

Workforce Disability Equality at LTHT 2020/2021



The Leeds
Teaching Hospitals
NHS Trust

The below box sets out the key actions of the Trust for September 2020 to August 2021, which aim to improve disability equality in the workplace. One of the seven workforce priorities of the Trust known as 'People Priorities' is to be 'Free From Discrimination'.

Our Disability Equality Actions

- A Knowing Our Workforce** To work in collaboration with our Disabled Staff Network to develop a plan of action to raise awareness of the importance of collecting disability data and how it is held safely on our electronic staff record system.
- B Inclusive Ambassadors** Development of project whereby appropriately trained employees contribute towards providing assurance of fairness in the recruitment and selection process at a senior level with explicit consideration of disability equality.
- C Disabled Dignity at Work Advisors, Coaches and Freedom to Speak Up Champions** To improve the demographic profile of key support, ensuring it is reflective of the overall workforce and to in turn encourage and empower disabled staff to report inequality.
- D Disability Equality Training** To expand delivery options to improve access and reach of our Disability Equality Training working in close collaboration with the Disabled Staff Network to enable and empower staff to contribute to creating a working environment free from discrimination and harassment.
- E Reasonable Adjustment Journey & Guidance** Journey to be mapped out by the Disabled Staff Network with the support of Equality and Diversity and guidance to be produced subsequently in close collaboration with the Disabled Staff Network, which will include raising awareness of support in returning to work following a period of sickness.
- F Mobility Impairment Pathway** Led by Medical Education within the Trust in response to changes to guidance from the General Medical Council permitting wheelchair users to medically qualify despite not being able to do CPR.
- G Disabled Staff Network Action Plan** To be developed by the Disabled Staff Network in collaboration with the Disability Executive Sponsor and presented to the Executive Directors Team for support, resources and leadership.

For comprehensive data, please click [here](#) for the 'NHS Workforce Disability Race Equality Standard Data Collection Submission 2020'.
For comprehensive action plan, please click [here](#) for the 'LTHT Workforce E&D Action Plan 2020/2021'.



The table below shows how the actions link to each of the 10 indicators of the NHS Workforce Disability Equality Standard (WDES).

WDES Indicator	Summary Data	2020/2021 Actions																										
		A	B	C	D	E	F	G																				
1, 10 Representation across the organisation	<p>Workforce by disability March 2020</p> <table border="1"> <caption>Workforce by disability March 2020 Data</caption> <thead> <tr> <th>Category</th> <th>Not Disabled</th> <th>Disabled</th> <th>Perfer Not to Say</th> <th>Undefined</th> </tr> </thead> <tbody> <tr> <td>% Workforce</td> <td>70.4%</td> <td>2.8%</td> <td>2.2%</td> <td>24.6%</td> </tr> <tr> <td>% Consultant</td> <td>60.3%</td> <td>0.1%</td> <td>9.2%</td> <td>30.3%</td> </tr> <tr> <td>% Band 8A+</td> <td>60.9%</td> <td>2.5%</td> <td>0.3%</td> <td>36.2%</td> </tr> </tbody> </table> <p><i>NHS Electronic Staff Record</i></p>	Category	Not Disabled	Disabled	Perfer Not to Say	Undefined	% Workforce	70.4%	2.8%	2.2%	24.6%	% Consultant	60.3%	0.1%	9.2%	30.3%	% Band 8A+	60.9%	2.5%	0.3%	36.2%	✓						✓
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<p>2020 Key Findings</p> <p>Representative workforce across all protected characteristics at all levels Undefined remains significant to be able to be in a position to determine how reflective we are of the disabled population of Leeds. The percentage of workforce with information recorded in ESR in respect of disability has however increased compared to last year.</p> <p>Representation of Disability at Board and senior management levels Disability at Board is under-represented at 0%.</p> <p>Representation of recorded disabled staff at senior levels is low compared to the overall workforce, particularly with regards to Bands 8C and above and Consultants.</p>																												

WDES Indicator	Summary Data	2020/2021 Actions						
		A	B	C	D	E	F	G
2 Representation across the organisation	<p>Likelihood of non-disabled staff being appointed from shortlisted compared to disabled staff</p> <p>NHS Electronic Staff Record</p>	✓	✓		✓	✓	✓	
		<p>2020 Key Findings</p> <p>Equity of Experience The likelihood of non-disabled applicants being appointed from shortlisted is high compared to disabled applicants. Albeit in 2019 we compared well in comparison to the local, national and acute perspective, the ratio and in turn likelihood has increased considerably compared to last year and is an area for improvement.</p>						
3 Likelihood of staff entering formal capability process	<p>Likelihood of disabled staff entering the formal capability process compared to non-disabled staff</p> <p>NHS Electronic Staff Record</p>			✓		✓	✓	✓
		<p>Equity of Experience The likelihood of disabled colleagues entering the formal disciplinary process is significantly high compared to non-disabled colleagues and this is an area for improvement. In 2019 when the indicator was not live, the ratio nationally, locally and across other acute trusts was considerably lower highlighting the necessity to improve. It must be noted actual numbers are considerably small and there is a high number of Unknowns within the data.</p>						

