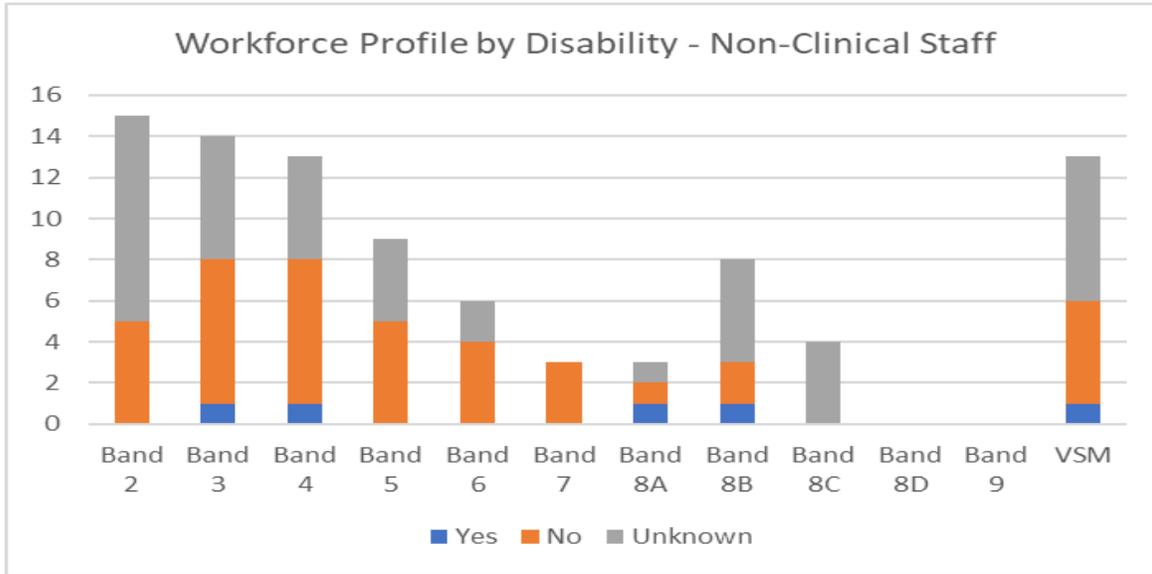


Summary

There is a very significant gap in the ESR data around disability status. Different approaches have been attempted to improve this. It is a key objectives in the strategy. The network are supporting with improvement ideas.

The proportion of staff with declared/known disabilities is therefore very small (currently just 12 individuals). There is little to be further analysed from the data currently other than the need to work to address the gap. The gap may be just due to staff 'not getting round' to updating their record, being unable for some reason to do the update, or a possible reticence in stating this.

