

Workforce Disability & Long Term Health Conditions Equality at LTHT 2022/2023

The below box sets out the key actions of the Trust for **September 2022 to August 2023**, which aim to improve disability and long term health conditions (LTC) equality in the workplace. The table below shows how the actions link to each of the 10 indicators of the NHS Workforce Disability Equality Standard (WDES). Please note, reference is made to 'disability and long term health conditions' in acknowledgement of the fact that some people will not identify as 'disabled' despite falling under the protection of The Equality Act 2010 as a disabled person.

- For comprehensive data, please visit (To insert link to 'NHS Workforce Disability Equality Standard Data Collection Submission 2022')
- For comprehensive action plan, please visit (To insert link to 'LTHT Equality, Diversity & Inclusion Action Plan')

Our Disability & LTC Equality Actions

A Inclusive Conversations Organizational Development and Culture (OD&C) to continue to support all Clinical Service Units (CSUs) to have meaningful conversations on inclusivity within their teams, including on disability and LTC inclusion. This will be achieved by OD&C facilitating ICs at senior management level and subsequent delivery of Inclusive Conversations Facilitator Training to enable and empower CSUs to roll out to all of their staff.

B Knowing Our Workforce OD&C to review and improve the journey of a disabled/LTC staff member disclosing their disability status on the Electronic Staff Record (ESR) by working with Workforce Intelligence and the Disabled Staff Network. To include developing a plan of action linked to the International Day for Disabled People to raise awareness of the importance of collecting disability data, how it is held safely on our electronic staff record system and the practical step-by-step approach to disclose.

C Inclusive Recruitment OD&C and Resourcing to further roll out Inclusion Ambassadors Programme to provide assurance of fairness in the recruitment and selection process. OD&C to review IA peer support and ensure sufficient numbers of IAs across CSUs in collaboration with HRBPs to ensure presence on every Band 8+ interview, launch Stage 2 whereby IAs involved in the recruitment process at the outset at advert stage and support CSUs to incorporate IAs into other interviews where disability underrepresentation. Resourcing to review and equality impact assess the Recruitment Procedure and provide resources to Recruiting Managers for all interviews, including the Inclusive Recruitment Toolkit produced by West Yorkshire Health and Care Partnership.

D Mandatory Equality, Diversity and Diversity Training OD&C to further improve the compliance rate across the Trust in completing the mandatory e-learning package by working in collaboration with Human Resources Business Partners (HRBPs) and individual CSUs.

E Disability & LTC Champions and Allies, Dignity at Work Advisors and Freedom to Speak Up Champions OD&C to continue to improve the number and disability/LTC representation of key support, ensuring it is reflective of the overall workforce and present in all CSUs in collaboration with HRBPs, to in turn encourage and empower disabled/LTC staff to report inequality. OD&C and the Disabled Staff Network to develop and launch Disability & LTC Champions and Allies through learning from the Black, Minority and Ethnic (BME) Allyship and BME Champions established by the BME Staff Network.

F Disability Positive Action Training OD&C to a) complete Moving Up career development programme for 28 staff from protected groups, including disabled/LTC staff and launch Cohort 2 for staff to be empowered in the workplace and recruitment process and b) explore reciprocal mentoring opportunities for disabled/LTC staff and Very Senior Managers.