WDES Indicator	Summary Data	2020/2021 Actions						
		A	B	C	D	E	F	G
4a Percentage of staff experiencing harassment, bullying/abuse	<p style="text-align: center;">Percentage of staff who experienced at least one incident of bullying, harassment or abuse from ...</p> <p style="text-align: center;">Please note, 'Organisation' is LHTH</p>			✓				✓
		<p style="text-align: center;">2020 Key Findings</p> <p>Bullying, harassment and abuse from colleagues has increased for both disabled and non-disabled staff. Whereas bullying, harassment and abuse from managers has decreased for both groups. There is a gap in experience between disabled and non-disabled staff for both questions. The gap has not significantly changed and is similar to the gap in other Acute Trusts. Bullying, harassment and abuse from patients/visitors increased for disabled staff from 29.1% to 31.2%, whereas the experience for non-disabled staff improved. The gap in experience therefore widened. The experience of disabled and non-disabled staff in LHTH is better than the average for their counterparts in other Acute Trusts for all these questions.</p>						

WDES Indicator	Summary Data	2020/2021 Actions																				
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4b Reporting harassment, bullying or abuse	<p style="text-align: center;">Percentage of staff saying they, ora colleague, reported their last incident of bullying, harassment or abuse</p> <table border="1"> <caption>Estimated Data from Line Chart</caption> <thead> <tr> <th>Year</th> <th>Disabled staff, Organisation result</th> <th>Disabled staff, Benchmark group median</th> <th>Non-disabled staff, Organisation result</th> <th>Non-disabled staff, Benchmark group med</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>~48%</td> <td>~45%</td> <td>~45%</td> <td>~44%</td> </tr> <tr> <td>2019</td> <td>~52%</td> <td>~47%</td> <td>~49%</td> <td>~46%</td> </tr> </tbody> </table> <p style="text-align: right;"><i>Please note, 'Organisation' is LTHT</i></p>	Year	Disabled staff, Organisation result	Disabled staff, Benchmark group median	Non-disabled staff, Organisation result	Non-disabled staff, Benchmark group med	2018	~48%	~45%	~45%	~44%	2019	~52%	~47%	~49%	~46%	✓					✓
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		<p style="text-align: center;">2020 Key Findings</p> <p>Disabled staff increasingly are more likely to report harassment, bullying and abuse compared to non-disabled staff and LTHT performs well compared to other Trusts.</p>																				

WDES Indicator	Summary Data	2020/2021 Actions						
		A	B	C	D	E	F	G
5 Percentage of staff believing Trust provides equal opportunities for career progression or promotion	<p>Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion</p> <p>Legend</p> <ul style="list-style-type: none"> Disabled staff, Organisation result Disabled staff, Benchmark group median Non-disabled staff, Organisation result Non-disabled staff, Benchmark group med 		✓	✓	✓	✓	✓	✓
		<p>2020 Key Findings</p> <p>There is a gap in experience between disabled and non-disabled staff and the scores have reduced for both groups compared to last year. The gap at LTHT is consistent with gaps in other Trusts. However the view of both disabled and non-disabled staff in LTHT is better than the average for their counterparts in other Acute Trusts.</p>						