Workforce Profile (Non-Clinical Staff) – Disability

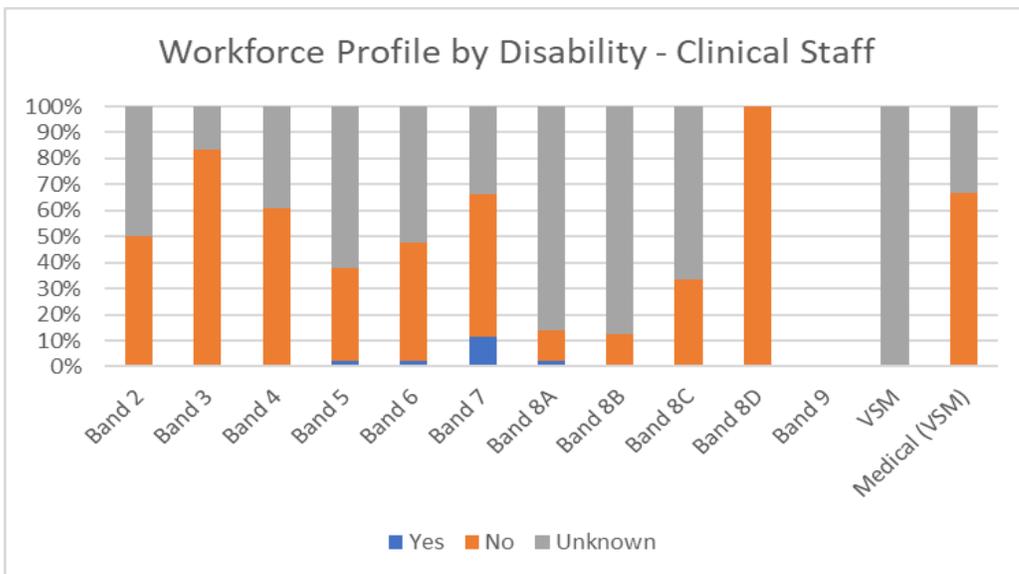
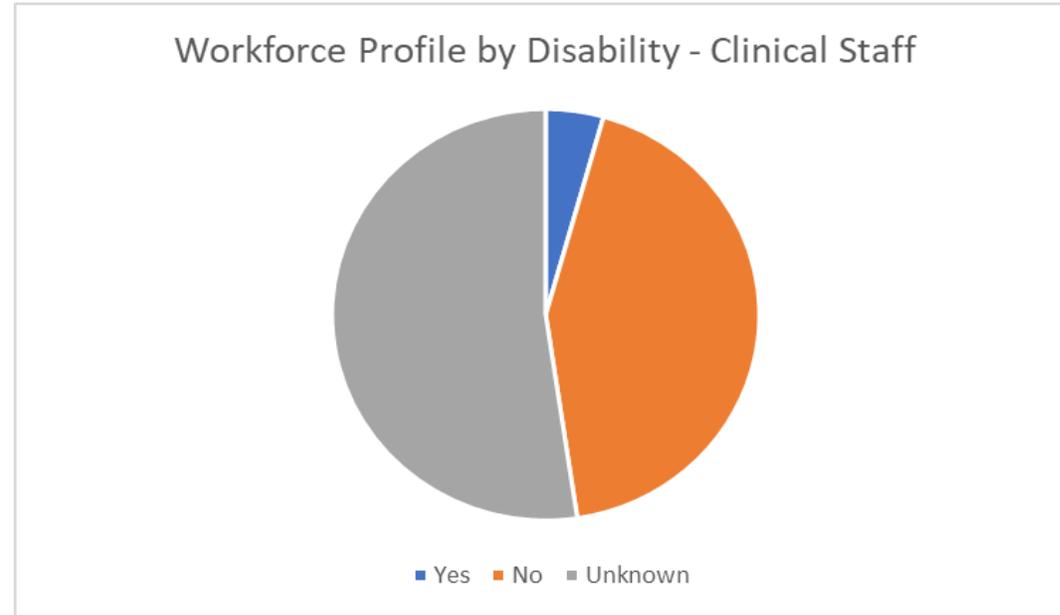
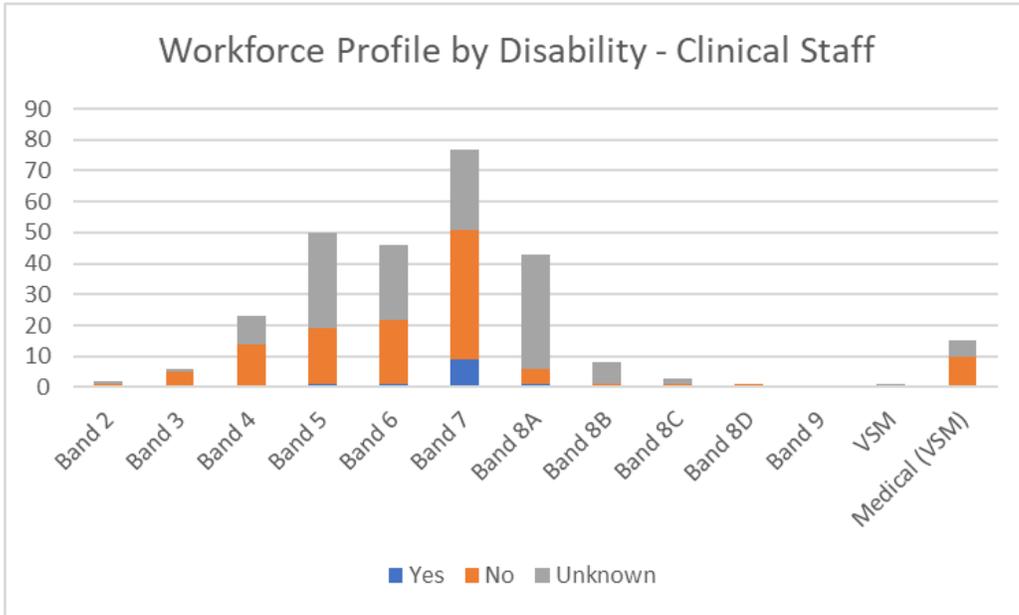


Summary

There are 5 staff with declared disabilities within our non-clinical workforce, 3 in senior roles.

It may be appropriate to ask senior staff with disabilities to help to provide stories of reassurance across the Trust to encourage others to declare if conditions exist.

Workforce Profile (Clinical Staff) – Disability

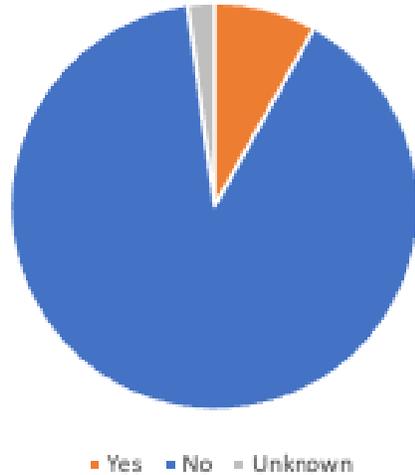


Summary

12 of the individuals with declared disabilities are within the clinical workforce.