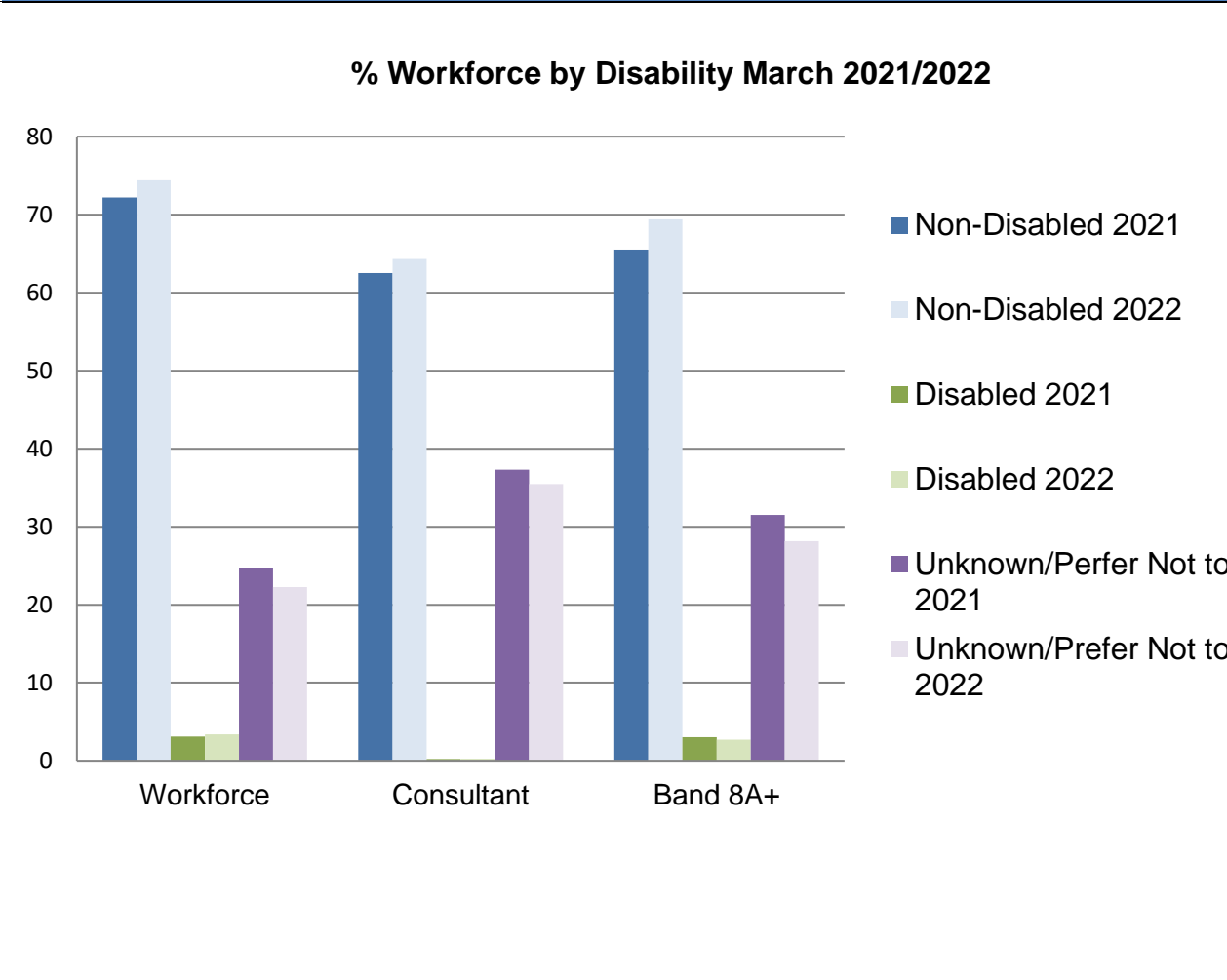
G Reasonable Adjustment Guidance and Support OD&C to coproduce guidance and support for disabled/LTC staff and Managers with the Disabled Staff Network to ensure maximum compliance with our duty to make reasonable adjustments. To incorporate a disability/LTC passport for staff and to be launched by the Disabled Staff Network through the amplifying of staff experiences as part of International Day for Disabled People.

H Mobility Impairment Pathway OD&C to ensure changes to guidance from the General Medical Council permitting wheelchair users to medically qualify despite not being able to do CPR are incorporated into policy, practice and guidance.