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6 Percentage of staff who have felt pressure to come to work, despite not feeling well enough to perform their duties	<p>Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties</p> <p>Legend</p> <ul style="list-style-type: none"> Disabled staff, Organisation result Disabled staff, Benchmark group median Non-disabled staff, Organisation result Non-disabled staff, Benchmark group median <table border="1"> <caption>Chart Data (Estimated)</caption> <thead> <tr> <th>Year</th> <th>Disabled staff, Organisation result</th> <th>Disabled staff, Benchmark group median</th> <th>Non-disabled staff, Organisation result</th> <th>Non-disabled staff, Benchmark group median</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>32.0%</td> <td>33.5%</td> <td>20.0%</td> <td>23.5%</td> </tr> <tr> <td>2019</td> <td>31.0%</td> <td>32.5%</td> <td>20.0%</td> <td>22.5%</td> </tr> </tbody> </table> <p>Please note, 'Organisation' is LTHT</p>	Year	Disabled staff, Organisation result	Disabled staff, Benchmark group median	Non-disabled staff, Organisation result	Non-disabled staff, Benchmark group median	2018	32.0%	33.5%	20.0%	23.5%	2019	31.0%	32.5%	20.0%	22.5%	<table border="1"> <tr> <td></td> <td></td> <td>✓</td> <td></td> <td>✓</td> <td></td> <td>✓</td> </tr> </table> <p>2020 Key Findings</p> <p>There is a gap in experience between disabled and non-disabled staff. Compared to last year there is a marginal improvement for LTHT disabled staff and a minor deterioration for LTHT non-disabled staff. The gap at LTHT is consistent with gaps in other Trusts, however the experience of both disabled and non-disabled staff in LTHT is better than the average for their counterparts in other Acute Trusts.</p>			✓		✓		✓
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7 Percentage of staff satisfied with the extent to which the Trust values their work	<p style="text-align: center;">Percentage of staff satisfied with the extent to which their organisation values their work</p> <p>The chart displays four data series: Disabled staff, Benchmark group median (light green); Disabled staff, Organisation result (dark green); Non-disabled staff, Benchmark group median (light blue); and Non-disabled staff, Organisation result (dark blue). The Y-axis represents the percentage of staff satisfied, ranging from 0.0% to 100.0%. The X-axis shows data for 2018 and 2019. The dark blue line (Non-disabled staff, Organisation result) is the highest, starting at approximately 56% in 2018 and rising to 58% in 2019. The light blue line (Non-disabled staff, Benchmark group median) starts at 48% and rises to 50%. The dark green line (Disabled staff, Organisation result) starts at 42% and falls to 41%. The light green line (Disabled staff, Benchmark group median) starts at 37% and rises to 38%.</p> <table border="1"> <caption>Staff Satisfaction Data (Estimated from Chart)</caption> <thead> <tr> <th>Year</th> <th>Non-disabled staff, Organisation result</th> <th>Non-disabled staff, Benchmark group median</th> <th>Disabled staff, Organisation result</th> <th>Disabled staff, Benchmark group median</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>56%</td> <td>48%</td> <td>42%</td> <td>37%</td> </tr> <tr> <td>2019</td> <td>58%</td> <td>50%</td> <td>41%</td> <td>38%</td> </tr> </tbody> </table> <p style="text-align: right;"><i>Please note, 'Organisation' is LTHT</i></p>	Year	Non-disabled staff, Organisation result	Non-disabled staff, Benchmark group median	Disabled staff, Organisation result	Disabled staff, Benchmark group median	2018	56%	48%	42%	37%	2019	58%	50%	41%	38%	<table border="1"> <tr> <td></td> <td></td> <td style="text-align: center;">✓</td> <td></td> <td style="text-align: center;">✓</td> <td></td> <td style="text-align: center;">✓</td> </tr> </table>			✓		✓		✓
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		✓		✓		✓																		
		<p style="text-align: center;">2020 Key Findings</p> <p>There has not been a significant change since last year in staff being satisfied with the extent at which the Trust values their work. There is a gap in experience at LTHT with non-disabled staff being most satisfied and it is consistent with gaps in other Trusts. The experience of both disabled and non-disabled staff in LTHT is better than the average for their counterparts in other Acute Trusts.</p>																						

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8 Percentage of disabled staff saying that their employer has made adjustments to enable them to carry out their work	<p>Percentage of disabled staff saying that their employer has made reasonable adjustments</p> <table border="1"> <caption>Percentage of disabled staff saying that their employer has made reasonable adjustments</caption> <thead> <tr> <th>Year</th> <th>LTHT</th> <th>Acute</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>77.7</td> <td>72.1</td> </tr> <tr> <td>2020</td> <td>75.8</td> <td>73.3</td> </tr> </tbody> </table> <p style="text-align: right;"><i>NHS Staff Survey</i></p>	Year	LTHT	Acute	2019	77.7	72.1	2020	75.8	73.3	✓	✓	✓										
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<p>2020 Key Findings</p> <p>Compared to last year the proportion decreased from 77.7% to 75.8%. The proportion at LTHT remains higher than the average for other Acute Trusts. This is an area for improvement and part of the action plan.</p>																							
9 Staff engagement	<p>Likelihood of disabled staff entering the formal capability process compared to non-disabled staff</p> <table border="1"> <caption>Likelihood of disabled staff entering the formal capability process compared to non-disabled staff</caption> <thead> <tr> <th>Year</th> <th>Disabled staff, Organisation result</th> <th>Disabled staff, Benchmark group median</th> <th>Non-disabled staff, Organisation result</th> <th>Non-disabled staff, Benchmark group median</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>6.8</td> <td>6.6</td> <td>7.4</td> <td>7.1</td> </tr> <tr> <td>2019</td> <td>6.6</td> <td>6.6</td> <td>7.4</td> <td>7.1</td> </tr> </tbody> </table> <p style="text-align: right;"><i>Please note, 'Organisation' is LTHT</i></p>	Year	Disabled staff, Organisation result	Disabled staff, Benchmark group median	Non-disabled staff, Organisation result	Non-disabled staff, Benchmark group median	2018	6.8	6.6	7.4	7.1	2019	6.6	6.6	7.4	7.1							✓
		Year	Disabled staff, Organisation result	Disabled staff, Benchmark group median	Non-disabled staff, Organisation result	Non-disabled staff, Benchmark group median																	
2018	6.8	6.6	7.4	7.1																			
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<p>Compared to last year, the staff engagement score for LTHT disabled staff reduced from 6.8 to 6.6 and is now equal to the average for Acute Trusts. The staff engagement score for LTHT non-disabled staff is better than average and therefore there is a bigger gap between the two groups at LTHT. The Trust has begun to facilitate the voices of disabled staff within the organisation through the Disabled Staff Network.</p>																							