

## REPORT TO PEOPLE, CULTURE & DEVELOPMENT COMMITTEE

Date of Meeting:	SLT (27 Sept 2021); PCDC (3 Oct 2022); Trust Board (13 Oct 2022)		
Title of Report:	Workforce Disability Equality Standard (WDES) 2022 Report and Action Plan 2022-23		
Presented by:	Lesley Faux, Diversity and Inclusion Lead		
Author:	Lesley Faux		
Executive Lead Name:	Kery Smith	Approved by Exec	<input type="checkbox"/>

<b>Executive Summary:</b>	<b>Purpose of report</b>		
<p>The purpose of this paper is to provide the annual progress update and metrics for the Workforce Disability Equality Standard (WDES). This 2022 WDES Report outlines the Trust's 2022 results, what we have been doing to advance the 10 WDES indicators, reviews progress with the 2021-22 WDES Action Plan and sets out actions for the current year. Progress has been sustained and continuous, but it is recognised that there are still gaps in the experiences of differently abled Trust colleagues and those without disabilities. These gaps need to be closed if we are to most effectively meet the service expectations of our patients and service users over the years ahead.</p>	Approval	<input type="checkbox"/>	
	Information	<input type="checkbox"/>	
	Discussion	<input checked="" type="checkbox"/>	
	Assurance	<input checked="" type="checkbox"/>	
Seen at:	SLT <input checked="" type="checkbox"/> Execs <input checked="" type="checkbox"/>	Document	
	Date: 27 Sept Execs 20 Sept	Version No.	
Committee Approval / Review	<ul style="list-style-type: none"> <li>• Quality Committee <input type="checkbox"/></li> <li>• Finance &amp; Resource Committee <input type="checkbox"/></li> <li>• Audit Committee <input type="checkbox"/></li> <li>• People, Culture &amp; Development Committee <input checked="" type="checkbox"/></li> <li>• Charitable Funds Committee <input type="checkbox"/></li> </ul>		
Strategic Objectives (please indicate)	<ol style="list-style-type: none"> <li>1. We will attract, develop and retain the best people <input checked="" type="checkbox"/></li> <li>2. We will actively promote partnership and integrated models of working <input type="checkbox"/></li> <li>3. We will provide the highest quality, safe and effective services <input checked="" type="checkbox"/></li> <li>4. We will increase our efficiency and effectiveness through sustainable development <input checked="" type="checkbox"/></li> </ol>		
Risk / legal implications: Risk Register Reference	<ul style="list-style-type: none"> <li>• WDES reporting forms part of the annual NHS Standard Contract (since 2019)</li> <li>• Our WDES report and action plan each year are published on the Trust's website and data shared with NHS England and our lead commissioner at the ICB</li> </ul>		
Resource Implications: Funding Source:	Within existing resources N/A		
Diversity & Inclusion Implications: (Assessment of issues connected to the Equality Act 'protected characteristics' and other equality groups). See wider D&I Guidance	The purpose of the WDES is to bring about positive change and to continuously strive towards providing better workplace experiences for differently abled individuals. It aims to improve access to employment and advancement. Better staff experiences translate into better services provided to our service users and their families. It is designed to assist the Trust in delivering our Equality Act and PSED obligations in respect of employees with a disability.		
Shadow ICS Alignment / Implications:	All NHS Trusts are required to participate in the WDES process. The Trust are working alongside the ICS to evolve WDES activity and practise at system level		
Recommendations:	<ol style="list-style-type: none"> <li>1. Trust leaders at every level must continue to build up on the foundations that are now in place to support differently abled staff</li> <li>2. The Trust should continue to drive forwards the disability agenda as an 'Outstanding' organisation by developing a plan for the Trust to become a Disability Confident Leader over the next 1-2 years, working in partnership on this with our Combined Ability Network</li> <li>3. The Trust Senior Leadership Team (and other leaders) are required to demonstrate sustained and visible commitment to delivering on disabilities inclusion. This includes:- <ul style="list-style-type: none"> <li>• supporting our staffs networks and developmental initiatives;</li> <li>• positively demonstrating commitment to disability equality and inclusion; and considering what support, development opportunities and training should be made available to staff at all levels to support the process of change towards a culture of outstanding inclusion</li> </ul> </li> </ol>		
<b>Version</b>	<b>Name/group</b>	<b>Date issued</b>	

# Workforce Disability Equality Standard (WDES) Report 2022 and Action Plan 2022-23



September 2022

Version 1.1



## Workforce Disability Equality Standard (WDES)

### Report 2022

#### 1.0 Introduction

The Workforce Disability Equality Standard (WDES) Report measures the experiences within the workplace of our colleagues with a disability in comparison to colleagues without.

This report provides a review of the Trust's performance in relation to the 10 specific WDES measures and provides an analysis of the experiences of colleagues with a disability in comparison to colleagues without a disability for the financial year ending 31<sup>st</sup> March 2022. The information is acquired from recruitment, workforce, and NHS Staff Survey data.

This report highlights the progress made with regards to workforce disability inclusion and the WDES standards and our plans to ensure that we continue to advance in this area, closing the gap in experience between those colleagues with disability, neurodifference and long-term health conditions ('differently abled') and those without.

Building an inclusive and diverse workforce benefits everyone and correlates directly with the quality and safety of patient and service user care. It is therefore **essential** to act upon the data from the WDES and create an environment where differently abled colleagues can thrive and perform to their best. Our aim is to be able to effectively and equitably recruit, support, retain, develop, promote and engage colleagues who are differently abled.

The 2021 national [WDES Report](#) (published in May 2022). In this report, Professor Em Wilkinson-Brice Acting Chief People Office for the NHS said:

*..The fundamental principles set out in the People Promise provide the grounds for an inclusive environment for all our staff, in which the voices of Disabled staff are heard and listened to, in which Disabled staff feel recognised and valued, and will be supported to achieve their full potential..*

*.. Our ambition is to **increase the representation of Disabled people** in the NHS workforce and **see the disparities between Disabled and non-disabled staff reduce** year on year; supported by an **inclusive culture** through the realisation of the vision set out in the People Promise.*

North Staffordshire Combined Healthcare NHS Trust are firmly committed to the equality, diversity and inclusion agenda for the benefit of all stakeholders, including our service users and their families, our staff and our colleagues across the wider system. Our Trust continues to tackle disparities and continues to promote a culture of inclusion and belonging for all members of staff, irrespective of their background or experiences.

## 1.2 Background to the WDES

The WDES is a mandated and contractual data report which has a set of 10 metrics. These metrics compare the responses of staff with disabilities with staff who do not have a disability. This report is published annually, shared with our lead commissioner, and will be published on the Trust's website.

The Workforce Disability Equality Standard (WDES) report was introduced in 2019 (some years after its counterpart report on Workforce Race Equality (WRES)). 2022 is therefore the fourth reporting year against the WDES standards.

The data for the 10 metrics has been taken from workforce and recruitment data for the period 1 April 2021 – 31 March 2022, and from the 2021 Trust results in the NHS Staff Survey (presented in this report as 2022 WDES data).

## 1.3 Why WDES matters to us at Combined

Whilst this report is a contractual requirement; the aim of this report is to improve the experiences of all differently able colleagues working within our Trust. It is our goal to become an **employer of choice**, offering **outstanding inclusion** through our employment experiences for all, and to support and retain our staff effectively.

Our people are at the very heart of all that we do and we need to ensure that we evolve the culture of inclusion to benefit our staff, patients and families. We are keen to gain deeper understanding, raise awareness and embed good practice with regards to the whole employee life cycle in relation to colleagues who have a disability. Our approach to supporting differently abled colleagues is to give them a voice and ensure they are able to participate fully in the co-production of systems, policies, processes and day-to-day activities that support development of our inclusive culture. The philosophy of “nothing about us without us” is pertinent to how we seek to involve differently abled colleagues in identifying and developing areas for improvement.

Through a more inclusive culture and practise, it is hoped that all colleagues are treated respectfully and are valued and respected for their talents and contributions they bring; increasing staff engagement, improving the quality and safety of service delivery, while reducing recruitment costs and the costs associated with sickness absence and presenteeism.

Whilst meeting its duties as an individual NHS Trust, the Trust is increasingly working with system colleagues on inclusion, including the WDES, to develop shared standards of employment expectations, experience and excellence. This joint working on WDES will support the wider system in its ambition to work with local people, communities, and staff to improve the health and wellbeing of individuals and to use their collective resources more effectively, and to make Staffordshire and Stoke-on-Trent the healthiest places to live and work.

## 1.4 Disability Inclusion at Combined Healthcare

The Trust has shown a strong, sustained and ever-increasing commitment to its inclusion agenda over a number of years. Inclusion is a bedrock within our Trust People Plan and ‘how we do things round here’. Our vision is to grown greater inclusion agenda to offer truly outstanding employment and service experiences through all of Combined Healthcare.

Our work on disability is still developing but we have made significant strides forward in 2021-22 with the much greater embedding of our Combined Ability Network (CAN) and with the introduction of our **Differently Abled Buddy Scheme** (see box below) - an idea originating in the CAN meetings. We are working hard to establish the foundations to achieve a long term, sustained approach to embedding a culture of inclusion and belonging for all of our staff, where differently abled staff have equitable experiences to their non-disabled counterparts.

Our aim is to create a culture where differently-abled staff can bring their whole self to work and feel that they belong within our organisation and enjoy the work they undertake to better serve our services user communities. The WDES data shows that further improvements have been made, but there is still some way to go, to continue to embed positive practices and to ensure staff with disabilities feel supported, valued and engaged.

### Trust Differently Abled Buddy Scheme

The Trust secured a £15K application for a WDES Innovation Fund Award to Improve Staff Retention with our **Differently Abled Buddy Scheme** proposal to better support new differently abled workers to settle into

the organisation and to access reasonable adjustments to assist them in becoming effective and empowered in their new roles. The project commenced from January 2022 with the appointment of a part time Project Manager, Angela Peake.

A Differently Abled Buddy is someone who is also differently abled and is trained with respect to the Access to Work Scheme and disability. They have agreed to act as an informal and friendly source of support and information who knows about the organisation and helps new staff to settled in, particularly with completion of the (NHS Employers) Health Passport, accessing reasonable adjustments, equipment and/or software (if applicable) and encouraging them to join the Combined Ability Network.

The project has been a great success, with very favourable feedback from buddies and buddied. The programme has been extended to late October 2022 and we are working with system colleagues to seek funding for wider application across the ICS for an initial period to end March 2023.



We have also been working to create employment opportunities for people with disabilities within our clinical services, with a specific focus on improving service user experience. This has led to the creation of 4 **Expert by Experience** roles within our Learning Disabilities services, which received recognition in the 2021 RIDI Awards (see box below).