WDES Indicator

1&10
Representation across the organisation

Summary Data



2022/2023 Actions

A	B	C	D	E	F	G	H
✓	✓	✓	✓	✓	✓	✓	✓

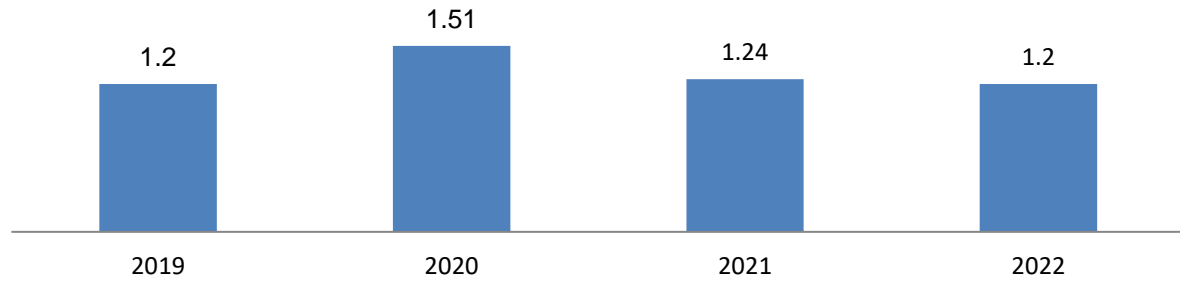
2022 Key Findings

Representative workforce across all protected characteristics at all levels
 Unknown/Prefer Not to Say 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 continues to increase year on year and as a result there has been an overall increase in all percentages with the exception of disabled staff at Band 8A and above.

Representation of Disability at Board and senior management levels
 Disability at Board remains underrepresented at 0%. Representation of recorded disabled staff at senior levels is low compared to the population of Leeds and decreased compared to last year to the extent it no longer the same as the overall workforce.

2 Likelihood of staff being appointed from shortlisted

Likelihood of non-disabled being appointed from shortlisted compared to disabled



A figure of 1.25 or greater indicates disabled applicants having a substantially worse outcome compared to non-disabled

2022/2023 Actions

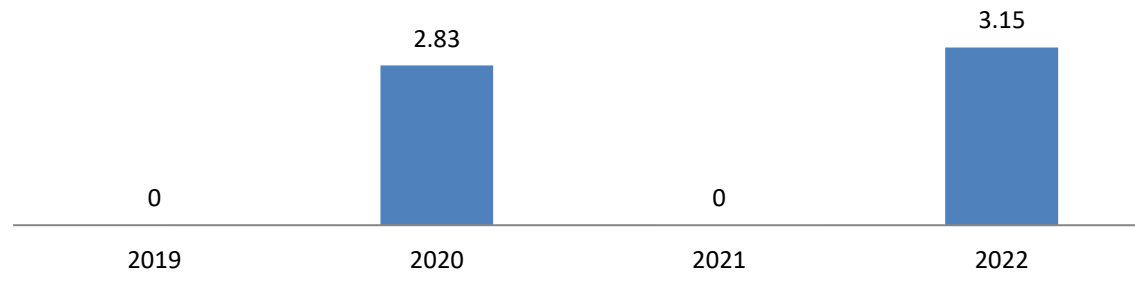
A	B	C	D	E	F	G	H
✓	✓	✓	✓	✓	✓	✓	✓

2022 Key Findings

Equity of Experience
The likelihood of non-disabled applicants being appointed from shortlisted is positive due to returning to remaining within the non-adverse range and as a result disabled applicants are not considered to have a substantially worse outcome compared to non-disabled applicants.

3 Likelihood of staff entering formal capability process

Likelihood of disabled staff entering the formal capability process compared to non-disabled staff



