

Workforce Disability Equality Standard Action Plan 2019 - 2022

Updated July 2019

N.B National benchmarked data available in January 2020

WDES indicator	What Action do we need to take?	Project lead and update	Target Date												
<p>1 - Percentage of staff in AfC pay bands or medical and dental subgroups and Very Senior Manager (including executive Board members) compared with the percentage of staff in the overall workforce</p> <table border="1"> <thead> <tr> <th></th> <th>March 2018</th> <th>March 2019</th> </tr> </thead> <tbody> <tr> <td>Disability</td> <td>1.72%</td> <td>2.12%</td> </tr> <tr> <td>No disability</td> <td>78.74%</td> <td>81.51%</td> </tr> <tr> <td>Unknown</td> <td>19.54%</td> <td>16.37%</td> </tr> </tbody> </table>		March 2018	March 2019	Disability	1.72%	2.12%	No disability	78.74%	81.51%	Unknown	19.54%	16.37%	<p>Improve the quality of the data held on ESR, including :</p> <ul style="list-style-type: none"> • use of ESR self-service communication to remind employees they can update their data • raise awareness of disability and long term health conditions and of the benefits of letting your employer know. <p>Expand the Trust's Apprenticeship Programme across other service and occupational groups to create an entry level pipeline for people from the local community</p> <p>Explore employment models for supported interns</p>	<p>Kelly Jolly</p>	<p>September 2019</p>
		March 2018	March 2019												
	Disability	1.72%	2.12%												
	No disability	78.74%	81.51%												
Unknown	19.54%	16.37%													
<p>Michael Smith</p>	<p>December 2019</p>														
<p>Matt Smales-Cresswell-established-need to develop communications plan</p>	<p>September 2019</p>														
<p>Matt Smales-Cresswell</p>	<p>October 2019</p>														

	Continue to work in partnership with Keighley college to deliver the supported interns programme-new cohort of 5 to launch Oct 2019	Matt Smales-Cresswell	March 2020
	Develop and target a revised work experience programme aimed at people in the local community	Nicola Hawkins-established-need to develop links with local community	September 2019
	Use talent management conversations to identify development needs for disabled colleagues	Nadia Hussain-to review outcomes of PDR conversations	March 2020
	Extend reciprocal mentoring scheme to disabled colleagues	Nadia Hussain	March 2020

Recruitment:	What Action do we need to take?	Project lead and update	Target Date
<p>2 – Relative likelihood of Disabled staff compared to Non-Disabled staff being appointed from shortlisting across all posts</p> <p>Current data:</p> <p>Non-disabled applicants 2.03 times as likely of being employed than disabled applicants</p> <p>(0.8-1.25 is non-advsere zone)</p> <p>Did not collect this data prior to 2019</p>	<p>Data on success rates at each stage of the recruitment process to be gathered and analysed</p> <p>Add paragraph to adverts and job descriptions about reasonable adjustments and positive about disability</p> <p>Review approaches to recruitment particularly for entry level jobs to ensure they are 'disability' friendly</p> <p>Review recruitment and selection training to include unconscious bias and reasonable adjustments content for recruiting managers</p>	<p>Lorna Smithson / Kelly Baxter</p> <p>Lorna Smithson / Kelly Baxter</p> <p>Lorna Smithson / Kelly Baxter</p> <p>Nadia Hussain</p>	<p>Under review</p>

Capability	What Action do we need to take?	Project lead and update	
<p>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure - based on a two year rolling period 1 April 2017 – 31 March 2019</p> <p>Disabled colleagues are 1.95 times more likely to enter formal capability process as non-disabled colleagues</p> <p>(0.8-1.25 non adverse zone)</p> <p>Did not collect this data prior to 2019</p>	<p>Action plan developed to equip managers with skills to deal with issues informally</p> <p>Review case studies for learning</p>	<p>Holly Tetley</p>	<p>December 2019</p>
Staff Experience	What Action do we need to take?	Project lead and update	
<p>Metric 4a (i) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patient/service users, their relatives or other members of the public.</p>	<p>No action required currently</p>		

	2018	2019		
Disabled	24.0%	19.5%		
Non-disabled	20.3%	21.7%		
4a (ii) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers.				
	2018	2019		
Disabled	20.5%	11.3%		
Non-disabled	10.2%	9.2%		
4a (iii) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues.				
	2018	2019		
Disabled	22.9%	21.4%		
Non-disabled	13.1%	14.8%		
			Explore Trust Wide 'One Team' campaign focused on the value added by diversity	Jo Farn
			Link to pride of Airedale team awards criteria	Jo Farn
				October 2019