### **Expert by Experience Advisors**

For over 5 years there has been a drive to enable those with Learning Disabilities (LD) access to meaningful employment within the services that they use as clients. The Trust's LD service has benefitted from service user volunteers who advise and consult on key issues, enabling us to secure views of those with lived experience. Although this group is extremely valuable, the service wanted to champion paid employment of people with LD and challenge the recruitment barriers.

Our Expert by Experience Adviser role project emerged in order to support people with LD into meaningful, paid NHS employment. Four part time (8 hours per week) posts were developed as permanent positions for individuals with lived experience. Funding was secured and a steering group formed to address the challenges the recruitment system posed for people with LD, in collaboration with individuals with LD, and with our HR, OD and other services.

Accessible application forms and job descriptions were devised, posts were advertised to encourage applicants, ensuring a wide and inclusive reach. The interview process was adapted to be supportive yet equitable to comparable posts. Once the successful applicants were offered posts, we ensured that the existing LD workforce were able to adapt to change their ethos from client centred to facilitators. Commencement in post for our 4 Expert by Experience Advisors was delayed due to Covid, but commenced during 2021.

The team were shortlisted in an amazing 3 categories at the Recruitment Industry Disability Awards for this innovative work. We plan to resubmit in 2022, when we will be in a better position to demonstrate the impact of this important work programme for those employed in these roles. Congratulations to our Learning Disabilities Services for their collaborative work to create and commit to the success of these life-changing roles.



We have also been investing in **Peer Support Worker** roles for individuals with lived experience of mental health conditions in a number of our Trust team (including Step On, Early Intervention, CAST, CAMHS, the Parent and Baby Unit, and Liaison and Diversion Service (hosted by Changes).

Furthermore, our **Step On** service works with fantastic rates of success to support individuals who have progressed from mental ill health to recovery to gain employment. 253 service users (from 579 referrals) were supported into a wide range of employment in the local area through their Individual Placement and Support service. That's 253 lives changed and a 43.7% placement rate.

We are also working to create outstanding disability–friendly service environments and care for our patients, service users, carers and other visitors to our Trust sites. In 2022 we were able to secure funding to launch our **AccessAble** ambition. AccessAble is a web-based tool that documents all of our Trust services to support people across the full remit of disability (comprising both visible and hidden disabilities) so that people can plan ahead for appointments and attendances, knowing what the facilities are and what potential barriers there may be (so that these can be planned for and navigated appropriately or alternative arrangements made).

As with many areas of inclusion, making changes to improve disability access and experience benefit a much wider range of people, not only those with disabilities. AccessAble helps anyone accessing our buildings and services, so is great for our differently abled workforce also. It can also be used by potential new recruits who may be looking to see what our Trust workplaces are like and where they might be attending for interview or for work.

## AccessAble

We are delighted that, in 2022, the Trust signed an agreement to work in partnership with AccessAble for a period of 3-5 years.



**AccessAble**  
Your Accessibility Guide

AccessAble are the market leading charitable organisation specialising in all aspects of disability and providing detailed accessibility information on public buildings and spaces across the UK. These Access Guides significantly enhance patient, service user and carer experience by providing the information they need before visiting, so that service users and visitors (and staff!) can be better informed about the facilities across our sites.

In addition to these accessibility guides supporting day to day navigation of our Trust sites, working with AccessAble provides us with annual reports recommendations for improvements to accessibility, ranging from 'quick wins' to larger-scale investment in our buildings and sites. Our AccessAble Access Guide are live now - [Click here](#) - on the AccessAble website and via the AccessAble app. These will be live on our new Trust public website from 17<sup>th</sup> October when we will host our AccessAble Launch event.

## 2.0 Our Performance Against the WDES Indicators

### 2.1 Overview of Trust WDES Performance

The table below gives an overview of how we are performing to date against the ten WDES Indicators.

WDES Metric / Indicator	Trust WDES 2020		Trust WDES 2021		Trust WDES 2022	
	Disabled Staff	Non-disabled staff	Disabled Staff	Non-disabled staff	Disabled Staff	Non-disabled staff
1. Workforce Disability %	4.1%	66.1%	6.57%	71.4%	6.13%	77.4%
2. Recruitment measure (relative score)	1.06		0.85		1.01	
3. Capability process (relative score)	0.00		0.00		0.00	
4. (a) staff experiencing harassment, bullying or abuse (HBA) from:						
i. Service users & the public	35.0%	28.6%	31.9%	26.1%	34.9%	26.7%
ii. Managers	10.4%	9.4%	9.6%	7.5%	10.7%	4.4%
iii. Other colleagues	15.4%	14.0%	16.1%	7.3%	16.0%	8.8%
(b) Reporting of HBA at work	59.7%	60.9%	64.5%	66.0%	57.3%	67.3%
5. Belief the Trust provides equal opportunities for career progression or promotion (NOTE: revised data - change in calculation method for all WDES years nationally in 2022)	53.3%	61.1%	62.2%	68.3%	63.0%	71.6%
6. Pressure to come to work, despite not feeling well enough to perform their duties.	14.8%	14.3%	16.2%	15.5%	17.9%	13.5%
7. Satisfaction with the extent to which their organisation values their work	41.2%	52.9%	50.4%	59.3%	52.8%	61.2%
8. Adequate adjustment(s) to enable colleagues with disability to carry out their work.	87.9%	n/a	85.0%	n/a	81.6%	78.8%
9. Staff engagement score:	7.0	7.3	7.2	7.5	7.1	7.5
10. Board membership measure:						
• Voting board membership	9.1%	90.9%	8.33%	91.67%	20.0%	80.0%
• Executive board membership	14.3%	85.7%	25.0%	75.0%	25.0%	75.0%

## 2.2 Detailed Analysis against the WDES Metrics

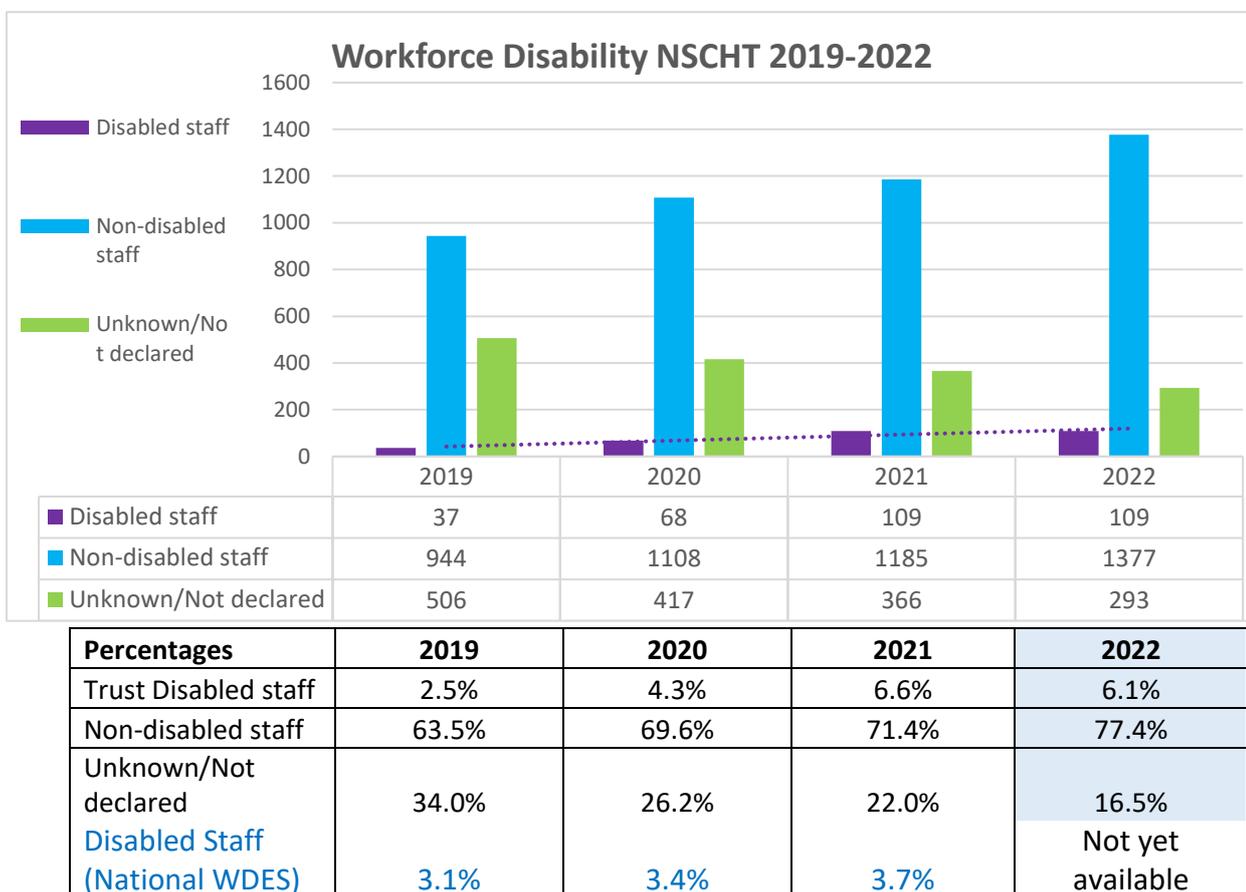
### Metric 1 – Workforce Representation

#### Percentage of staff with declared disability, compared with the percentage of staff in the overall workforce

Metric 1 reviews the workforce data within the Trust as a whole and cut by clinical and non-clinical and by different levels of progression. Note: bank, agency and third party are not included in the WDES data. It is noted that declared disability is consistently much lower than rates reported anonymously in the NHS staff survey, where 285 Trust staff (27.4% of respondents in the 2021 staff survey) said they had a 'long lasting health condition or illness' [national rate, 27%).

