

Workforce Disability Equality at LTHT 2021/2022

The below box sets out the key actions of the Trust for **September 2021 to August 2022**, which aim to improve race 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 (WRES).

- For comprehensive data, please visit (To insert link to 'NHS Workforce Disability Equality Standard Data Collection Submission 2021')
- For comprehensive action plan, please visit (To insert link to 'LTHT Workforce E&D Action Plan')

Our Disability Equality Actions

A Inclusive Conversations To launch programme to enable and empower every Team Leader to raise meaningful conversations on inclusivity within their teams and in turn each and every member of their staff, continuously discussing and overcoming any issues.

B 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.

C Inclusive Recruitment Further roll out of Inclusion Ambassadors Programme to provide assurance of fairness in the recruitment and selection process. To increase numbers of IAs across Clinical Service Units and improve disability demographic profile, presence on every Band 8+ interview and launch of Stage 2 whereby IAs involved in the recruitment process at the outset at advert stage. To produce set of metrics beyond IAs to further ensure fairness in the recruitment and selection process, including explore Recruitment Training for all Interview Chairs.

D Mandatory Equality and Diversity Training To improve the compliance rate across the Trust in completing the mandatory e-learning package by working in collaboration with individual Clinical Service Units.

E Disabled Dignity at Work Advisors and Freedom to Speak Up Champions To improve the demographic profile of key support, ensuring it is reflective of the overall workforce and in turn encourage and empower disabled staff to report inequality.

F Disability Positive Action Training To launch Moving Up career development programme in collaboration with our Disabled Staff Network. To provide an opportunity for 48 staff from protected groups, including disabled staff, to be empowered in the workplace and recruitment process. To explore reciprocal mentoring opportunities for disabled staff and Very Senior Managers .

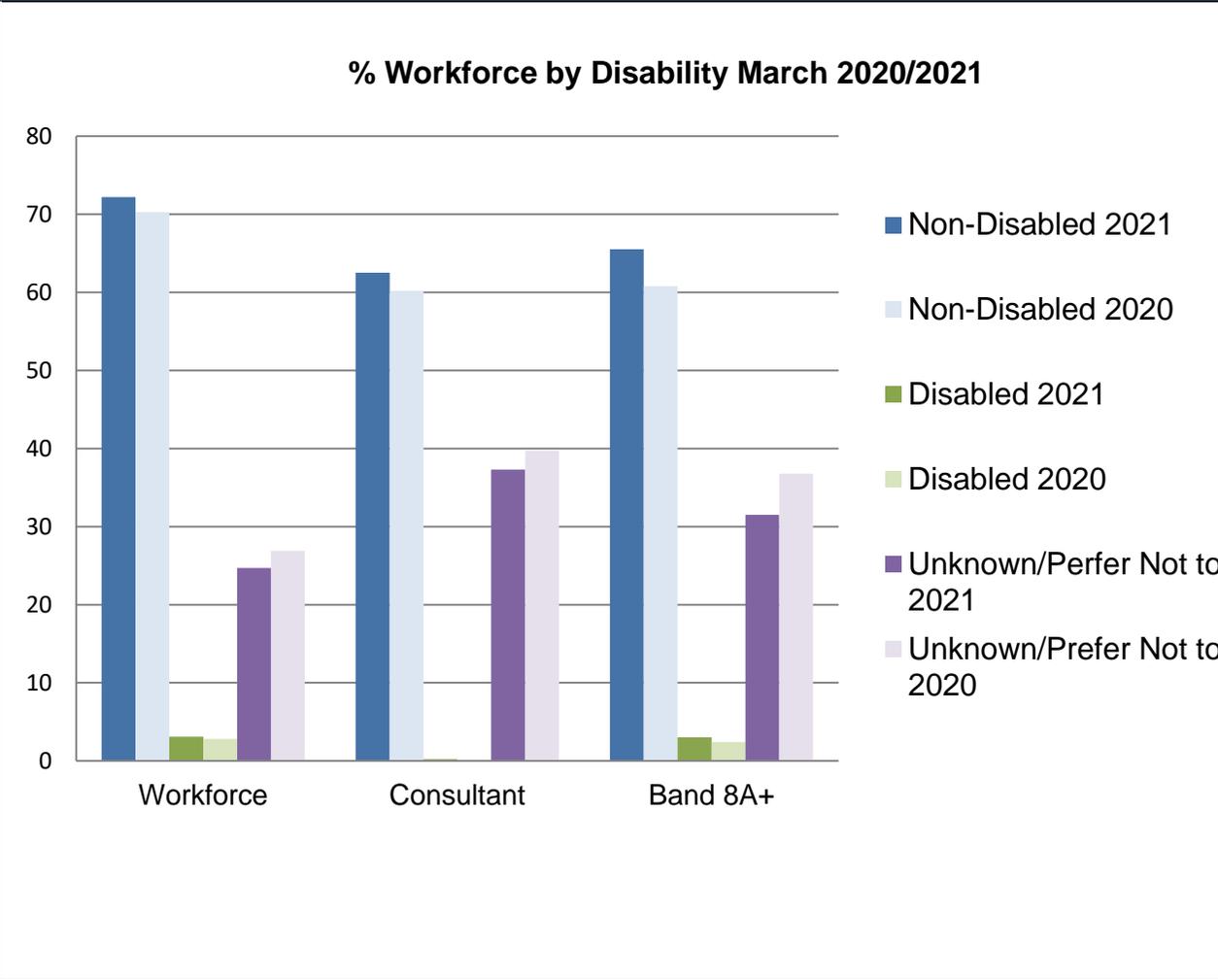
G Reasonable Adjustment Guidance To work in collaboration with our Disabled Staff Network to produce guidance for disabled staff and Managers to ensure maximum compliance with our duty to make reasonable adjustments.

