

Response ID ANON-VQQ5-M7BB-N

Submitted to **Workforce Disability Equality Standard (WDES) online reporting form**
Submitted on **2019-07-30 13:26:17**

Trust information

1 Name of organisation:

Name of organisation::

North Staffordshire Combined Healthcare NHS Trust

2 Date of report:

Month/year::

July 2019

3 Name and title of the Board lead for the Workforce Disability Equality Standard:

Name and title of Board lead for the Workforce Disability Equality Standard::

Linda Holland, Director of Workforce, OD and Inclusion

4 Name and contact details of the lead compiling this report:

Name and contact details of lead compiling this report:

Lesley Faux
Diversity and Inclusion Lead
Lawton House
Bellringer Road
Trentham Lakes
STOKE-ON-TRENT
ST4 8HH

5 Does your organisation participate in any programmes or initiatives that are focused on disability equality and inclusion?

Yes

If yes, please provide details::

The Trust has worked very hard to develop a culture of inclusion over the past 5 years. Specifically relating to disability equality and inclusion, we have the following:-

- the Trust has run a Deaf Awareness Group over the past 5 years, with representation from across Trust Directorates and services, working to develop awareness and skills in supporting people who are deaf or hearing impaired, and improving access and experience to Trust services for these individuals.
- the Trust also recently (May 2019) launched a Neurodiversity Staff Network which is for people who identify as being neurodiverse (with a range of conditions and thinking styles, including Asperger's, autism, dyslexia, dyspraxia, stammering, and more. This group is chaired by Benjamin Ford, Psychological Therapist who identifies as Asperger's following a diagnosis in his 40s.

Trust information

6 Name and contact details of the commissioner(s) this report will be sent to:

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Jane Chapman
Head of Governance
NHS Midlands and Lancashire Commissioning Support Unit
Heron House
120 Grove Rd
Stoke-on-Trent
ST4 4LX

7 Unique URL link, or existing web page, on which the WDES Metrics data and associated Action Plan will be published:

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<https://combined.nhs.uk/working-together/diversity-and-inclusion/>

8 Date of Board meeting at which organisation's WDES Metrics data and action plan were, or will be, ratified:

Date of Board meeting at which organisation's WDES Metrics data and action plan were, or will be, ratified::

26 September Trust Board (ratification)

9 Total number of staff employed within the organisation on 31 March 2019:

Total number of staff employed within the organisation on 31 March 2019:

1549

% Disabled staff::

2.4%

% Non-disabled staff::

61.1%

% Unknown/Null::

32.8%

% Other::

0.0%

% Prefer not to say::

3.8%

Data quality

10 Did your organisation undertake the NHS Staff Survey in the past year?

Yes

Full staff survey

11 Give the total number and % of responses to the NHS Staff Survey in your organisation:

Give the total number and % of responses to the NHS Staff Survey in your organisation::

survey sent to 1,381 staff - 797 (58%) returned

12 Give the total number and % of Disabled staff responses to the NHS Staff Survey in your organisation:

Give the total number and % of Disabled staff responses to the NHS Staff Survey in your organisation::

175 Disabled staff responded - 23% of survey respondents

13 Do your staff have access to the ESR self-service portal?

Yes

Metric 1 - Workforce representation

14 Please describe any challenges that your organisation has experienced in reporting data for this Metric:

Please describe any challenges that your organisation has experienced in reporting data for this Metric::

It has become apparent that some data entered at the point of application in NHS Jobs has not been transferred into ESR at the point of appointment, resulting in a large proportion of staff having no data entered (NULL) for disability (33% of staff). This issue will have to be addressed urgently as part of our WDES action plan to close this significant gap in our data.

Additionally, our Trust has a number of staff employed on other (non AFC/medical) pay codes as a result of various TUPE transfers into the organisation. These codes had to be manually labelled and translated as best as possible to the AFC bandings and medical groupings. This was time consuming and not an exact science as often the non-NHS grades spanned more than one AFC band and a decision had to be made as to which band to most appropriately allocate the group to.

15 Have any steps been taken in the last 12 months within your organisation to improve the declaration rate for disability status on ESR?

No

16 Please share any examples of interventions that have increased declaration rates at your organisation:

Please share any examples of interventions that have increased declaration rates at your organisation::

No specific focussed effort relating to disability to date. We have been taking opportunities to encourage staff to complete or update their equality monitoring information (including disability) through our staff Newsround newsletter and direct emails to staff with no ethnicity data recorded, but no targeted focus on disability to date.