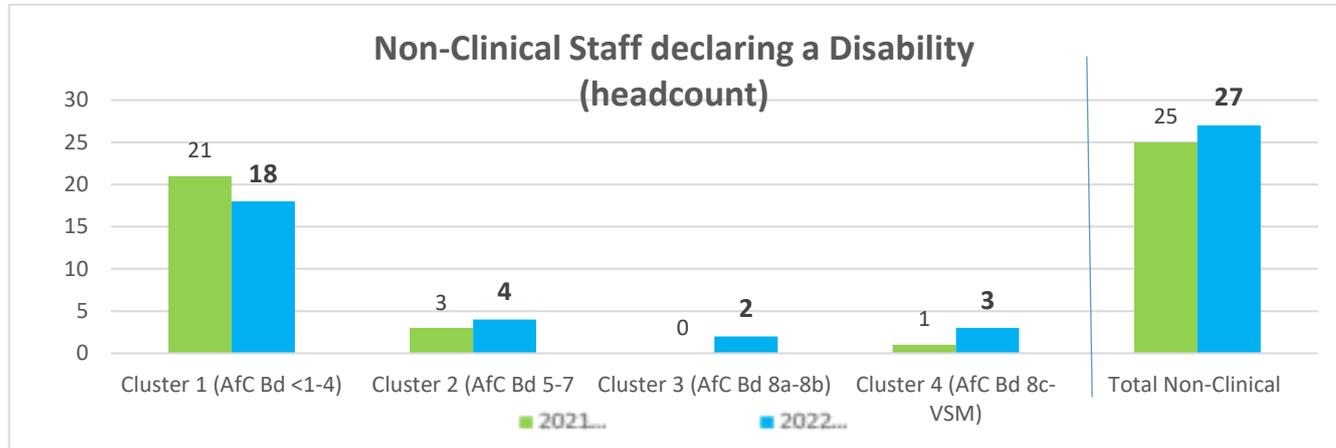
There are a total of 1779 Trust staff (up from 1660 staff in 2021, largely on account of new services and TUPE transfers in to the Trust). There are **109 Trust employees (6.1%) with a disability**, which is the same number as 2021, but a slightly smaller percentage due to the increased overall size of the organisation (**6.57% in 2021**).

The size of the improvement is a little disappointing given our efforts to encourage staff to understand more about what constitutes a disability and to feel comfortable and safe to disclose that they have a disability, neuro-difference or long term health condition. It is noted that the number of unknown / not declared records has reduced significantly from 366 (22% in 2021) **to 293 (16.5% in 2022)**, which is testament to this work however. Our declaration rate of 6.1% is significantly better than the national rate of 3.7% (in 2021).

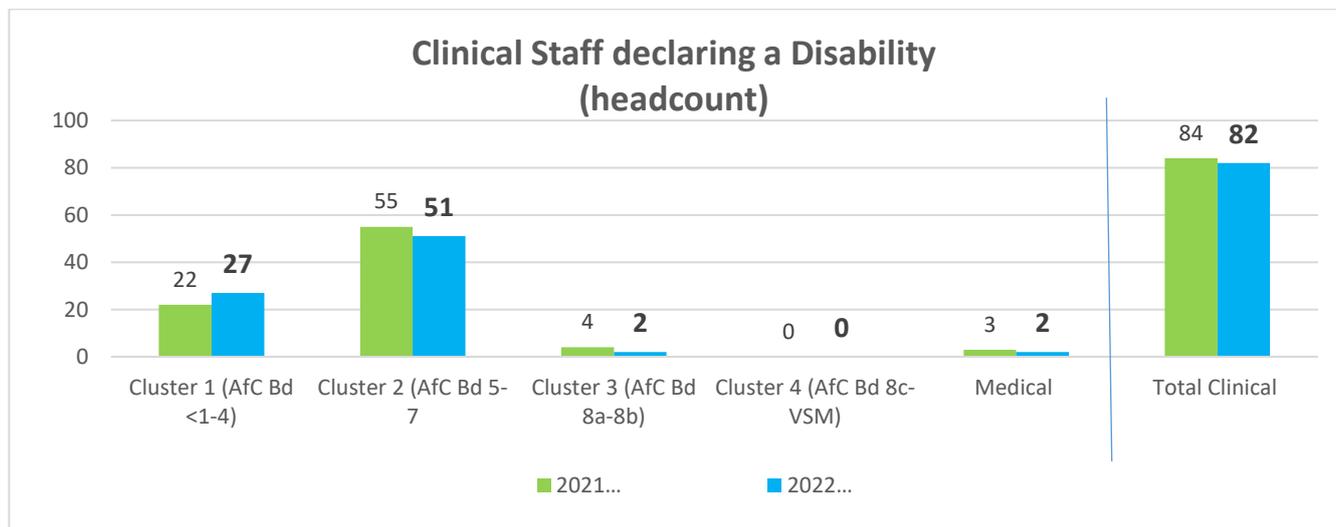


Of the 109 staff who identify with a disability, 82 staff with a disability are clinical staff, of which 2 are medical staff (1 consultants, 1 career grade doctor). Twenty seven are non-clinical.

The charts and tables below provide a breakdown of staff with disability for non-clinical staff and clinical staff (broken down by cluster groups).



NON-CLINICAL STAFF WITH DISABILITY	2021 (hc)	2022 (hc)	2021 (% of Cluster)	2022 (% of Cluster)
Cluster 1 (Afc Bd <1-4)	21	18	8.2%	7.0%
Cluster 2 (Afc Bd 5-7)	3	4	3.7%	4.3%
Cluster 3 (Afc Bd 8a-8b)	0	2	0.0%	6.5%
Cluster 4 (Afc Bd 8c-VSM)	1	3	6.3%	11.1%
Total Non-Clinical	25	27	6.6%	6.4%



CLINICAL STAFF WITH DISABILITY	2021 (hc)	2022 (hc)	2021 (% of Cluster)	2022 (% of Cluster)
Cluster 1 (Afc Bd <1-4)	22	27	5.5%	6.5%
Cluster 2 (Afc Bd 5-7)	55	51	7.8%	6.8%
Cluster 3 (Afc Bd 8a-8b)	4	2	4.3%	2.0%
Cluster 4 (Afc Bd 8c-VSM)	0	0	0.0%	0.0%
Medical	3	2	4.9%	3.1%
Total Clinical	84	82	6.4%	6.0%

A similar percentage of clinical and non-clinical staff have declared disabilities (slightly higher in non-clinical roles at 6.4% as opposed to 6.0% for clinical).

It is evident that the vast majority of **non-clinical staff** with a disability tend to fall within Cluster 1 (Bands 1-4), but more staff in higher clusters are now declaring disability than previously.

It is noted that the majority of **clinical staff** with a disability tend to fall within Clusters 1 and 2 (Bands up to band 7), with nearly twice as many in cluster 2 as cluster 1 (the highest number being in band 6 positions). These clinical staff with disability are distributed as below:-

Cluster 1 (Clinical)		Cluster 2 (Clinical)	
Band 1 and under	0	Band 5	17
Band 2	3	Band 6	24
Band 3	<b>20</b>	Band 7	10
Band 4	4		
<b>TOTAL</b>	<b>27</b>		<b>51</b>

### What are we doing to improve this metric?

We continue to work to create a disability-inclusive culture (see section 1.4 *Disability Inclusion at Combined Healthcare* and wider culture of inclusion).

Specifically in relation to encouraging colleagues to declare their disability, neurodiversity and/or health conditions, we have been:-

- Sharing information about what constitutes a disability
- Changing the language to more positive frame and mindset (using differently abled, Combined Ability Network)
- Educating leaders and line managers on supporting individuals who are differently abled through our Differently Abled Buddy Scheme work programme (and Inclusion Schools – see below)
- Encouraging discussion and deeper understanding of disability through our Inclusion Schools, particularly our session in November 2021 ‘The Colour Purple: Understanding and Supporting Colleagues with Disability’ and through our Comfortable Being Uncomfortable with Race and Difference programme
- Sharing details of a new easier to access and update tool for updating personal details (including disability status) in ESR, as well as updating details on behalf of individuals through our Workforce Information Team on request.
- Developing the work and reach of our Combined Ability Network (CAN) and developing the role of our CAN Executive Sponsor, the role of the system disability and neurodiversity staff network and sponsor.
- Supporting our CAN Lead with 2 days of dedicated time to undertake Network duties, planning and action.
- Gaining the engagement of 2 Trust executives in participating in the Differently Abled Buddy Scheme.
- Developing our approach to more Inclusive Recruitment and Selection and Flexible Working.

## **ACTION FOR 2022-23:**

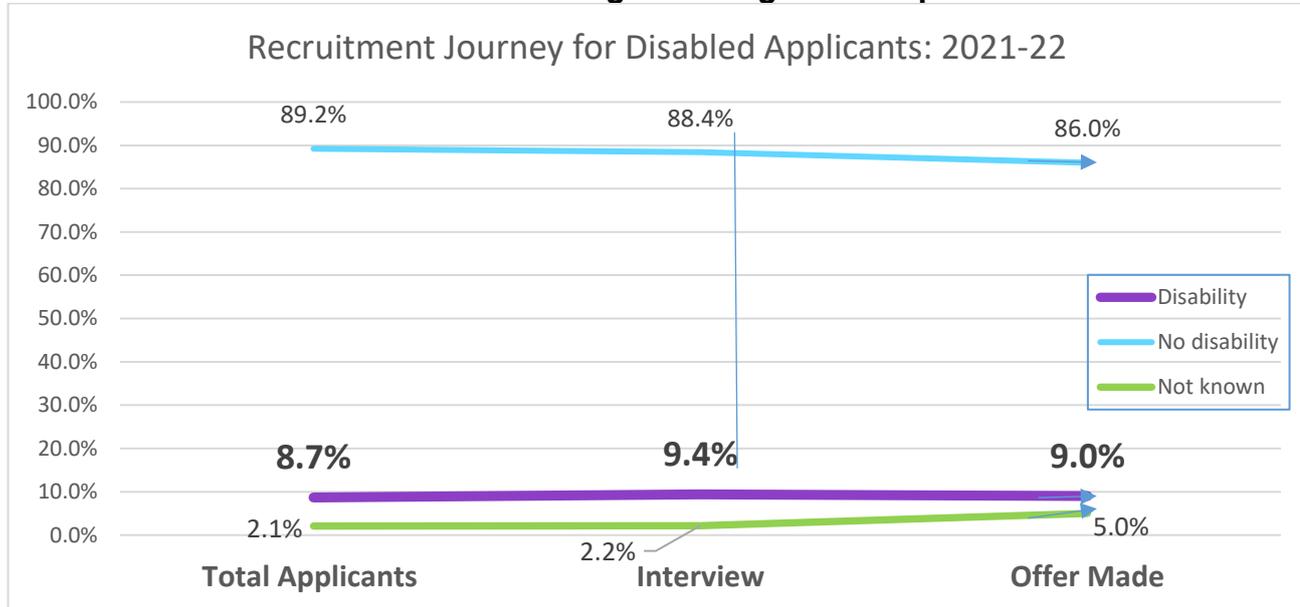
We have already outlined considerable good practise within the Trust in section 1.4 above. This work will, of course, continue to be developed and refined.