H 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.

WDES Indicator

1&10
Representation across the organisation

Summary Data



2021/2022 Actions

A	B	C	D	E	F	G	H
✓	✓	✓	✓	✓	✓	✓	✓

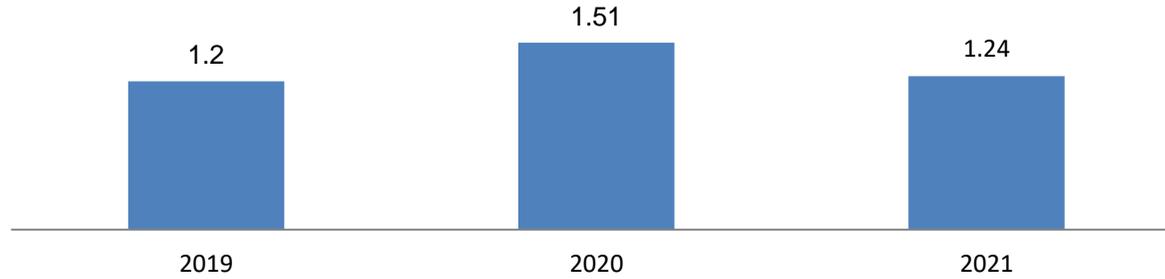
2021 Key Findings

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 has however increased compared to last year and the year previous and as a result there has been an increase in both disabled and non-disabled staff.

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, but increased compared to last year to the extent it is 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

2021/2022 Actions

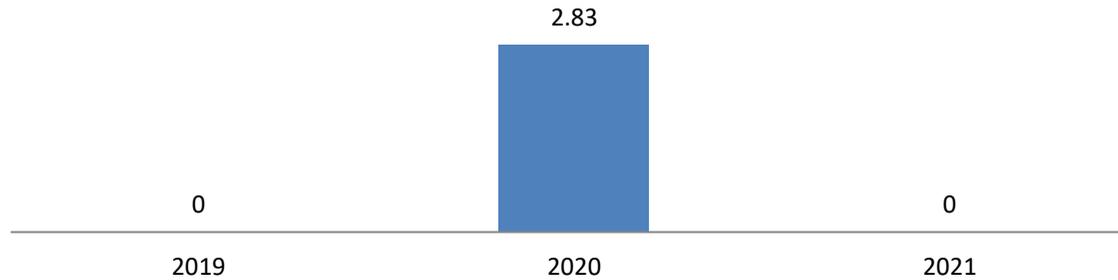
A	B	C	D	E	F	G	H
✓	✓	✓	✓	✓	✓	✓	✓

2021 Key Findings

Equity of Experience
The likelihood of non-disabled applicants being appointed from shortlisted is positive due to returning to within the non-adverse range and as a result disabled applicants no longer 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



