

Response ID ANON-VQQ5-M7BM-Z

Submitted to **Workforce Disability Equality Standard (WDES)** online reporting form
Submitted on **2019-07-29 14:36:41**

Trust information

1 Name of organisation:

Name of organisation::

Rotherham Doncaster and South Humber NHS Foundation Trust

2 Date of report:

Month/year::

9 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::

Rosie Johnson, Executive Director of Workforce and Organisational Development

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

Name and contact details of lead compiling this report:

Virginia Golding, Head of Equality, Diversity and Inclusion.
Workforce and Organisational Development, Woodfield House,
Tickhill Road Site, Tickhill Road, Balby, Doncaster, DN4 8QN.
01302 796187.

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

Yes

If yes, please provide details::

Disability Confident Employer Scheme

Trust information

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

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The reports are circulated via our Contracts team to:-
Doncaster CCG
Rotherham CCG
North Lincolnshire CCG

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

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<https://www.rdash.nhs.uk/about-us/equality-and-diversity/wdes/>

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

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Quality Committee on 16 July 2019 on behalf of the Board of Directors

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:

3429

% Disabled staff::

3.4

% Non-disabled staff::

61.5

% Unknown/Null::

34.9

% Other::

0

% Prefer not to say::

0

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::

The Trust response rate was 45%.

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::

21.9% of the survey responses were from disabled employees (316 employees)

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::

Any new staff joining the Trust have their equality data downloaded automatically from their application form on NHS Jobs. This has significantly improved reporting over the last few years. However the Trust has a large number of staff who have worked for the Trust a long time whose information has not been updated. In order to improve this, staff have been asked to either access self-service on the Electronic Staff Record (ESR) or if this is not possible then they can contact the Workforce Systems team via the telephone/in person/or via email for them to update the information on their behalf.

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::

Communications have been sent to staff to remind them that they can update their information on ESR employee self-service.

LiA have featured monthly articles about the benefits of staff declaring new or existing conditions and the importance of updating their records.

This has been a regular agenda item at the Care Group EDI meetings for Managers to cascade down to staff.

HR have also published a user guide on how to change details on ESR which has been distributed in daily comms bulletins and is on the Trust Intranet.

Following the above communication the number of staff who had a 'Not Known' category for disability status has decreased by 7% i.e an improvement in this area of reporting.

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::

All shortlisting is undertaken electronically on NHS Jobs to ensure that reporting can be undertaken consistently and ensures that the Trust does not have reporting problems.

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::

The data has been collated from both our manual processes and ESR. No significant challenges were experienced in collating the data other than the tight turnaround of timescales.

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::

Ill health capability is managed in accordance with the Sickness Absence policy rather than the Capability policy.

Sickness and Absence Policy

Management of Performance (Capability) Policy and Procedure

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?:

It would be beneficial to capture both elements and then the full data is being reported, but as they are very separate areas the data should be separated to facilitate a wider understanding and reporting.

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?:

Disabled staff are more likely to experience bullying and harassment than non-disabled staff from patients/service users, their relatives or other members of the public, managers and other colleagues. Approximately 40% of Disabled and non-disabled staff and/or their colleagues are not reporting this behaviour.

Declaration rates need to increase on the ESR system as more staff declare they are Disabled through the Staff Survey than reported on the ESR system. This has an impact when comparing the data.

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::

The data has been reviewed against the HR data for disciplinary, grievances and bullying and harassment complaints to understand any trends/areas which require further analysis/focus. In addition, there has also been a review against our incident reporting data to identify any trends.

In terms of FTSU analysis has been undertaken and also considered in the discussions with the operational managers and executive leads. Specific questions were reviewed in regards to FTSU.

The staff survey questions do not pertain directly to FTSU Guardian activity but are good indicators in terms of FTSU culture and recommended by NHS England as requiring focus in terms of developing FTSU cultures. There has been additional work conducted with all staff in order to raise the profile of speaking up since these results were obtained.

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::

There has been significant work conducted in order to help all people to raise concerns at the earliest point and to help reduce the risk of people being subject to bullying and harassment. This is detailed in the Trust FTSU policy, Bullying and Harassment Policy and also the FTSU strategy.

Specific detail in regards to this include:

- The FTSU concept and cultural approach is included in the Chief Executives welcome presentation to all new staff at the corporate induction. There is also a stand present at induction.
- There have been targeted FTSU induction sessions for student nurses and doctors.
- There is information provided on the Trust internet and also posters upon how to raise concerns.
- A presentation about concern raising and FTSU was delivered at the Trust safeguarding conference
- There was a focus upon inclusion and tackling insensitive and/or bullying behaviour within the 2018 and 2019 Trust Conferences.

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?:

Yes

Our Staff Survey results tell us that 87.7% of Disabled staff believe the Trust provides equal opportunities for career progression or promotion compared to 92% of non-disabled staff. This is an area we need to explore with staff.

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

No

If yes, please provide further details::

Metric 6 - Presenteeism

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

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

Yes

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::

There is a disparity between those who have declared they are disabled through ESR and those who have declared through the Staff Survey which will affect this figure. From the data gathered we can see that Disabled staff feel more pressured to come to work when not well enough compared to non-disabled staff.

27.2% of respondent disabled staff declared that they felt pressured from their manager to come to work, despite not feeling well enough to perform their duties compared to 16.2% of non-disabled.

The Trust has a Flexible Working Policy and Healthy Workplaces: Staff Support and Stress at Work Policy which staff can access to improve their health and wellbeing.

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?:

Yes

38.7% of Disabled staff compared to 52.5% non-disabled staff said that they are satisfied with the extent to which the Trust values their work.

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

Yes

If yes, please provide further details::

Disability Awareness Training

Disabled staff are more likely to say that the organisation is less likely to value their work compared to non-disabled staff. This area needs further exploration to fully understand why Disabled feel this way.

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?:

74.6% of staff reported that the Trust had made adequate adjustments

33 Does your organisation have a reasonable adjustments policy?

No

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::

Sessions were commissioned in Q4 of 2018/19 in regards to reasonable adjustments which covered

- What is a 'reasonable adjustment' – 4 measures of reasonableness;
- Legal aspects of the 2010 Equality Act;
- Compliance and proactive interventions;
- Accessible information standard;
- Good practice examples from health care settings (including effective budget use);
- Universal design – design that benefits everyone;
- Using mobile devices and assistive technology in health care settings.

Metric 9 - Disabled staff engagement

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

No

If yes, please provide details::

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

No

Yes

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

After Disability Awareness Training in 2019 staff were asked if they were interested in forming a Disabled Staff Network. A Disabled Staff Network will be launched later this year.

Metric 10 - Board representation

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

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

No challenges

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::

Rosie Johnson, Executive Director of Workforce and Organisational Development