In addition, we will continue to develop and deliver on:

- A target of 14% declared disability in our workforce to be reached during 2022-23, recognising the national population with disability and the high level of non-disclosed disabilities evident via Staff Survey data
- Educating leaders and the wider workforce on what constitutes a disability / differently abled and how to self-report protected characteristics
- Promoting our inclusive culture ensuring that colleagues feel psychologically safe to declare that they are differently abled
- Further developing our recruitment platforms and Trust website information to promote the Trust as a disability-supportive employer, and of our recruitment and selection processes to ensure these allow people across the spectrum of disability to shine and show their full potential
- Inclusive, values-based recruitment, appealing to people from across the protected characteristics, and with specific campaigns to recruit more diversely to more senior positions.
- Funding and embedding our Differently Abled Buddy Scheme work programme into our usual business / ways of working
- Educating on all aspects of disability inclusion, using the opportunity of Disability History Month (Nov-Dec) but also throughout the year
- Continue to develop flexible working opportunities through both specific flexible working recruitment campaigns and general recruitment and retention good practise, balancing individual needs and preferences with service delivery needs.

## Metric 2 – Recruitment measure

### Trust Recruitment data 2021-22 – through the stages of the process



Headcount	Total Applicants	Interview	Offer Made
No disability	3275	1090	515
Not specified	77	27	30
YES - Disability	319	116	54
<b>Total Applicants</b>	<b>3671</b>	<b>1233</b>	<b>599</b>

Percentages	Total Applicants	Interview	Offer Made
No Disability	89.2%	88.4%	86.0%
Not specified	2.1%	2.2%	5.0%
YES - Disability	8.7%	9.4%	9.0%

**Applications Stage:** Of the 3671 applications received in 2021-22, 319 applicants (8.7%) were from applicants declaring a disability. This increased from 5.9% in 2021. 3,275 applications (89.2%) were received from applicants without a disability and 77 applicants (2.1%) were received from applicants who did not wish to disclose whether they had a disability or not.

**Interview Stage:** A total of 1233 applicants were shortlisted for interview. Of these, 116 (9.4%) of applicants shortlisted had declared a disability. 1,090 (88.4%) of applicants shortlisted were non-disabled, and there were 27 shortlisted applicants whose status was unknown (2.2%).

**Offer Stage:** There were a total of 599 positions offered. Of these, 54 offers (9%) were to applicants declaring a disability. 515 (86%) of offered positions were to non-disabled candidates. 30 offers made did not have a record of disability status.

It is noted that the proportion of individuals declaring a disability remained fairly constant at around 9% through each stage of the recruitment and selection process, which suggests that people with disabilities are being treated equitably through each stage.

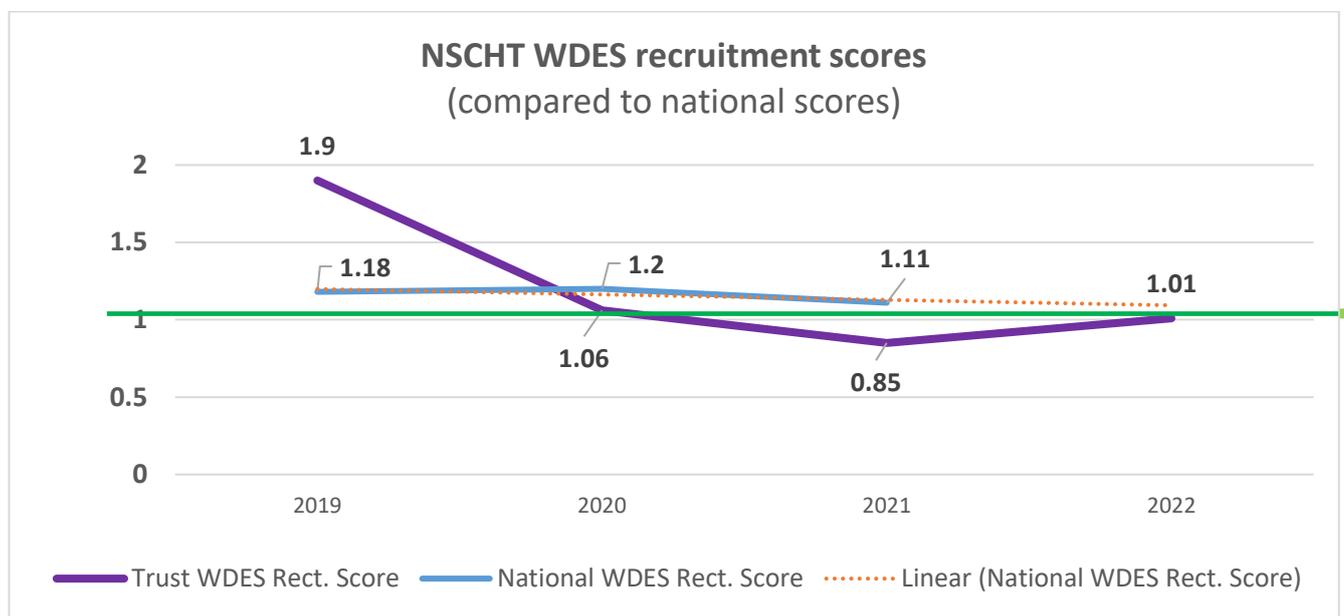
It is interesting that the proportion of applicants declaring disability is higher than the proportion in the workplace currently. This may potentially reflect a new generation of workers more comfortable to disclose disabilities (or conversely, less comfortable with not disclosing a known disability). It may also reflect those employees in post for a number of years who have perhaps never declared disability status either way and do not feel the need (or have not got round to) updating their records as the years have gone on. We will continue our work outlined in section 1 to ensure that both new and existing staff feel safe, comfortable and supported in declaring that they are differently abled.

### Trust WDES Recruitment Score

The WDES Recruitment measure is calculated based only on the proportion of shortlisted applicants and appointed candidates with and without a disability (ie the application stage is excluded).

The measure is a relative score, based on the relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts (whereby a score of 1.0 means equal treatment (indicated by green line on chart below), a score of greater than 1.0 means that appointments made are skewed in favour of people without disability and conversely for scores of less than 1.0).

Our WDES recruitment scores since 2019 are illustrated below:-



WDES Year	2019	2020	2021	2022
Trust WDES Recruitment Score	1.9	1.06	0.85	1.01
National WDES Rect. Score	1.18	1.2	1.11	Not yet available

## **Our 2022 WDES recruitment score is 1.01.**

Whilst this is a higher score than in 2021, it suggests that people with disability are being treated equitably with people who do not have disability in our recruitment and selection processes. This would seem the ideal position.

A final note, however, is that there are approximately 14% of the UK workforce with a disability in employment (source Scope 2020) and (as outlined above from the 2021 Trust Staff Survey results) potentially 27% of our Trust workforce who are differently abled in some way(s). An aim for the Trust and wider NHS, therefore, is to be attracting a higher proportion of applicants with a disability than the current rate.

It might reasonably be anticipated that there would likely be a higher level of under-declaration of disability at the recruitment stage, compared to post-employment due to stigma and/or concerns that this may adversely affect the recruitment outcome. Whilst we may work to challenge and change this perception, it is likely that this view may persist for some time to come in the general population.

## **What are we doing to improve this metric?**

As part of one of the Inclusion Council projects, the Trust continues to work on developing more inclusive recruitment and selection processes and outcomes.

Through 2021-22, this work has widened into a system-wide effort to deliver more inclusive recruitment through our shared work on the Workforce Race Inclusion and Equality Strategy (WREI). Through this programme, system partners are sharing good practise and developing shared approaches to enhance the diversity of applications and appointments.

We are also working through our system People Plan to ensure that these efforts are shored up by inclusive employment experiences.

The Trust is currently recognised as a **Disability Confident Employer – Level 2** (see *Appendix 4* for the criteria). The Trust is currently exploring the option to upgrade to **Level 3 – Disability Confident Leader** over the next 1-2 years. To achieve this top level, it will require the Trust to lead the way and provide the vision for other organisations to follow. Our CAN Network Lead is keen to engage staff network members on how we can move forward from Disability Confident Employer to Disability Confident Leader.

## **ACTION FOR 2022-23**

- Continue with our Trust and system efforts to develop and educate on more inclusive recruitment and selection processes, bolstered by our developing wider Trust inclusive culture and practise.
- Progress a project in conjunction with our CAN network to achieve Disability Confident Leader status over the next 1-2 years.
- Seek to invest in a project lead to review job documents (as proposed in Inclusion Council, July 2022)

### Metric 3: Capability Process

Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

WDES Year	2019	2020	2021	2022
Trust Capability process score	0	0	0	0
National capability process score	n/a	1.53	1.94	Not yet available

- There were a total of 8 staff entering the formal capability process in 2021-22
- None of which were staff with a disability declared
- 7 stated they had no disability, whilst one had not declared either way
- [It is noted that the Trust's performance on this measure will not be included in the national benchmarking data due to there being 10 or fewer capability cases]

As there were **no cases** involving disability, the relative likelihood score for Disabled staff compared to non-disabled staff entering the formal capability process **is zero (0.00)**.

It is noted that we have not made a termination through the capability (poor performance route) of an individual with a declared disability since the WDES began.

The national position on Metric 3 is that in 2021 employees with disability were almost twice as likely to be subject to capability processes. 2022 national data will be released next Spring.

#### What are we doing to maintain/ improve this metric?

Our work to develop a culture of (disability and wider) inclusion through the Trust (and system) helps to ensure that our work behaviours are inclusive and do not allow biased and unfair behaviours to exist unchallenged. Our ambition to have a Restorative, Just and Learning Culture, and to develop a workplace that fosters belonging and inclusion for all, supports this.

Whilst it is encouraging that no staff with a disability are entering into a formal capability procedure, however this is a measure that could be easily skewed with just one or two cases involving people declaring disabilities (increasingly likely should we succeed in increasing rates of declaration).

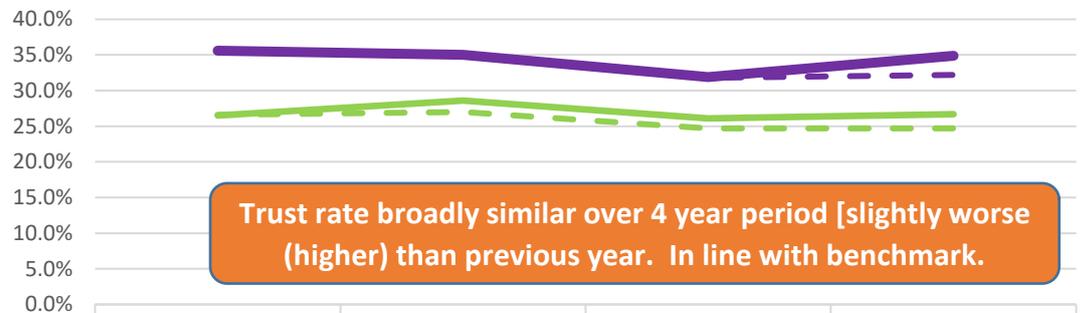
#### ACTION FOR 2022-23

- Further develop and extend our application of 'Restorative Just and Learning Culture' principles in line with the NHS's collective goal of a fair and compassionate culture, including through a project led and monitored by our Inclusion Council. Whilst much of the focus of this programme of work has been on disciplinary processes to date, the Trust plans to widen the scope of the programme in 2022-23 to apply restorative just and learning culture principles throughout all our ways of working in the Trust.