<p>4b Percentage of Disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.</p> <table border="1" data-bbox="191 448 777 597"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>48.6%</td> <td>44.3%</td> </tr> <tr> <td>Non-disabled</td> <td>36.9%</td> <td>42.9%</td> </tr> </tbody> </table>		2018	2019	Disabled	48.6%	44.3%	Non-disabled	36.9%	42.9%	<p>No action required currently</p>		
	2018	2019										
Disabled	48.6%	44.3%										
Non-disabled	36.9%	42.9%										
<p>Career progression</p>	<p>What Action do we need to take?</p>	<p>Project lead and update</p>										
<p>5 Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion</p> <table border="1" data-bbox="191 943 777 1092"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>78.3%</td> <td>89.9%</td> </tr> <tr> <td>Non-disabled</td> <td>89.4%</td> <td>90.3%</td> </tr> </tbody> </table>		2018	2019	Disabled	78.3%	89.9%	Non-disabled	89.4%	90.3%	<p>Explore mechanism for progressing talent conversations e.g. transfer of roles, deployment, talent boards</p>	<p>Jo Farn</p>	
	2018	2019										
Disabled	78.3%	89.9%										
Non-disabled	89.4%	90.3%										

<p>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.</p> <table border="1" data-bbox="193 483 772 636"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>43.2%</td> <td>35.9%</td> </tr> <tr> <td>Non-disabled</td> <td>23.9%</td> <td>24.8%</td> </tr> </tbody> </table>		2018	2019	Disabled	43.2%	35.9%	Non-disabled	23.9%	24.8%	<p>Action plan developed to equip managers with skills to deal with issues informally</p> <p>Embed reasonable adjustments toolkit</p>	<p>Holly Tetley</p> <p>Michael Smith</p>	
	2018	2019										
Disabled	43.2%	35.9%										
Non-disabled	23.9%	24.8%										
<p>7 Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent of which their organisation values their work</p> <table border="1" data-bbox="193 883 772 1036"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>40.7%</td> <td>42.8%</td> </tr> <tr> <td>Non-disabled</td> <td>49.2%</td> <td>54.5%</td> </tr> </tbody> </table>		2018	2019	Disabled	40.7%	42.8%	Non-disabled	49.2%	54.5%	<p>Action plan developed to equip managers with skills to deal with issues informally</p>	<p>Holly Tetley</p>	
	2018	2019										
Disabled	40.7%	42.8%										
Non-disabled	49.2%	54.5%										
<p>8 Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</p> <table border="1" data-bbox="193 1292 772 1367"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>72.7%</td> <td>79.3%</td> </tr> </tbody> </table>		2018	2019	Disabled	72.7%	79.3%	<p>Embed reasonable adjustments toolkit-include in induction programme</p>	<p>Michael Smith/Michelle West</p>	<p>Reasonable adjustments toolkit developed and communicated</p>			
	2018	2019										
Disabled	72.7%	79.3%										

<p>9 a The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score of the organisation.</p> <table border="1" data-bbox="193 451 772 602"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>6.8</td> <td>6.8</td> </tr> <tr> <td>Non-disabled</td> <td>7.2</td> <td>7.2</td> </tr> </tbody> </table>		2018	2019	Disabled	6.8	6.8	Non-disabled	7.2	7.2	<p>Survey disabled employees to learn more about their experiences and develop actions to address issues raised.</p> <p>Develop awareness raising approaches and training for managers</p>	<p>Michael Smith</p>	
	2018	2019										
Disabled	6.8	6.8										
Non-disabled	7.2	7.2										
<p>9b Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?</p>	<p>Disability focus group</p> <p>Supported interns programme</p> <p>Pulse surveys</p> <p>Explore design and delivery of an Inclusion Event to be attended by line managers- delivered by all focus groups</p>	<p>Jo Farn</p>										
<p>10 Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:</p> <ul style="list-style-type: none"> • By Voting membership of the Board • By Executive membership of the Board <p>Overall workforce: 2.12% disabled Board: 0% Executives: 0%</p>	<p>Proactively encourage disabled applicants to apply for future Board roles to be advertised over the next 2 years; and target through executive search</p> <p>Enhance disclosure of current board</p>	<p>Jo Farn/Joanne Harrison</p>										