

Workforce Disability Equality Standard Report 2020

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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:	2 nd October 2020
Total Number of staff at 31.3.20 (permanent, fixed term and bank staff):	5271 (4936 2019)
Proportion of disabled staff employed within the trust at 31.3.20:	3% (3% 2019)
Period this data refers to:	31 March 2020
Workforce Disability Equality Standard Indicators	
Actions to address areas for improvement are included in the Trust's Inclusion Action Plan 2019 to 21 as indicated below.	
Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all post.	1.46 non-disabled staff are more likely to be appointed than disabled staff from shortlist. (1.03 2019) Inclusion Action Plan 2019 to 2021: action under objectives 3 and 4
Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	0.32 disabled staff are less likely to enter the formal capability process than non-disabled staff. (no disabled staff entered the formal capability process in 2019)
	Inclusion Action Plan 2019 to 2021: action under objectives 5 and 6
National NHS Staff Survey 2019 Indicator Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	Disabled 30.7% (23.9% 2018)
	Non-Disabled 24.4% (26.7% 2018)
	Inclusion Action Plan 2019 to 2021: action under objectives 3 and 8
National NHS Staff Survey 2019 Indicator Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled 16.8% (14.8% 2018)
	Non-Disabled 9% (10.4% 2018)
	Inclusion Action Plan 2019 to 2021: action under objectives 3 and 8
National NHS Staff Survey 2019 Indicator Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled 23.5% (20.4% 2018)
	Non-Disabled 15.8% (18.4% 2018)
	Inclusion Action Plan 2019 to 2021: action under objectives 3 and 8

National NHS Staff Survey 2018 indicator Percentage of disabled staff compared to non-disabled staff saying that last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	Disabled 44% (28.2% 2018)
	Non-Disabled 45.5% (42.4% 2018)
	Inclusion Action Plan 2019 to 2021: action under objective 8
National NHS Staff Survey 2018 Indicator Percentage believing that the trust provides equal opportunities for career progression or promotion	Disabled 84.3% (83.8% 2018)
	Non-Disabled 90.0% (90.2% 2018)
	Inclusion Action Plan 2019 to 2021: action under objective 3
National NHS Staff Survey 2018 Indicator 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	Disabled 25.1% (21.7% 2018)
	Non-Disabled 17.7% (18.0% 2018)
	Inclusion Action Plan 2019 to 2021: action under objective 3
National NHS Staff Survey 2018 Indicator Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Disabled 51.8% (45.9% 2018)
	Non-Disabled 59.7% (55.8% 2018)
	Inclusion Action Plan 2019 to 2021: action under objectives 3 and 5
National NHS Staff Survey 2018 Indicator Percentage of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work	82.1% (82.7% 2018)
	Inclusion Action Plan 2019 to 2021: action under objectives 4 and 6
National NHS Staff Survey 2018 Indicator The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score of the organisation	Disabled 7.2 (7.1 2018)
	Non-Disabled 7.6 (7.5 2018)
	Overall all staff Trust score 7.5 National average score for comparable Trusts 7.1
Inclusion Action Plan 2019 to 2021: action under objective 3	
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
	Inclusion Action Plan 2019 to 2021: action under objective 4