**Metrics 4-9 (Drawn from NHS Staff Survey 2021 data)**

**Metric 4: Experience of harassment, bullying or abuse in last 12 months**

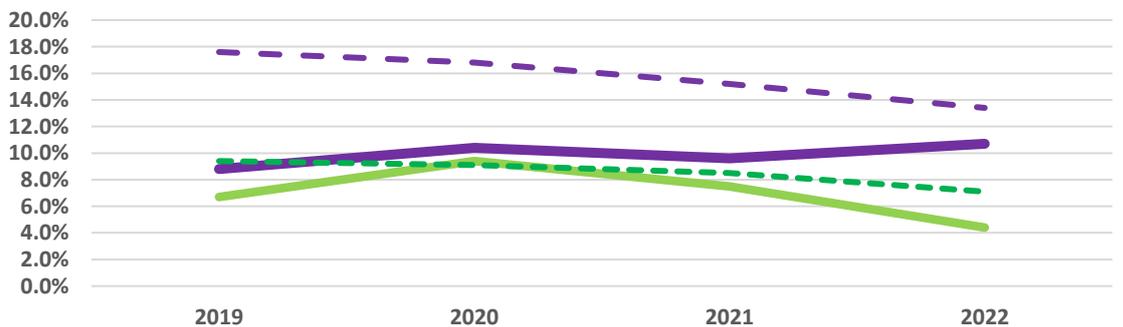
**4a (i) HBA from Patients/Service Users/Public**



	2019	2020	2021	2022
Trust Disabled	35.6%	35.0%	31.9%	34.9%
Trust Non Disabled	26.5%	28.6%	26.1%	26.7%
Benchmark Disabled	35.4%	35.0%	31.8%	32.2%
Benchmark Non-Disabled	26.6%	27.0%	24.7%	24.7%

**4a (ii) HBA by managers**

Broadly similar over the 4 years (slightly worse than previous year). Better than benchmark.



**4a (iii) HBA by other colleagues**

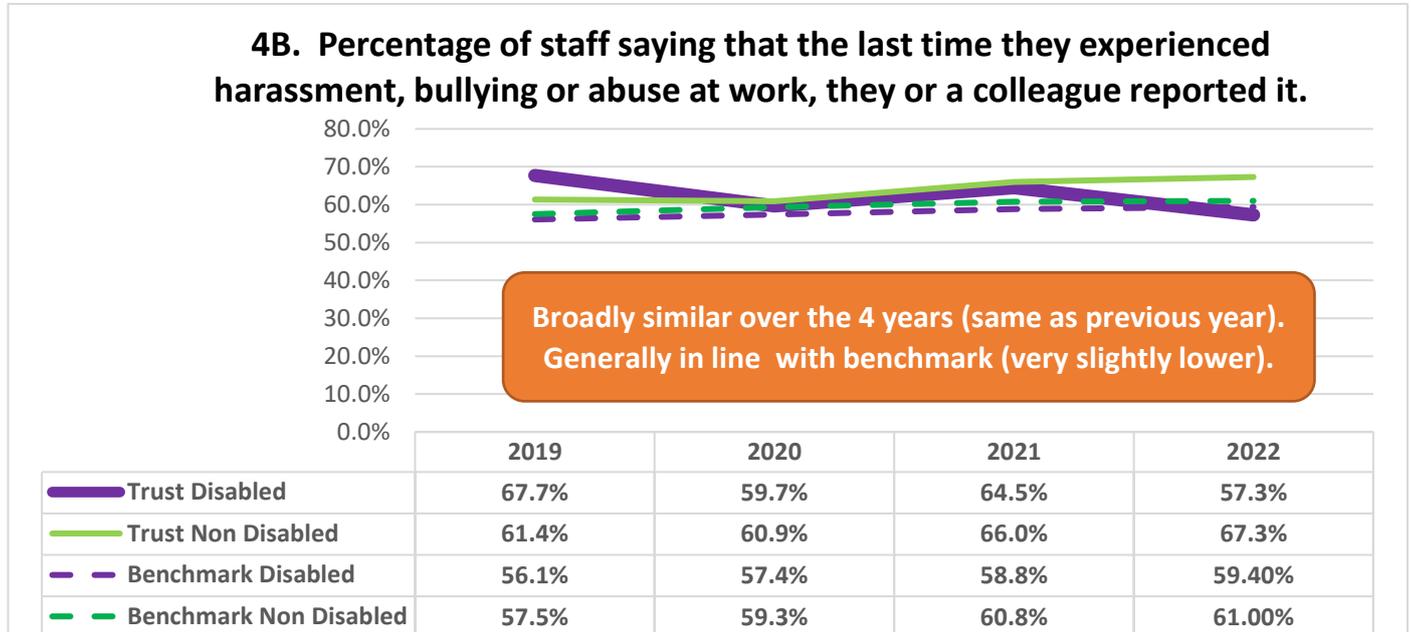
Broadly similar over the 4 years (same as previous year) and better than benchmark.



	2019	2020	2021	2022
Trust Disabled	14.0%	15.4%	16.1%	16.0%
Trust Non Disabled	9.4%	10.4%	7.3%	8.8%
Benchmark Disabled	14.0%	15.4%	16.1%	20.2%
Benchmark Non Disabled	9.4%	10.4%	7.3%	12.3%

**Metric 4b:**

**Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it**



**What are we doing to improve these metrics?**

The Trust has been continuing a project on Preventing and Responding to Personal and Racist Abuse through the Inclusion Council over the past 3 years. An aligned ‘Task and Finish’ project has also been taking place involving colleagues from the acute wards at Harplands in developing action to address and prevent racist incidents. (Now being reviewed by the Inclusion Council). We have also been further developing our Freedom to Speak Up (FTSU) process and recruiting more FTSU Champions, including those who identify with being differently abled. We have a new FTSU Guardian from Summer 2022 who will refresh this work going forwards.

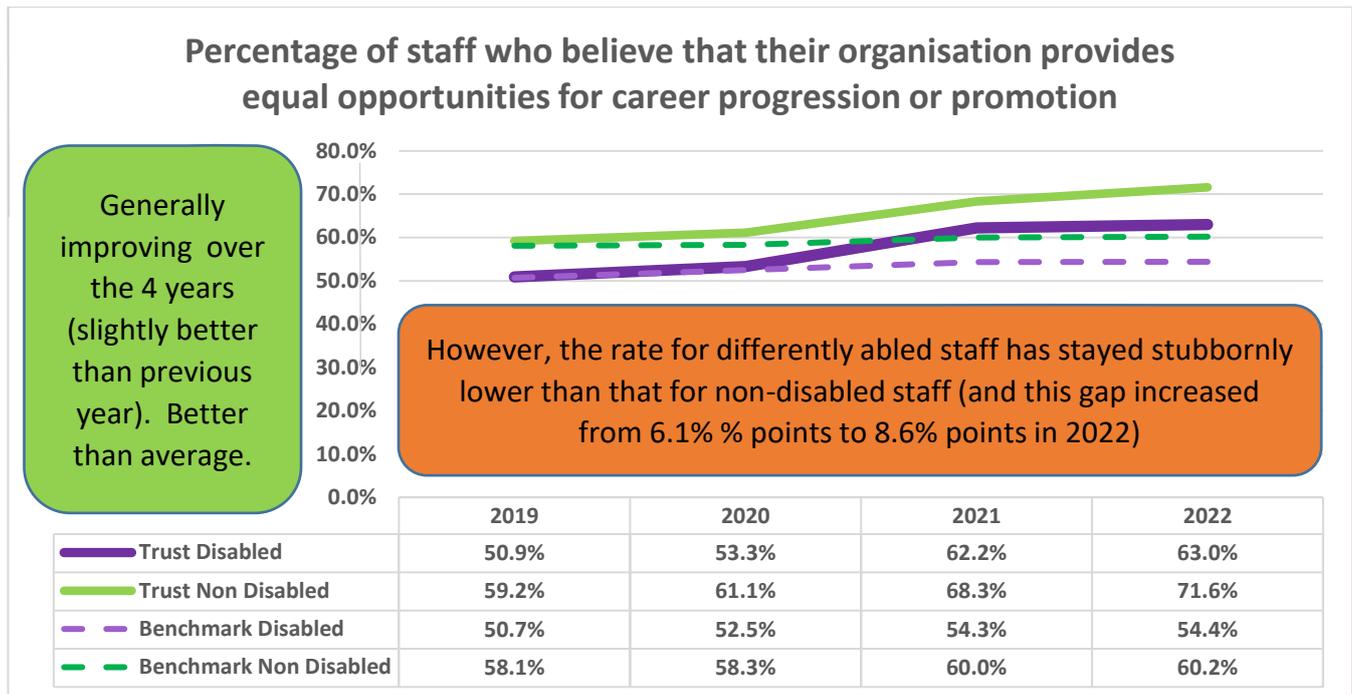
We have been working to develop a Trust culture of inclusion, including developing allyship and ‘active bystanding’ and promoting the requirement that anyone witnessing discriminatory behaviour has a duty to respond. This applies as much to disability as with race or LGBT+ abuse. it is noted that often the characteristic may well not be visible.

**ACTION FOR 2022-23**

- continue to develop our culture of inclusion and in relation to actively and positively responding to incident of harassment, bullying and abuse for any reason
- continue to regularly promote use of the Freedom to Speak Up approach to raise concerns and have these addressed and followed up for satisfactory resolution
- hold an informal education session on Speak Up for Disability Inclusion as part of Speak Up for Inclusion week in early October
- monitor FTSU concerns raised by protected characteristics data (including disability, race and LGBT+)
- investigate the NHS Violence Prevention and Reduction Standard Programme for application in Trust clinical services
- continue to encourage staff to report all incidents of bullying, harassment and / or abuse through one of the available mechanisms

**Metric 5: Belief in Equal Opportunities**  
**Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.**

(Note: data for this measure has been recalculated for all years under national process change so will not match data in previous WDES reports)



The 2022 data shows that 63% of differently abled colleagues believe that their organisation provides equal opportunities for career progression or promotion. This rate has been steadily increasing over the 4 years of the WDES. The rate is better than the national rate for staff with disabilities (by 8.6 percentage points).

It is however disappointing that there is a persistent and growing gap between the perception of differently abled and non-disabled staff since 2021.