Metric 2 - Shortlisting

17 Please describe any challenges that your organisation has experienced in reporting data for this Metric:

Please describe any challenges that your organisation has experienced in reporting data for this Metric::

No difficulties.

18 Has your organisation signed up to the Disability Confident Scheme?

Yes

Level 2 - Employer

19 Does your organisation use a Guaranteed Interview Scheme?

Yes

Metric 3 - Capability

20 Did your organisation submit data for Metric 3 this year?

Yes

If yes, please describe any challenges that your organisation has experienced in reporting data for this Metric::

No difficulties.

The number of formal capability cases in our Trust was so small as to not count (just 2 cases, neither with a disability) in our whole Trust of 1555 staff ie a tiny percentage of staff overall (0.0013%).

If no, please explain why you did not submit data for this year::

21 Is capability on the grounds of ill health and capability on the grounds of performance managed by different policies in your organisation?

Yes

If yes, please state the policies::

Supporting Attendance at Work Policy (capability on the grounds of ill health)

and

Performance Improvement Policy (capability on the grounds of performance)

22 What are your views about including capability on the grounds of ill health and performance as two parts of a future Metric?

What are your views about including capability on the grounds of ill health and performance as two parts of a future Metric?:

This would be no problem.

Metric 4 - Harassment, bullying and abuse

23 Are there any issues with the data for this Metric?

Are there any issues with the data for this Metric?:

no issues

24 Has your organisation compared Staff Survey results against other datasets that may be held, e.g. bullying and harassment advisers, Freedom to Speak Up guardians, grievances, etc.

No

If yes, please provide further details on what comparison your organisation has undertaken::

25 Please summarise any actions taken to reduce harassment, bullying and abuse in relation to Disabled staff:

Please summarise any actions taken to reduce harassment, bullying and abuse in relation to disabled staff::

No specific action taken to date with regard to disability.

The Trust introduced Freedom to Speak Up (FTSU) Champions about 12 months ago and opportunity was given to members of our Staff Networks (and other staff) to train to become FTSU Champions.

As part of the work of our Inclusion Council, we have been working to raise awareness and reduce incidence of harassment, bullying and abuse of all kinds.

Metric 5 - Career promotion and progression

26 Are there any issues with the data for this Metric?

Are there any issues with the data for this Metric?:

No issues

27 Does your organisation provide any targeted career development opportunities for Disabled staff?

No

If yes, please provide further details::

Metric 6 - Presenteeism

28 Are there any issues with the data for this Metric?

Are there any issues with the data for this Metric?:

no issues

29 Does your organisation provide any targeted actions to reduce presenteeism i.e. feeling pressured to come to work when not feeling well?

No

If yes, please provide further details::

Metric 7 - Staff satisfaction

30 Are there any issues with the data for this Metric?

Are there any issues with the data for this Metric?:

no issues

31 Does your organisation provide any targeted actions to increase the workplace satisfaction of Disabled staff?

Yes

If yes, please provide further details::

The Trust has recently introduced a Neurodiversity Staff Network which is intended to be empowered to identify and address challenges to the workplace satisfaction of neurodiverse conditions. We also have a Deaf Awareness Group which is attended by staff with an interest in deafness. For some members, this interest is due to personal or family deafness/hearing loss.

At present, we do not have a Staff Network for staff with other types of disability. However this is something that we would be keen to develop.

Metric 8 - Reasonable adjustments

32 Are there any issues with the data for this Metric?

Are there any issues with the data for this Metric?:

No issues.

33 Does your organisation have a reasonable adjustments policy?

Yes

34 Are costs for reasonable adjustments met through centralised or local budgets?

Local

35 Has your organisation taken action to improve the reasonable adjustments process?

Yes

If yes, please provide further details::

HR Adviser support has been given in a number of cases to assist in making reasonable adjustments.

Metric 9 - Disabled staff engagement

36 Are there any issues with the data (9a) or evidence (9b) for this Metric?

No

If yes, please provide details::

no issues

37 Does your organisation have a Disabled Staff Network (or similar)?

Yes

Not Answered

If you answered yes to the above, please give details of the expected timescale.:

Metric 10 - Board representation

38 Please describe any challenges that your organisation has experienced in collecting and reporting data for this Metric:

Please describe any challenges that your organisation has experienced in collecting and reporting data for this Metric::

no issues

39 Does your Board have a champion for disability equality?

No

If yes, with their permission, please provide name and position of the Board/Executive champion/sponsor::