

## Workforce Disability Equality Standard Report 2021

Name and title of board lead for WRES:	Jeremy Over, Executive Director of Workforce and Communications	
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Name of commissioner this report has been sent to:	Giles Turner, Human Resources Business Partner, West Suffolk CCG	
This report was signed off by the Trust Board on:	TBC	
Total Number of staff at 31.3.21 (permanent, fixed term and bank staff):	5855 (5271 - 2020)	
Proportion of disabled staff employed within the trust at 31.3.21:	3.6% (3% - 2020)	
Period this data refers to:	31 March 2021	
<b>Workforce Disability Equality Standard Indicators</b>		
Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.	2019	1.03 non-disabled staff are slightly more likely to be appointed than disabled staff from shortlist.
	2020	1.46 non-disabled staff are more likely to be appointed than disabled staff from shortlist
	<b>2021</b>	1.40 non-disabled staff are more likely to be appointed than disabled staff from shortlist.
Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	2019	0.0 no disabled staff entered the formal capability procedure
	2020	0.32 disabled staff are less likely to enter the formal capability process than non-disabled staff.
	<b>2021</b>	0 no disabled staff entered the formal capability process
<b>National NHS Staff Survey 2020 Indicator</b> Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	<b>Disabled</b>	
	2019	30.7%
	2020	30.7%
	<b>Non-Disabled</b>	
	2019	24.4%
2020	25.4%	
<b>National NHS Staff Survey 2020 Indicator</b> Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months	<b>Disabled</b>	
	2019	16.8%
	2020	17.9%
	<b>Non-Disabled</b>	
	2019	9%
2020	10.1%	
<b>National NHS Staff Survey 2020 Indicator</b> Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	<b>Disabled</b>	
	2019	23.5%
	2020	26.9%
	<b>Non-Disabled</b>	
	2019	15.8%
2020	19.1%	
<b>National NHS Staff Survey 2020 indicator</b> Percentage of disabled staff compared to non-disabled staff saying that last time they experienced harassment, bullying or abuse at	<b>Disabled</b>	
	2019	44%
	2020	56.4%
	<b>Non-Disabled</b>	

work, they or a colleague reported it.	2019	45.5%
	2020	43.3%
<b>National NHS Staff Survey 2020 Indicator</b> Percentage believing that the trust provides equal opportunities for career progression or promotion	<b>Disabled</b>	
	2019	84.3%
	2020	86.6%
	<b>Non-Disabled</b>	
	2019	90%
	2020	86.7%
<b>National NHS Staff Survey 2020 Indicator</b> Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	<b>Disabled</b>	
	2019	25.1%
	2020	26.3%
	<b>Non-Disabled</b>	
	2019	17.7%
	2020	18.8%
<b>National NHS Staff Survey 2020 Indicator</b> Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	<b>Disabled</b>	
	2019	51.8%
	2020	44.7%
	<b>Non-Disabled</b>	
	2019	59.7%
	2020	52.4%
<b>National NHS Staff Survey 2020 Indicator</b> Percentage of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work	80.6% (82.1% 2019)	
<b>National NHS Staff Survey 2020 Indicator</b> The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score of the organisation	<b>Disabled</b>	<b>WSFT 7.1 (7.2 – 2019)</b>
		<b>National Average 6.7 (6.7 in 2019)</b>
	<b>Non-Disabled</b>	<b>WSFT 7.3 (7.6 - 2019)</b>
		<b>National Average 7.1 (7.1 in 2019)</b>
	<b>Overall staff Trust score 7.2</b>	
Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard?	Yes – staff disability network	
Percentage difference between the organisation's Board voting membership and its organisation's overall workforce	No board members with a declared disability	

Proposed Actions for 2021		Completion date
Inclusive Recruitment	Review our recruitment and selection training for all staff who sit on a recruitment panel. Ensuring we include information on unconscious bias.	Implementation by April 2022
Disability Awareness	Raise the profile of the challenges faced at work of those with a disability and how reasonable adjustments ensure colleagues are able to fulfil their potential. Targeting both new starters within the recruitment process and existing colleagues.	Programme set up and started by 31.12.21 to run until Dec 2022
Staff Networks	Develop and nurture the staff networks to provide support to staff and guidance to the trust.	Ongoing