**What are we doing to improve this metric?**

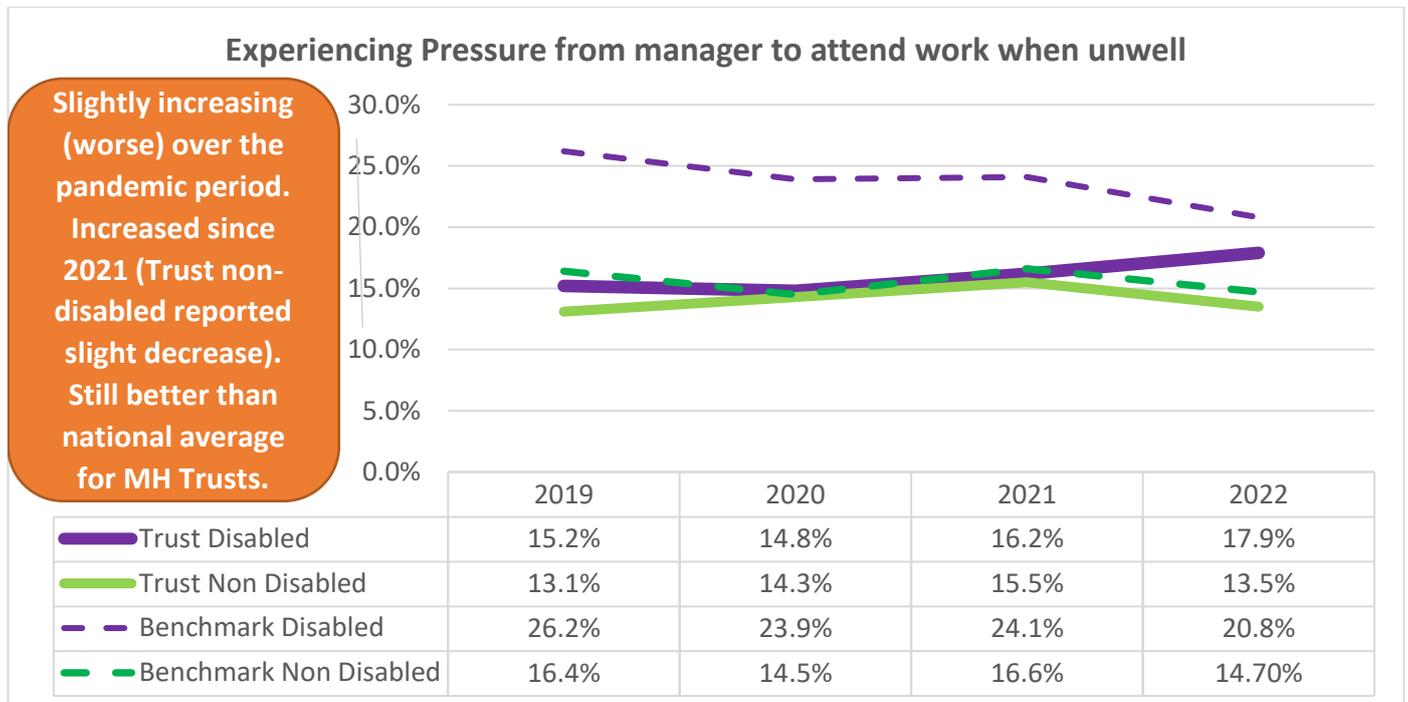
Our Differently Abled Buddy Scheme is working to improve the experiences and help to maximise realised opportunities for our differently abled workforce. It is also improving deeper understanding of the range of disabilities and ways in which to support and optimise the contribution of these individuals.

**Action for 2022-23**

- To widen the reach of the Differently Abled Buddy Scheme through the Trust and system
- To launch and fully exploit the benefits of AccessAble for our Trust service users and colleagues with all forms of disability

## Metric 6 - Presenteeism

**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.**



17.9% of Trust differently abled staff (up from 16.2% in 2021) reported feeling pressured to come into work by their managers when feeling unwell, in comparison to 13.5% of non-disabled staff. It is concerning that the gap has increased for differently abled staff whilst it has decreased for those without disability. The increase for the group with disabilities is against the national trend of a reduction in this pressure for both disabled and non-disabled employees.

It is noted that the pandemic and post-pandemic period has been one of exceedingly high operational demand and pressure and that this is anticipated to continue through Winter 2022-23. It will be important to ensure that the health and wellbeing of all staff are safeguarded and that colleagues are not under-pressure to attend work unwell.

### What are we doing to improve this metric?

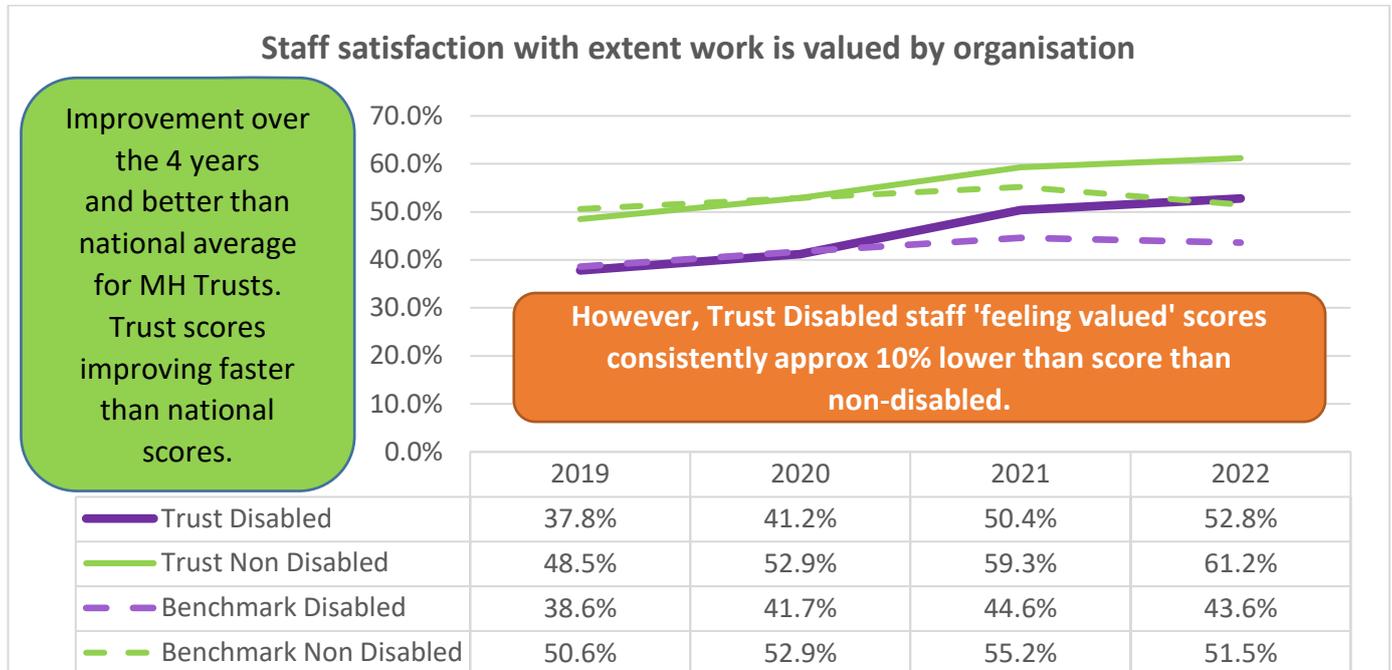
There has been an express and sustained focus on the physical and psychological wellbeing of staff throughout the COVID-19 period, with a wider range of support in place to help colleagues who are facing or experiencing ill health, difficulty or burnout. The use of agile and flexible working is also supporting staff with and without disability to work more effectively whilst managing health and wellbeing. It is noted, however, that not all staff have the same opportunities to work flexibly and particular care is needed for those who do not have this freedom (as well as for those who do who may be experiencing isolation at a result of homeworking).

### Action for 2022-23

To maintain the strong focus on staff physical and psychological wellbeing throughout the forthcoming anticipated winter pressures.

## Metric 7 – Feeling Valued

Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.



There is a continuing positive trend with regards to the satisfaction of Trust staff (with disabilities and without disabilities) with the extent to which their work is valued by the organisation. It is pleasing to see this improving picture continuing (at a time when national picture is flat-lining or falling).

It is, however, disappointing that the gap in satisfaction between Trust differently abled employees and those without difficulty has remained, although this gap is closing slowly but surely (down from 10.7 percentage points in 2019 to 8.4 percentage points in 2022). We hope to keep up this and increase the pace of this closing gap in experience.

It is encouraging to see that Trust data on this metric remains at better than the national average, reflective of our outstanding organisation performance in the 2021 staff survey.

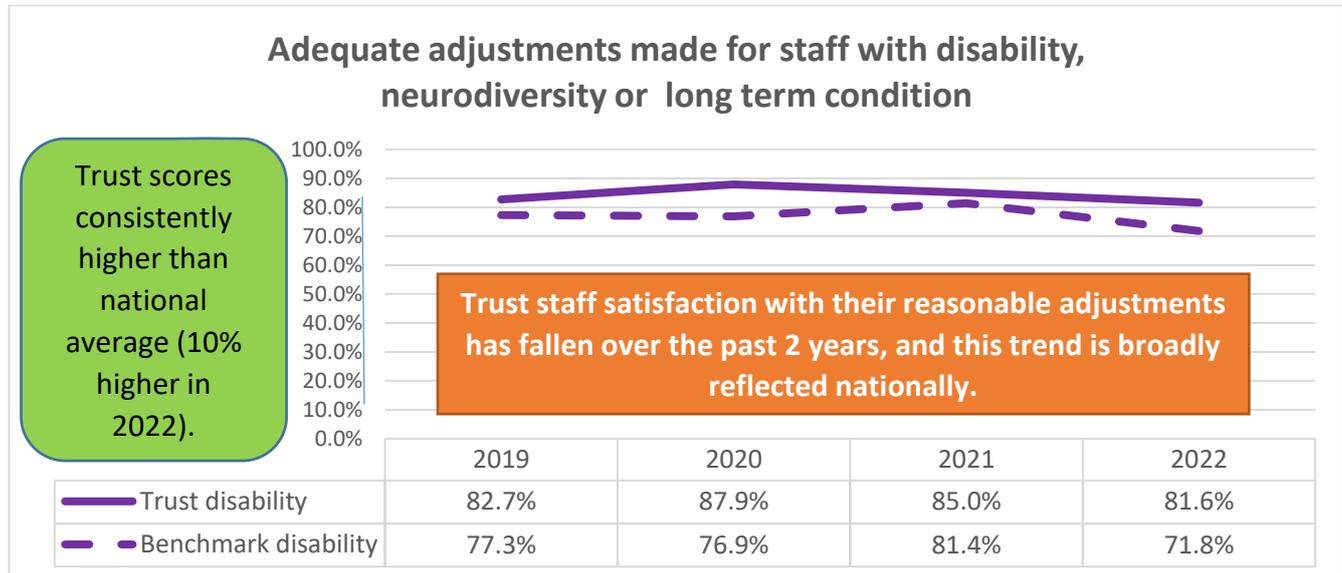
### What are we doing to improve this metric?

