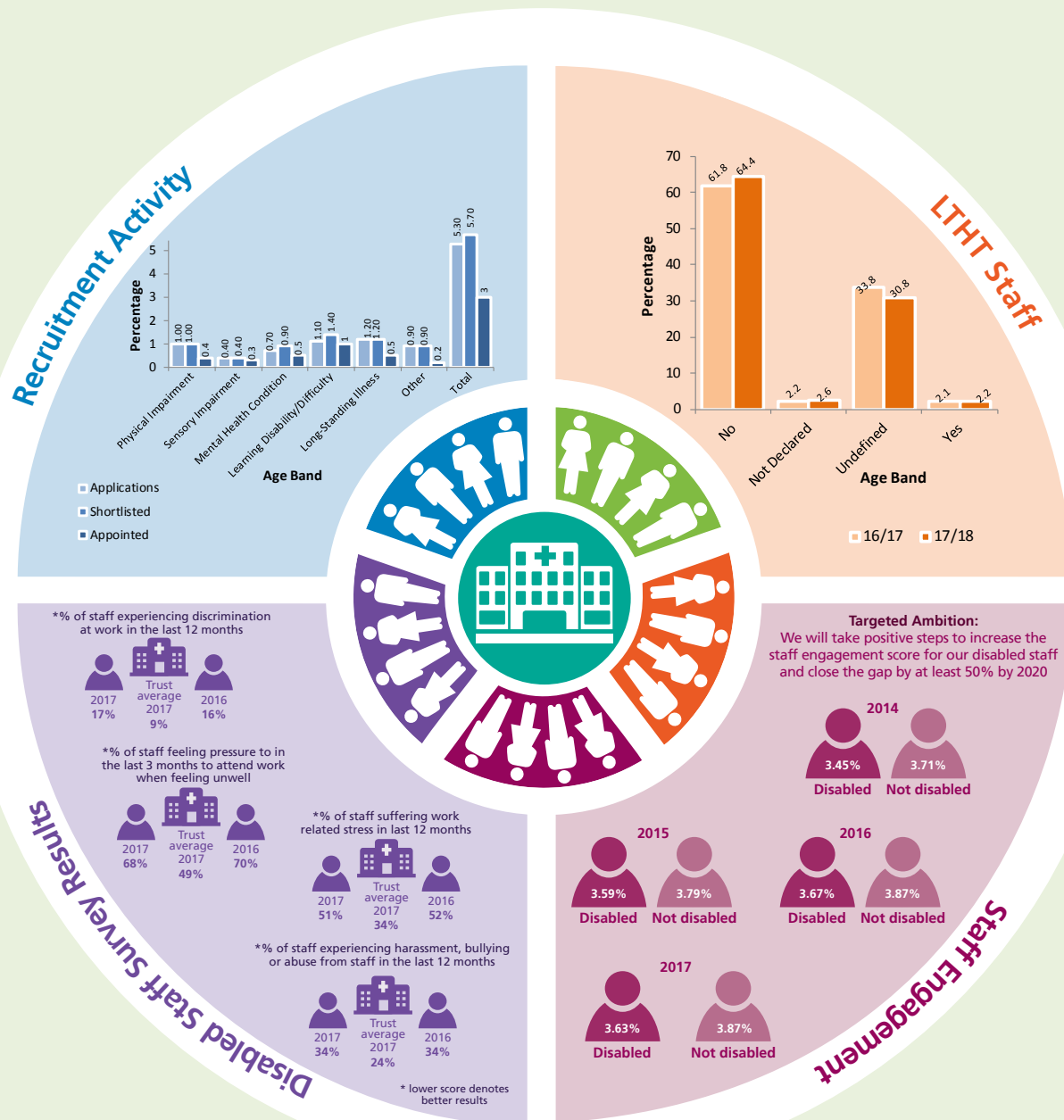


# Disability @ LTHT - Employees

April 2017 - March 2018

Leeds Teaching Hospitals are proud to be one of the most diverse employers in Leeds, employing staff across all protected groups. We will continue to foster a supportive, equitable environment where staff are recognised and rewarded for their knowledge and skills. This fact sheet sets out the actions we plan to take to ensure all our staff are treated fairly, in respect of disability.



## Key Findings

- The number of staff declaring whether or not they are disabled has increased by approximately 9% in 2018. Furthermore, only 6.8% of people recruited from 01/04/17 onwards have "undefined". This compares with 30% of the overall workforce.
- There are small numbers of people declaring impairments applying for posts. The percentages for applications and shortlisted are mainly consistent. There is a decrease in the percentages for people then being appointed.
- Disabled staff tell us through the NHS Staff Survey that when compared to the Trust average they:
  - Are more likely to experience discrimination, harassment, bullying or abuse at work, suffer work related stress and attend work when feeling unwell.
  - Less satisfied with opportunities for flexible working.
  - Less likely to report good communication between senior management and staff.
- The Trust is making significant progress in increasing the staff engagement score for our disabled staff and closing the gap by at least 50% by 2020.

## Key Actions

- Further investigate the small numbers of disabled people applying for our jobs to assess how the Trust is operating as an employer.
- Continue to provide 'Disability and Reasonable Adjustments' and 'Dignity at Work' training, including bespoke training.
- Continue to raise the profile of disability equality through national awareness raising events.
- Sustainability and further development of peer support group for staff living with long term conditions and Staff Health and Wellbeing Programme, including the continued provision of the Employee Assistance Programme.
- Sustainability of Level 2 Disability Confident and work towards achieving Level 3 as a Disability Leader.
- Continued work on the Trust's Targeted Ambition related to mental health, including looking at sustainability for our status as a Mindful Employer.
- Raise awareness of mental health across all staff groups in order to destigmatise and embed across the Trust.
- Engage in partnership working with other statutory bodies and with third sector organisations to support people living with mental health difficulties.