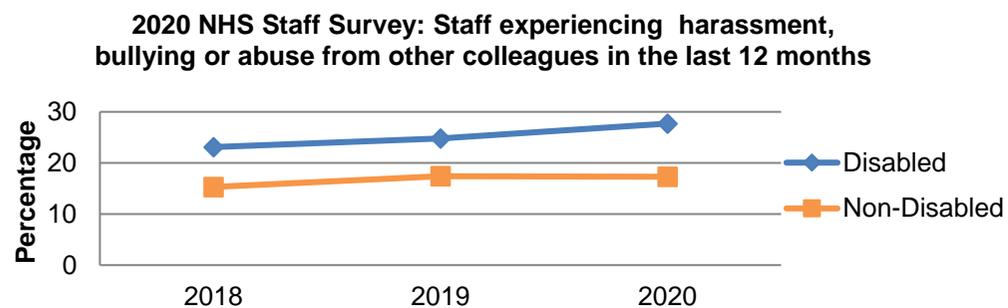
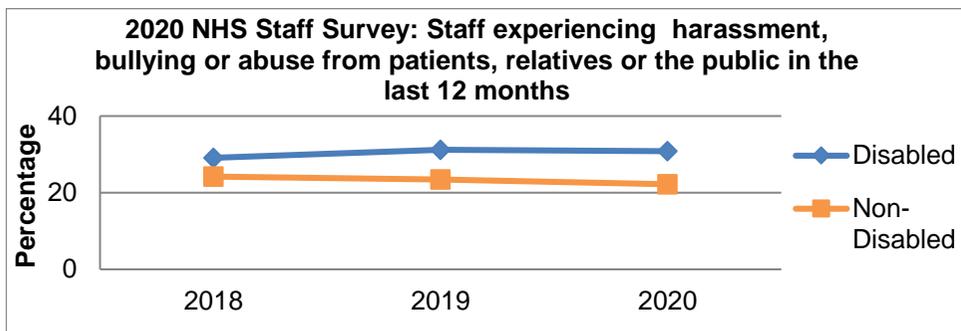
2021/22 Actions

A	B	C	D	E	F	G	H
✓	✓		✓	✓	✓	✓	✓

2021 Key Findings

Equity of Experience
The likelihood of disabled colleagues entering the formal disciplinary process is positive due to dropping to 0.00 within the non-adverse range and as a result disabled staff no longer considered to have a substantially worse outcome compared to non-disabled staff. It must be noted actual numbers are considerably small and there is a high number of Unknowns within the data.

Percentage of staff experiencing harassment, bullying/abuse



2021/22 Actions

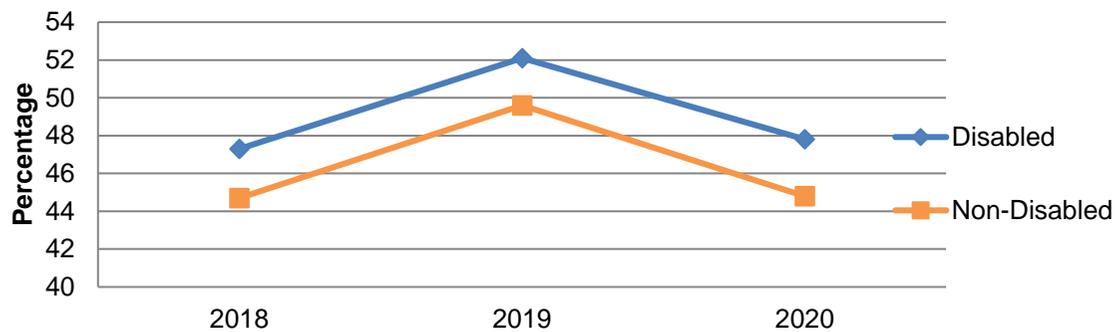
A	B	C	D	E	F	G	H
✓			✓	✓		✓	✓

2021 Key Findings

Equity Of Experience

Overall bullying, harassment and abuse experienced by disabled staff has increased and a significant gap in experience remains when compared with non-disabled staff. This gap being most significant in respect of bullying, harassment or abuse from Managers. Overall, the experience of disabled and non-disabled staff in LTHT is better than the average for their counterparts in other Acute Trusts, albeit the gap in experience is wider at LTHT between the two groups.