We continue to focus on building a Trust where all workers feel valued and that they belong and are appreciated. Our REACH and other awards processes support this (and it is important that we ensure representation from differently abled colleagues in such awards). Our Differently Abled Buddy Scheme is also starting to impact on staff utilising this scheme in feeling valued and supported. Our Combined Ability Network is also facilitating and amplifying the voice of colleagues who are differently abled.

### Action for 22-23

To maintain a focus through all Trust service on nurturing engagement and belonging in all our staff and in ensuring that we work to seek out and respond to the voice of colleagues living and working with disability. We will widen application of the Buddy Scheme and the Health Passport.

**Metric 8 – Workplace adjustments**  
**Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.**



There has been a slight reduction in satisfaction with reasonable adjustments by Trust employees since 2020, but this is generally following the national trend and may in part reflect the significant operating pressures and working environment of the COVID-19 pandemic. The pandemic has certainly raised an awareness of the need to protect the health and wellbeing of all workers, but that some many require special attention in order to ensure that their wellbeing fair equitably. This is a key principle of equality and equity and helps to retain an effective NHS workforce and to reduce health inequity (both of the workforce and the wider population).

It is noted that perceptions nationally of the adequacy of workplace ‘reasonable adjustments’ are quite high (averaging between 70-80%) and that Trust perceptions are consistently higher than these (consistently in the 80-90% range). It is also noted that, as awareness and understanding of workplace disability (and reporting of disability) increase, so will expectations of what is adequate. This presents the challenge for us to continuously improve how we respond to the need for reasonable adjustments.

**What are we doing to improve this metric?**

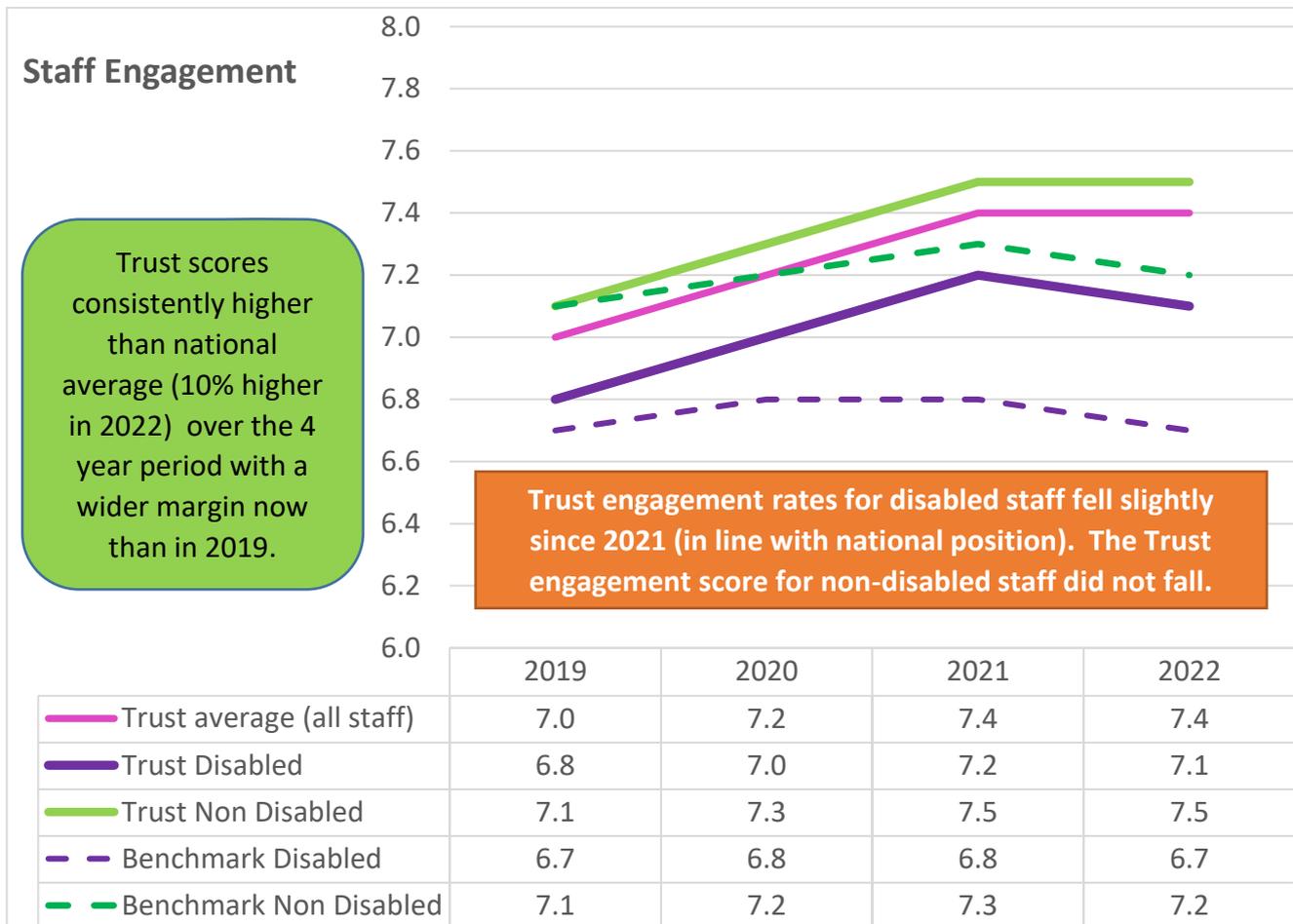
We continue to develop and deliver our compassionate and supportive approach to employee relations and management of ill health and disability, including further development of our Supporting Attendance at Work Policy, application of the Health Passport and introduction of the Differently Abled Buddy Scheme. to support reasonable adjustments for staff with a disability or long term condition. Further guidance has been provided on Equality Act and Reasonable adjustments within this policy, with supporting guidance for managers. An NHS Health passport and guidance for managers is currently being trialled through the Combined Ability Network (CAN) who are already giving positive feedback.

**Action for 2022-23**

To continue developing understanding of disability, neurodiversity and the reasonable adjustments / Access to Work process through our HR casework and through continuation of the Differently Abled Buddy Scheme.

## Metric 9 – Staff Engagement

### The staff engagement score for disabled staff, compared to non-disabled staff



The Trust staff engagement score has fallen slightly for differently abled staff since 2021, but remained steady for non-disabled staff. Nationally, there was a slight fall in engagement for both disabled and non-disabled staff. Trust scores are consistently higher than national averages for both disabled and non-disabled staff, with a widening (positive) gap since 2020. This gap remains high in line with our outstanding Trust performance in the most recent NHS Staff Survey. It is noted that the difference margins are small on this measure, with only 0.5 difference between disabled and non-disabled staff engagement both at the Trust and nationally.

### What we have been doing to support this metric?

The work previously outlined in this report to develop our culture of inclusion and to ensure voice and positive experience for people with disability all contribute towards staff engagement. Additionally, our strong focus as an organisation of civility, compassion and respect and on supporting physical and psychological wellbeing are all key factors. Continuing to encourage and foster compassionate and caring leadership, and raising understanding of disability have been important to retaining high engagement during such a difficult operating climate, post-COVID. It is noted that it is frequently the day-to-day interactions with one's team, line manager and incidental contacts with senior management that impact on feelings of engagement and our work to continue to develop our positive workplace culture supports this.

## Action for 2022-23

To continue to grow our culture of inclusion, civility and respect for all, continuing to improve the experiences of our differently abled people through extending our Differently Abled Buddy Scheme, AccessAble, through our ongoing Inclusion School journey, Disability History Month and our ongoing programme of awareness raising on disability and other inclusion topics.

### 9b. Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? **(Yes)** or **(No)**

Our Trust introduced our Staff Disability Network in December 2020 to represent our colleagues with a disability and this was merged with our existing Neurodiversity Network in 2021. In September 2021, we renamed this group Combined Ability Network and a new lead took on the network chair role. The CAN network works to provide support and improve the experiences of differently abled colleagues across the Trust. Despite another really challenging year, our leading engagement rates reflect that the Trust is creating a more engaging culture for our colleagues who have a disability and colleagues without.

Our Trust colleagues are also invited to participate in our system Disability and Neurodiversity Staff Network, providing an additional opportunity to network and share good practise and areas of concern.

Our CAN lead supplements regular meetings (via MS Teams) with email updates on matters disability and neurodiversity related.

The Trust has also worked to develop a diverse group of Freedom to Speak Up Champions, including colleagues who are differently abled, who are able to be contacted for advise and to raise concerns through the Freedom to Speak Up process.

Additionally, in 2022 the Trust has introduced a Differently Abled Buddy Scheme to provide buddying support to help new colleagues with disability to get settled in their new roles (and organisation) and to navigate the process of seeking appropriate workplace adjustments. Use of the Health Passport (described as the 'This is Me, This is Who I Am' document) has also been promoted through this work programme, further amplifying the voice of colleagues who are differently abled.

### Forthcoming work to facilitate the voice of Differently Abled Staff

- We are planning a Speak Up for Disability Inclusion discussion session for the third week of October (Speak Up for Inclusion Week as part of Freedom to Speak Up Month).
- We are planning a menopause and hormonal health discussion and education session to mark National Menopause Day and to launch a programme of development work in this area, including implementation of a Trust menopause policy.

## Metric 10 – Board Representation

### Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce

Boards are expected to be broadly representative of their workforce. At Combined Healthcare, currently there are now 3 Board members (20%) with a disclosed disability. Two of these individuals are members of the executive team (of which one of them has voting rights) and one is a Non-Executive Director (with voting rights).

Our Trust Board disability representation compares favourably to national rates and to the overall Trust rate of declared disability (6.13% in 2022). We have both exec and non-exec members with disclosed disability.