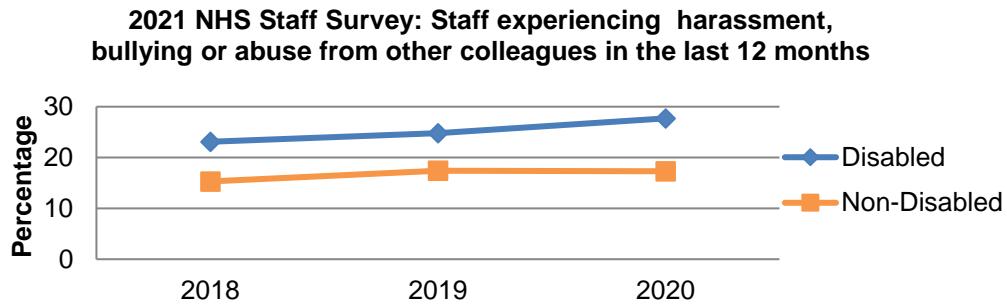
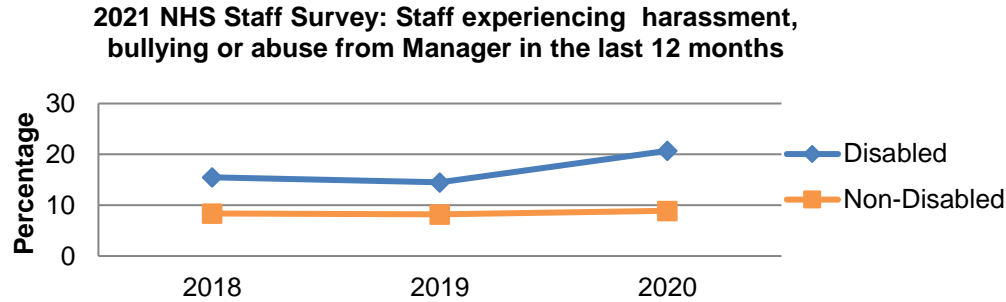
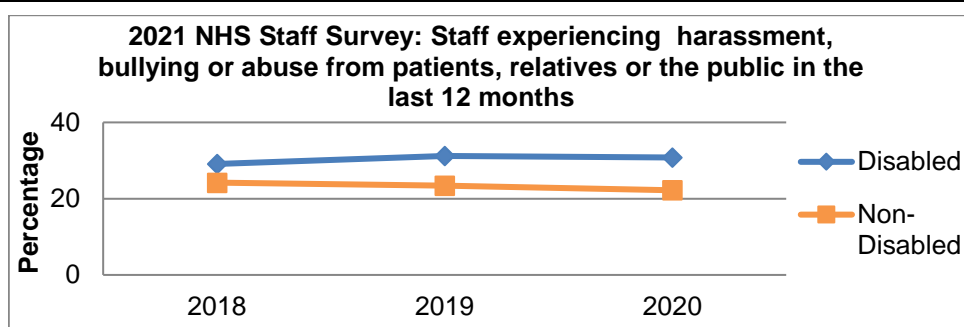
2022/23 Actions

A	B	C	D	E	F	G	H
✓	✓		✓	✓	✓	✓	✓

2022 Key Findings

Equity of Experience
The likelihood of disabled colleagues entering the formal disciplinary process is shown as negative due to exceeding the non-adverse range. **It must be noted actual numbers are considerably small for disabled staff and therefore it is highly unlikely that there are any fundamental issues.**

Percentage of staff experiencing harassment, bullying/abuse



2022/23 Actions

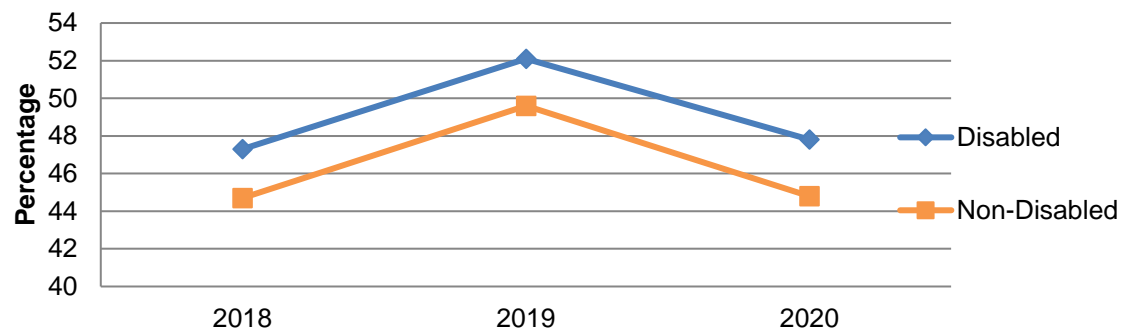
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✓			✓	✓		✓	✓

2022 Key Findings

Equity Of Experience

Overall bullying, harassment and abuse experienced by disabled staff has decreased, which is a positive change in trend compared to last year. However, a significant negative gap in experience remains when compared with non-disabled staff. This gap being most significant in respect of bullying, harassment or abuse from patients whereas last year it was from Managers.