2020 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
✓			✓	✓	✓	✓	✓

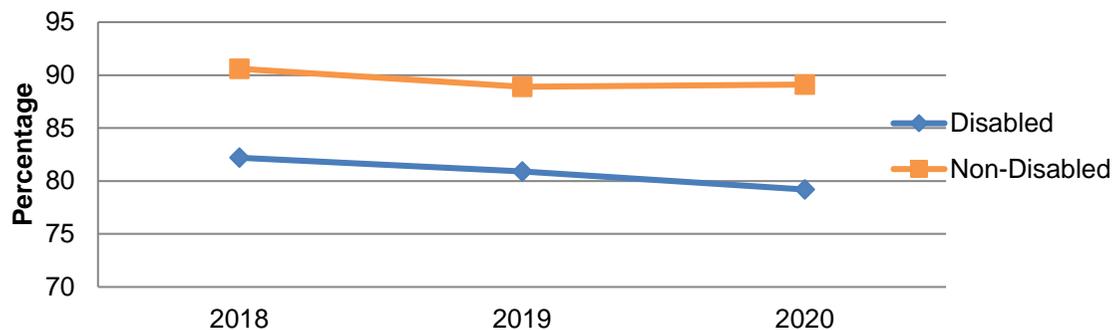
2021 Key Findings

Equity of Experience

Disabled staff and non-disabled staff have dropped back to similar rates to the year previous to last in their reporting of harassment, bullying and abuse. Disabled staff remain more likely to report, which year-on-year compares better to other Acute Trusts.

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

2020 NHS Staff Survey: Staff who believe that their organisation provides equal opportunities for career progression or promotion



2021/22 Actions

A	B	C	D	E	F	G	H
✓		✓	✓	✓	✓	✓	✓

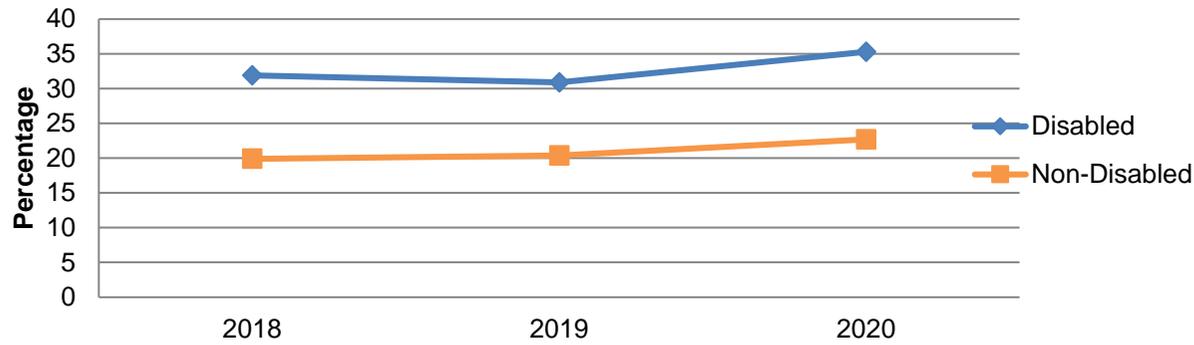
2021 Key Findings

Belief in Equal Opportunities

The gap in belief between disabled and non-disabled staff has widened slightly as the percentage has increased for non-disabled staff and decreased for disabled staff. Albeit the gap in belief has always been slightly wider when compared to other Acute Trusts, the belief of both disabled and non-disabled staff has been higher. However, this year disabled staff at LTHT report a slightly lower belief compared to their counterparts in other Acute Trusts.

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

2020 NHS Staff Survey: Staff who have felt pressure from their Manager to come to work, despite not feeling well enough to perform their duties