As at 31<sup>st</sup> March 2022 our Board disability rates are as below (2021 in brackets):

	Disabled	Non-Disabled	Not Known	TOTAL
<b>No. of Board Members*</b>	<b>3, 20%</b> (2)	<b>12, 80%</b> (12)	<b>0, 0%</b> (0)	<b>15</b> (14)
<b>Of which..</b>				
<b>Voting Board Members*</b>	<b>2, 20%</b> (1)	<b>8, 80%</b> (11)	<b>0, 0%</b> (0)	<b>10</b> (12)
<b>Non-Voting Board Members</b>	<b>1, 20%</b> (1)	<b>4, 80%</b> (1)	<b>0, 0%</b> (0)	<b>5</b> (2)
<b>Exec Members*</b>	<b>2, 25%</b> (2)	<b>6, 75%</b> (6)	<b>0, 0%</b> (0)	<b>8</b> (8)
<b>Non-Exec Members</b>	<b>1, 14.3%</b> (0)	<b>6 (85.7%)</b> (6)	<b>0, 0%</b> (0)	<b>(6)</b>
<b>Difference between Total Board and Overall WF %</b>	<b>+14%</b>	<b>+3%</b>	<b>-16%</b>	/
<b>Difference between Voting membership &amp; Overall WF %</b>	<b>+14%</b>	<b>+3%</b>	<b>-16%</b>	/
<b>Difference between Exec membership &amp; Overall WF %</b>	<b>+19%</b>	<b>+3%</b>	<b>-16%</b>	/
<b>National % Disabled Staff on Boards</b>	2.0%	3.0%	3.7%	Not yet available

\*includes substantive CEO seconded to ICS as at 31 March 2022

### **3.0 Conclusion**

Our latest findings show that we have made sustained and continuing improvements with regards to the experiences of differently abled staff across the majority of the WDES metrics, particularly around reducing the 'unknown' category in relation to disability declarations and promoting a positive and supportive workplace culture for people with disabilities of all kinds.

Our Differently Abled Buddy Scheme has undoubtedly added to this and is beginning to demonstrate return on investment (see separate report to PCDC, October 2022). Our Combined Ability Network, Inclusion Schools, AccessAble and positive action employment roles focussing on disability and lived experience of mental health are all similarly bearing fruit as demonstrated by the Trust being not just one of the best, but the best, performing Mental Health Trust in the 2021 NHS Staff Survey.

Whilst our continuing progress is clear, it is important that Trust leaders recognise that there is still a persistent gap in the experiences of Trust colleagues who are differently abled and those without disabilities.

It is essential that we continue to create a culture where differently abled individuals are safe and supported to speak up where their experience falls short, that these voices are heard and appropriately and swiftly responded to.

Not only is it the right thing to do, it is utterly essential. The NHS faces challenges ahead like never before. We need to gain, retain and optimise the contributions of people with disability and other forms of 'difference' if we are to rise to our ambition of being outstanding in all we do and in delivering outstanding experiences to all our service users to the benefit of individuals, families and our local population.

At Combined, we are proud to place disability inclusion firmly as part of 'how we do things round here'.

### **10.0 Recommendations**

1. Trust leaders at every level must continue to build up on the foundations that are now in place to support differently abled staff
2. The Trust should continue to drive forwards the disability agenda as an 'Outstanding' organisation by developing a plan for the Trust to become a Disability Confident Leader over the next 1-2 years, working in partnership on this with our Combined Ability Network
3. The Trust Senior Leadership Team (and other leaders) are required to demonstrate sustained and visible commitment to delivering on disabilities inclusion. This includes:-
  - a. supporting our staffs networks and getting involved in developmental initiatives;
  - b. positively demonstrating commitment to disability equality and inclusion; and considering what support, development opportunities and training should be made available to staff at all levels to support the process of change towards a culture of outstanding inclusion for our existing and future colleagues who are differently abled.

Thank you for your support on this important and ongoing journey.

END

## Appendix 1 – WDES Metrics

Metric 1	Percentage of staff in AfC pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.
Metric 2	Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts. i) This refers to both external and internal posts ii) If your trust implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the WDES online reporting form to ensure comparability between organisations.
Metric 3	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.
Metric 4	a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:  i. Patients/Service users, their relatives or other members of the public ii. Managers iii. Other colleagues  b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it
Metric 5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
Metric 6	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.
Metric 7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.
Metric 8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
Metric 9	a) The staff engagement score for Disabled staff, compared to non-disabled staff. b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)
Metric 10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:  <ul style="list-style-type: none"> <li>• By voting membership of the Board.</li> <li>• By Executive membership of the Board.</li> </ul>

Source: <https://www.england.nhs.uk/wp-content/uploads/2019/01/wdes-2021-metrics.pdf>

## Appendix 2 - WDES Action Plan 2021-22 Progress Report

Action No.	Action Planned	Progress / Action Status
1	Continue to encourage and monitor staff disability declaration rates on ESR system. Targeted communications of encouragement to be shared, along with an explanation of the reasons why we are asking for people to update their personal details.	<b>ACHIEVED</b> - Continue through 2022-23 - Ask line managers to discuss with staff with 'blank' data
2	a. The Trust visibly demonstrates its commitment to being an inclusive employer of people with disabilities and that it is seeking to further improve its recruitment and selection to ensure reach to disabled applicants.  a. The recruitment team seek the views of our Disability Network Group on changes to recruitment policy, process and practise.  b. Delivery of the Inclusive Recruitment project (overseen by Inclusion Council) and progressive extension of the role of Inclusive Recruitment Guardians.  c. including Trust & system Workforce Race, Equality and Inclusion (WREI) 'High Impact' Action Plan on Recruitment actions	<b>ACHIEVED</b> - continue through 2022-23  <b>ACHIEVED</b> - CAN consulted on policy changes relating to Supporting Attendance Policy and regarding Differently Abled Buddy Scheme & Health Passport  <b>ACHIEVED</b> - continue through 2022-23  <b>ACHIEVED</b> - continue through 2022-23
3	Review reasonable adjustments policy in line with the Supporting Attendance at Work Policy. Continue to work on the draft policy with the Combined Ability Network Group (CAN).  The People (HR) team seek the views of our Disability Network Group on changes to relevant policy, process and practise linked to health, wellbeing, attendance, adjustments and support.	<b>ACHIEVED</b>
4	Explore the next steps of being a Disability Confident Leader by completing the Disability Confident Leader self-assessment. See Appendix 3 for the criteria to achieve to become a Disability Confident Leader. Key elements to be worked into a time-related action plan for the Network.	<b>NOT COMPLETED</b> - develop plan for development in 2022-23
5	Continue to develop the Trust and wider system culture of inclusion to increase the inclusion awareness and inclusive behaviours of staff at all levels, and importantly those in leadership positions	<b>ACHIEVED</b>

	<p>a. Disability and neurodiversity Inclusion built-in to the design of all Trust/ system leadership programmes</p> <p>b. Delivery of wider Trust and system roll-out of Comfortable Being Uncomfortable with Race and Difference programme (including focus on neurodiversity)</p> <p>c. Delivery of Autumn Inclusion School (20 October), including a focus on disability and neurodiversity</p> <p>d. Trust / system Disability event to mark International Day of Persons with Disability (4 December)</p> <p>e. Regular awareness raising communications on disability and neurodiversity matters through Trust internal and external communications and social media</p> <p>f. Consideration of a Trust/ system conference or leadership event including a focus on disability and neurodiversity</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>
6	<p>Progress the Trust's 4 Inclusion Council projects, with specific reference/focus on disability and neurodiversity:</p> <ol style="list-style-type: none"> <li>1. Inclusive recruitment (also see action 2)</li> <li>2. Inclusive development</li> <li>3. Preventing and Responding to Personal Abuse</li> <li>4. Culture of Inclusion (also see action 5)</li> </ol>	<p><b>ACHIEVED</b></p> <ul style="list-style-type: none"> <li>- Project progress reports discussed at July 2022 Inclusion Council</li> <li>- Projects under review and determination re next 12 months Summer- Autumn 2022</li> </ul>
7.	<p>Specifically target staff with a disability in the Trust/system Reverse Mentoring cohort to be established from Autumn 2021</p>	<p><b>DELAYED</b></p> <ul style="list-style-type: none"> <li>- The system RM process has been delayed due to the lack of capacity of the provider but is anticipated to commence Autumn 2022 – add to 2022-23 action</li> </ul>
8.	<p>Subject to funding being identified, progress with the Trust's proposal to introduce the AccessAble programme, supporting enhancement of the Trust's premises to the benefit of both service users, carers and staff with a disability.</p>	<p><b>ACHIEVED</b></p> <ul style="list-style-type: none"> <li>- Trust Access Guides live August 2022</li> <li>- AccessAble formal launch 17 Oct 2022</li> </ul>
9.	<p>Progress the Trust's Observe and Act programme, assessing Trust services for accessibility and inclusion to people with disability, be they service users, carers or staff members.</p>	<p><b>ACHIEVED</b></p> <ul style="list-style-type: none"> <li>- On hold during COVID-19</li> <li>- Training delivered May 2022</li> <li>- 3 O&amp;A visits completed (Summersview, Lymebrook, Wd 5)</li> <li>- Progress report discussed at SUCC</li> </ul>

**APPENDIX 3 – Disability Confident Levels of Practise**

Our current level of attainment

Our ambition to achieve this level over the next 1-2 years



<p><b>Disability Confident Committed – Level 1</b></p> <p>Disability Confident commitments –</p> <ul style="list-style-type: none"> <li>• Inclusive and accessible recruitment</li> <li>• Communicating vacancies</li> <li>• Offering an interview to disabled people</li> <li>• Providing reasonable adjustments</li> <li>• Supporting existing employees</li> </ul>	<p><b>Disability Confident Employer - Level 2</b></p> <p>Disability Confident Employer –</p> <p>Getting the right People in your business:-</p> <ul style="list-style-type: none"> <li>• Providing work experience or work trials.</li> <li>• Providing paid employment (permanent or fixed term).</li> <li>• Providing apprenticeships or traineeships</li> <li>• Providing paid internships or support internships (or both).</li> <li>• Advertising vacancies and other opportunities through organisations and media aimed particularly at disabled people.</li> </ul> <p>Keeping and Developing your People</p> <ul style="list-style-type: none"> <li>• Promoting a culture of being Disability Confident.</li> <li>• Supporting employees to manage their disabilities or health conditions.</li> <li>• Ensuring there are no barriers to the development and progression of disabled staff.</li> <li>• Ensuring managers are aware of how they can support staff who are sick or absent from work.</li> <li>• Valuing and listening to feedback from disabled staff.</li> </ul> <p>Reviewing this Disability Confident employer self-assessment regularly. (At least annually)</p>	<p><b>Disability Confident Leader - Level 3</b></p> <p>Disability Confident leadership may include:</p> <ul style="list-style-type: none"> <li>• Encouraging other employers in your supply chain</li> <li>• Using social media to promote and share good practice on Disability Confident, such as LinkedIn, Twitter, Facebook, blogs and business newsletters</li> <li>• Networking with other employers in your industry, through business clubs, local networks, business events and so on</li> <li>• Being a mentor, coach, buddy or providing peer support to others</li> <li>• Engaging with other local employers to share good practice</li> <li>• Celebrating success, for example being nominated for or the winner of a recognised award</li> <li>• Being nominated for and/or winning local, regional and national awards for the employment of disabled people</li> <li>• Sponsoring or hosting Disability Confident inspired events</li> <li>• Providing validation of self-assessment to other employers</li> <li>• Using contracting to drive positive change, with supply chain providers encourages to become Disability Confident</li> </ul> <p style="text-align: right;">Continued/</p>
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