2021 NHS Staff Survey: Staff saying that the last time they experienced harassment, bullying or abuse at work they or a colleague reported it



A	B	C	D	E	F	G	H
✓			✓	✓	✓	✓	✓

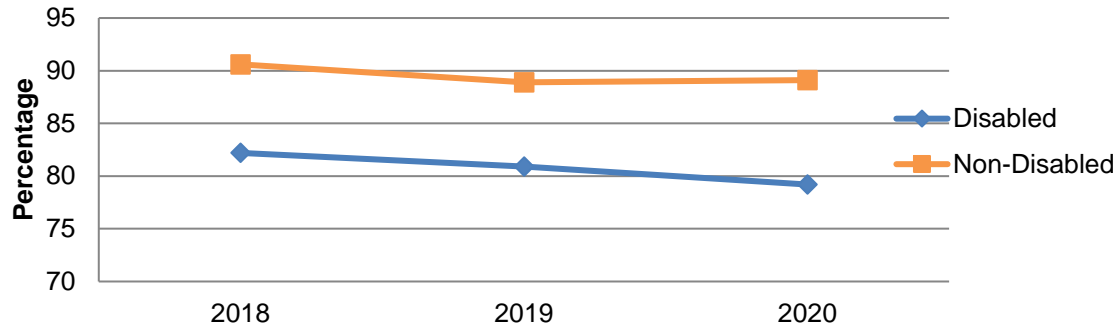
2022 Key Findings

Equity of Experience

Disabled staff and non-disabled staff both have improved in their reporting of harassment, bullying and abuse. Disabled staff remain more likely to report, but the gap between non-disabled staff has reduced.

5 Percentage of staff believing Trust provides equal opportunities for career progression or promotion

2021 NHS Staff Survey: Staff who believe that their organisation provides equal opportunities for career progression or promotion



2022/23 Actions

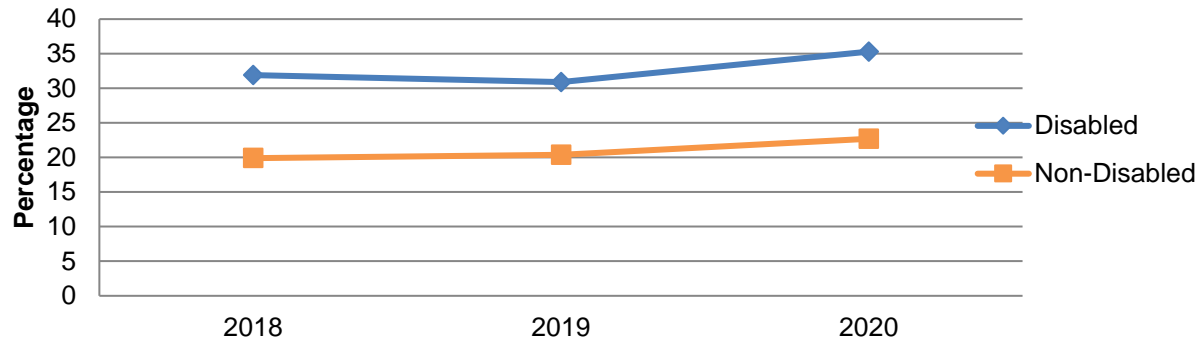
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✓		✓	✓	✓	✓	✓	✓

2022 Key Findings

Belief in Equal Opportunities
 The gap in belief between disabled and non-disabled staff has reduced as the percentage has decreased for non-disabled staff and increased for disabled staff. This is a change in trend compared to last year

6 Percentage of staff who have felt pressure to come to work, despite not feeling well enough to perform their duties

2021 NHS Staff Survey: Staff who have felt pressure from their Manager to come to work, despite not feeling well enough to perform their duties



2022/23 Actions

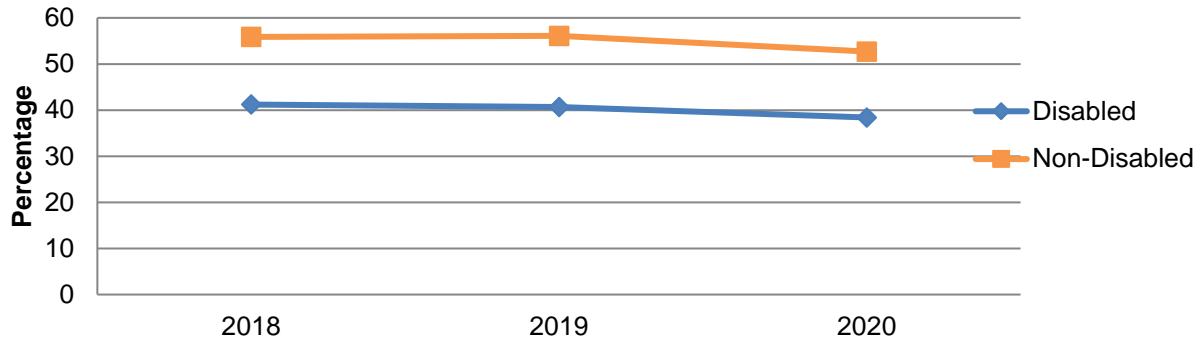
A	B	C	D	E	F	G	H
✓			✓	✓		✓	✓

2022 Key Findings

Equity of Experience
 The gap in experience between disabled and non-disabled staff has reduced as a result of a decrease in disabled staff feeling pressured from their Manager to come to work despite being unwell.