2021/22 Actions

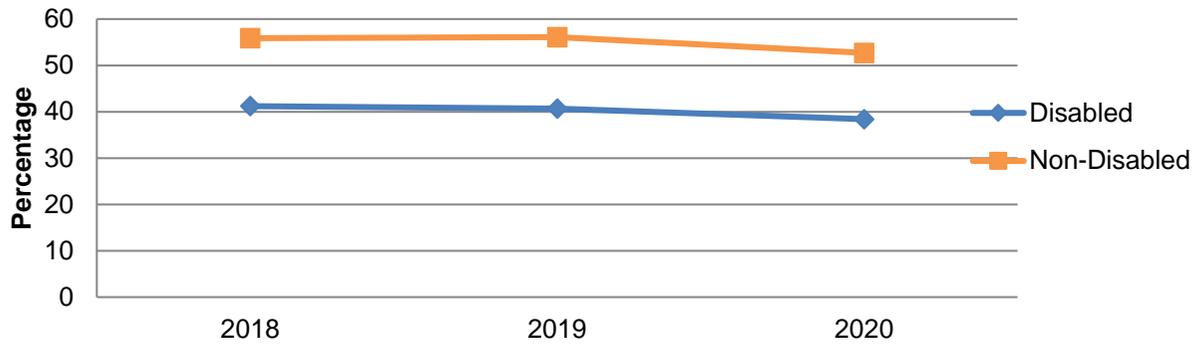
A	B	C	D	E	F	G	H
✓			✓	✓		✓	✓

2021 Key Findings

Equity of Experience
 The already significant gap in experience between disabled and non-disabled staff has widened with disabled staff still reporting a higher percentage. For the first year since reporting, one of our staff groups, our disabled staff, report a higher percentage compared to their counterparts in other Acute Trusts.

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

2020 NHS Staff Survey: Staff satisfied with the extent to which their organisation values their work



2021/22 Actions

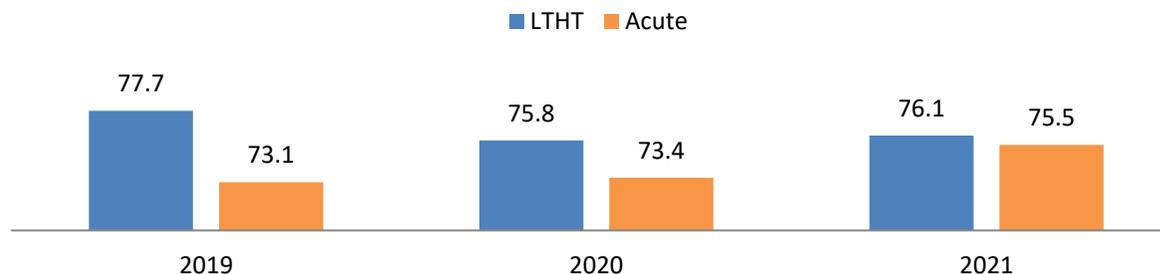
A	B	C	D	E	F	G	H
✓			✓	✓	✓	✓	✓

2021 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 rate. Both groups year-on-year have reported higher satisfaction rates compared to their counterparts in other Acute Trusts.

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

2020 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



2021/22 Actions

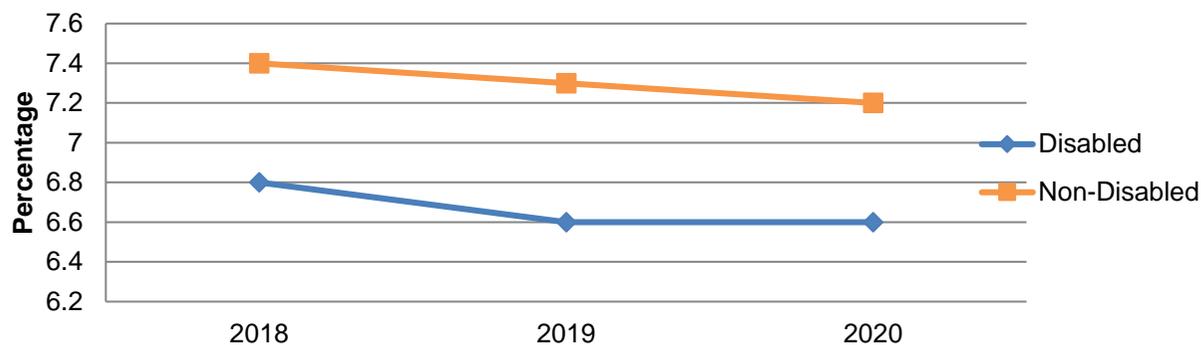
A	B	C	D	E	F	G	H
✓		✓	✓	✓	✓	✓	✓

2021 Key Findings

Belief in Equal Opportunities
Disabled staff report a higher rate than last year in their employer making reasonable adjustments, which year-on-year remains higher than other Acute Trusts.

9 Staff Engagement

Staff Engagement Score



2021/22 Actions

A	B	C	D	E	F	G	H
✓			✓		✓	✓	✓

2021 Key Findings

Compared to last year, the staff engagement score for LTHT disabled staff has remained the same whilst albeit higher decreased for non-disabled staff. The gap between the two groups remains significant and when compared to counterparts in other Acute Trust our score for disabled staff remains lower and higher for non-disabled staff.