

Response ID ANON-VQQ5-M7DA-P

Submitted to **Workforce Disability Equality Standard (WDES) online reporting form**
Submitted on **2019-07-24 16:31:54**

Trust information

1 Name of organisation:

Name of organisation::

Sussex Community NHS Foundation 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::

Mike Jennings - Deputy Chief Executive

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

Name and contact details of lead compiling this report:

Jourdan Durairaj
sc-tr.equality@nhs.net

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

Yes

If yes, please provide details::

Sussex Community NHS Foundation Trust are a 'Disability Confident' accredited employer with the Job Centre Plus. We provide supported employment to people with a learning disability and / or autism and work in close partnership with a specialist supported employment agency.

The organisation has a trust-wide equality, diversity and inclusion programme, including an intersectional reverse mentoring scheme inclusive of disabled staff; an equality and human rights analyses (EHRA) process within both policy-making processes and service development processes that promote disability equality; and an inclusive leadership programme that teaches staff about social identity, bias and cultural competence, inclusive of disability.

Within the trust-wide programme there is a specific disability network that has its own annual plan. Initiatives have included participating at Disability Pride in Brighton and profiling disabled staff within the organisation. This is organised by a chair who in this role reports directly to the Board lead for disability equality.

The Trust has trained members of staff as mental health first aiders and has been growing awareness about benefits available to staff to promote their health and wellbeing. There is also access to a free confidential telephone counselling service as well as to a full occupational health service, including psychological therapies.

The Trust operates an equality and diversity policy including reasonable adjustments for disabled people to avoid substantial disadvantage and potential disability discrimination.

Trust information

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

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

Geraldine Hoban (Director for Equality, Diversity & Inclusion)

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

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

www.sussexcommunity.nhs.uk/equality

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::

25 July 2019

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:

4971

% Disabled staff::

4.63

% Non-disabled staff::

79.65

% Unknown/Null::

0.16

% Other::

% Prefer not to say::

15.55

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::

Questionnaires were sent to all 4,667 staff eligible to receive the survey with 2,664 (57%) returned valid.

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::

499 disabled staff responded - 19.9% 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::

The number of people sharing their disability with the Trust at 31 March 2019 on their staff record was 231, or 4.6% of the workforce. The group not wishing to share their disability status on their staff record remains at 15%. There were 19.9% of 2,510 staff who answered the staff survey 2018 selected they were disabled.

Staff in agenda for change (AfC) pay band 1 had the largest proportion of disabled staff at 8.2% (n. 13), with zero sharing a disability in the AfC 8c-9 and very senior managers (VSM) cluster.

Over five years the amount of staff sharing their disability status grew by 4% overall, with an increase of 8.7% in the AfC bands 1-4 cluster.

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

Yes

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::

Better reporting within the recruitment management system for new starters and roll-out of self-service on ESR.

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::

There were 50 disabled people, all non-medical, and 834 non-disabled people appointed in 2018-19. Non-disabled people were 1.32 times as likely to be appointed from shortlisting as disabled people.

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 people who had shared they were disabled on their staff record entered a formal capability process in 2017-19. There were 27 non disabled people who entered a formal capability process.

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::

Capability on the grounds of ill health is managed by the organisation's sickness policy. Capability on the grounds of performance is managed by the capability policy.

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?:

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?:

31% of disabled staff in the 2018 staff survey experienced harassment, bullying or abuse from patients, relatives or the public in the prior 12 months, a nine-point difference from the 22% of non-disabled staff, and similar to the 31.6% disabled staff community provider benchmark.

17% of disabled staff experienced harassment, bullying or abuse from managers, a 10-point difference from the 7% of non-disabled staff, and a decreasing five-year trend.

26% of disabled staff experienced harassment, bullying or abuse from other colleagues, a 13-point difference from the 13% of non disabled staff, and a decreasing five-year trend.

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.

Yes

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

Identity based hate incidents for the period taken from the organisation's incident reporting system was discussed at the July 2019 meeting of the Equality, Diversity & Inclusion Group.

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::

The matter was tabled at our organisation's Workforce Committee and discussed at the organisation's Equality, Diversity and Inclusion group, including representation with the Disability Network, for discussion around a proposal for Board to take further actions:

1) To deliver a staff engagement programme aimed at better understanding disabled staff experiences of bullying in 2019/20, including a bespoke conflict resolution workshop for members of the organisation's disability network

2) To review and align existing cultural review improvement plans and organisational development (OD) projects for particular services identified as requiring enhanced support for managers to address staff intercultural issues

3) To review and expand the existing 'Continuing Professional Development' core management skills course to respond to and reduce staff harassment and discrimination for protected groups

4) To enhance the reporting process and support offer for staff experiencing workplace bullying, harassment or abuse.

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?:

85% of disabled staff felt the Trust provided equal opportunities for promotion, with a positive (more desirable) trend over five years, and a 6-point difference from the 91% of non-disabled staff. The Trust disabled staff figure is the same as the disabled staff community provider benchmark

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

Yes

If yes, please provide further details::

There are targeted career development opportunities for disabled staff:

- Disability network membership and committee leadership roles
- Direct reporting by the disability network chair to the board lead for disability
- Developing an intersectional reverse mentoring scheme.

Metric 6 - Presenteeism

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

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

27% of disabled staff who felt management pressure to come to work when not feeling well enough, a 10-point difference from the 17% of non disabled staff.

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

Yes

If yes, please provide further details::

Flexible working benefits; staff health and wellbeing support offer; reasonable adjustment workshop for managers; career planning and support; and, staff carers networking.

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?:

40% of disabled staff felt the Trust valued their work, a 12-point difference from the 52% of non disabled staff.

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

Yes

If yes, please provide further details::

The matter was tabled at our organisation's Workforce Committee and discussed at the organisation's Equality, Diversity and Inclusion group, including representation with the Disability Network, for discussion around a proposal for Board to take further actions:

- Develop a reasonable adjustments staff passport scheme
- Deliver a staff engagement programme aimed at better understanding disabled staff experiences of bullying
- Promote a carers network group as a new staff benefit

It is anticipated that these actions, along with continuing to support organisational inclusion initiatives in business as usual, such as the Disability Network, and expanding the support offer for all staff will help to increase the workplace satisfaction of disabled staff.

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?:

79% of disabled staff felt the Trust made adequate adjustment(s) to enable them to carry out their work.

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::

The matter was tabled at our organisation's Workforce Committee and discussed at the organisation's Equality, Diversity and Inclusion group, including representation with the Disability Network, for discussion around a proposal for Board to take further actions:

- 1) Develop a reasonable adjustments staff passport scheme
- 2) To review and expand the existing 'Continuing Professional Development' core management skills course to respond to discrimination for protected groups, including failure to make reasonable adjustments for disabled people.

Metric 9 - Disabled staff engagement

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

Yes

If yes, please provide details::

Across 2018-19 the Trust continued to advance disability equality and make reasonable adjustments for disabled people in our workplaces and to facilitate their voices be heard:

- Supported a programme of disability access audits led by Estates & Facilities with members of the disability network
- Procured communication support services for deaf people and British Sign Language users
- Collected disabled staff life stories to raise staff awareness

Disabled staff scored on average 6.9 out of 10 for how engaged they felt; 6% different from the 7.3 out of 10 score of non-disabled staff.

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::

The Board, including voting and executive, was 100% non-disabled.

39 Does your Board have a champion for disability equality?

Yes

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

Mike Jennings, Deputy Chief Executive