7 Percentage of staff satisfied with the extent to which the Trust values their work

2021 NHS Staff Survey: Staff satisfied with the extent to which their organisation values their work



2022/23 Actions

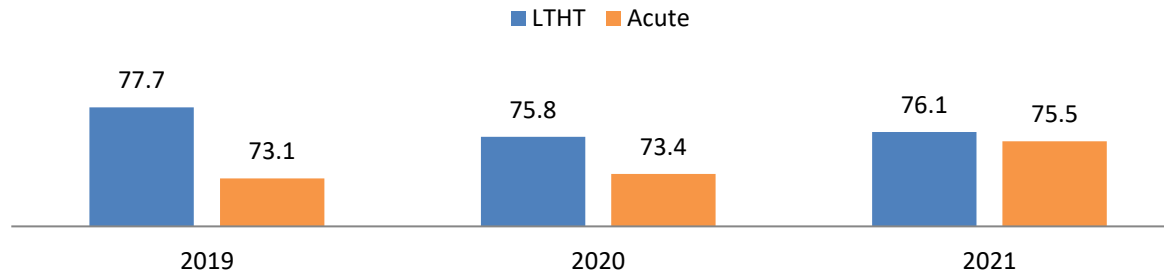
A	B	C	D	E	F	G	H
✓			✓	✓	✓	✓	✓

2022 Key Findings

Equity of Experience
 The gap in experience between disabled and non-disabled staff remains with disabled staff reporting least satisfaction. For both groups there has been a decrease in satisfaction rates, the same trend as last year.

8 Percentage of staff saying that their employer has made adjustments to enable them to carry out their work.

2021 NHS Staff Survey: Staff with a long lasting health condition or illness saying their employer has made adequate adjustments to enable them to carry out their work



2022/23 Actions

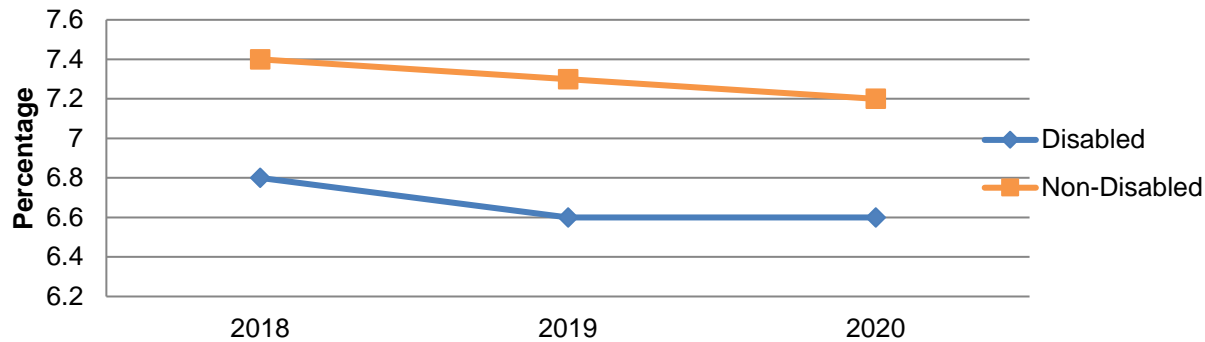
A	B	C	D	E	F	G	H
✓		✓	✓	✓	✓	✓	✓

2022 Key Findings

Belief in Equal Opportunities
Disabled staff report a lower rate than last year in their employer making reasonable adjustments.

9 Staff Engagement

Staff Engagement Score



2022/23 Actions

A	B	C	D	E	F	G	H
✓			✓		✓	✓	✓

2022 Key Findings

Compared to last year, the staff engagement score for both disabled staff and non-disabled staff has decreased, but there had been a reduction in the gap between the two groups.