Workforce Supply Data – Disability

Shortlisted Applicants by Disability



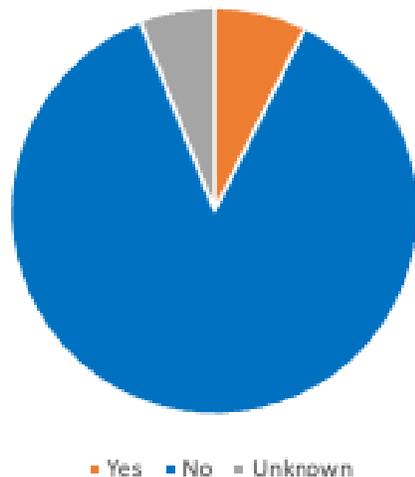
	Yes	No	Unknown
Number of Shortlisted Applicants	38	422	10
Number Appointed From Shortlisting	11	131	9
Relative Likelihood of Appointment From Shortlisting	0.29	0.31	0.90
Relative Likelihood of non-disabled staff staff being appointed From shortlisting compared to Disabled Staff	1.07		

This data shows that there is an almost equal likelihood of being recruited whether you do or do not have a disability, but very slightly better chance if you do not have a disability.

DIHC plans for improving inclusivity in the recruitment process as outlined in the strategy focuses on ensuring individuals with disabilities are encouraged to apply and have a positive experience.

Recruitment training for managers emphasises the requirements of managers in this process.

Appointed Applicants by Disability



Equality Objectives and Plans

WDES Specific Identified Actions

DIHC have published a new EDI Strategy and have therefore identified the key actions within the strategy that will align the specific issues identified in the 2021/22 WDES data. Monitoring of the actions will occur through our governance structure. There are detailed delivery plans in place.

The referenced objectives are shown on the following slides:

WDES required actions	Objectives that align (referenced from EDI Strategy)
Tackle disparity in bullying, harassment and abuse, and discrimination	4a and 4b
Address gaps in data	4c
Develop and embed clear reasonable adjustments policy and process	4b
Enable disabled people to gain employment	3a and 3b

Equality Objectives and Plans

Aim 4a: We will develop our people to be instinctively inclusive.

Objectives

We will provide workshops on culture for all staff - with a recorded session included in the induction pack for new starters.

Ensure our board have specific EDI development activity at least annually and that they are all involved in a reciprocal mentor relationship.

We will provide Restorative Just Learning Culture workshops for all leaders as part of their core leadership development training.

We will make all available tools and resources available on our intranet.

We will use stories from employees on cases they believe have been handled in a just manner.

Aim 4b: We will develop supportive policies, systems and processes.

Objectives

We will embed our restoration and resolution framework and support tools that aid individuals to deal with conflicts and challenges in a constructive and compassionate way, that avoids harm and enhances learning.

We will ensure we have appropriate and supportive policies and processes for staff with disabilities and health conditions

We will seek to gain Level 3 Disability Confident.

We will embed the restorative just and learning culture approach throughout our processes, incident management, performance management and misconduct.

We will embed equality impact assessments within all developments.

We will review and revise policies and processes to ensure they are inclusive and embedding of our just culture.

Aim 4c: We will engage and hear our diverse workforce and celebrate difference.

Objectives

We will hold EDI specific focus groups at least annually to hear from our workforce and see what they think of what we're doing.

We will celebrate different cultural events or causes to raise awareness and provide education.

We will encourage staff to keep their data up to date on ESR so we have a good picture of our workforce.

Equality Objectives and Plans

Aim 3a: We will open the doors of DIHC to a wider demographic and encourage a wider pool of applicants.

Objectives

We will provide easy to understand guidance for applicants, that will help them to submit applications that will aid them getting shortlisted and provide guidance on preparing for interviews, which is narrated in English and in other languages that are widely used amongst the community, and to help those that may be visually impaired and/or use English as their second language.

We will work to provide information on our opportunities for employment in different ways and in different communities, working with our networks, and not just be reliant on usual advertising processes - for example, we will aim to advertise available roles on screens in GP surgery waiting rooms.

We will ensure reasonable adjustments are identified before interview stage if needed by ensuring the recruitment process we have in place is adhered to by recruiting managers.

We will inform the Prince's Trust of Band 2 and Band 3 vacancies.

We will go further by attending job fairs in the community to provide information on our opportunities of employment.

Aim 3b: We will train and coach our managers in inclusive recruitment and selection.

Objectives

We will provide programmes for managers focusing on inclusive recruitment practice and unconscious bias - this will be mandatory training for recruitment leads.

We will perform random audits on posts in the recruitment process, identifying any concerns and flagging them to the recruiting managers.

We will ensure EDI and values based questions are used during interview stage by sitting on the interview panels.

We will work with managers recruiting to posts that may traditionally be less diverse (particularly higher bands), and offer 'by your side' support from advert through to offer, providing constructive but non-judgmental feedback on potential bias.

We will encourage recruiting manager to take part in job fairs.