

## Response ID ANON-VQQ5-M776-X

Submitted to **Workforce Disability Equality Standard (WDES)** online reporting form

Submitted on **2019-08-12 08:35:47**

### Trust information

#### 1 Name of organisation:

**Name of organisation::**

Wrightington, Wigan & Leigh NHS Foundation Trust

#### 2 Date of report:

**Month/year::**

August/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::**

Alison Balson - Director of Workforce

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

**Name and contact details of lead compiling this report:**

Joanne O'Brien

Assistant HR Business Partner & I & D Lead

Suite 7

Buckingham Row

Brick Kiln Lane

Wigan

WN1 1XX

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

Yes

**If yes, please provide details::**

The Trust has held annual Disability Focus Groups over the past 4 years with the aim of engaging with trust staff living with a a disability. Associated actions identified from the focus groups have been built into the EDS Action Plan.

Bespoke training on Autism Awareness has been undertaken and was open to all staff to participate.

As part of the Trust's Inclusion & Diversity Mandatory training there is a Disability Podcast available to view and raise awareness for all staff.

Disability Confident Scheme

The Trust Introduced in 2019 I & D Training Programmes for Level 3 & 5 Managers.

### 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:**

Sally Forshaw

Director of Quality & Safety,

Wigan Borough CCG,

Wigan Life Centre,

College Avenue,

Wigan, WN1 1NJ

#### 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::**

<https://www.wwl.nhs.uk/Equality/WDES.aspx>

#### 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::**

17th September 2019 Workforce Committee (sub-committee of the Trust Board)

**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:**

5095

**% Disabled staff::**

2.22%

**% Non-disabled staff::**

68.75%

**% Unknown/Null::**

0.02%

**% Other::**

**% Prefer not to say::**

29.01%

**Data quality**

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

Yes

Sample staff survey

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

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

Survey sent to 1250 staff - 429 (34.3%) returned

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

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

81 disabled staff responded - 20% 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::**

No challenges experienced in recording data against this metric.

**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::**

To improve the levels of undeclared disability data, the Trust undertook a communication campaign with staff to raise awareness and provided step by step guides for employees to change their details via 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::**

No challenges reporting data against this Metric.

**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?**

No

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

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

As a trust we do not centrally record all formal capability data in relation to sickness.

**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::**

Attendance Management Policy to manage capability on the grounds of ill health and Performance Management Policy to manage capability on grounds of performance.

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

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

I believe reporting capability separately for ill health and performance would be preferable.

**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?:**

Yes - the national staff survey data has highlighted potential issues with regards to this metric for disabled staff, as these disabled respondents reported higher levels of harassment, bullying and abuse than non-disabled respondents.

% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months

Disabled Non Disabled  
27.8% 19.1%

% of staff experiencing harassment, bullying or abuse from managers in the last 12 months

Disabled Non Disabled  
18.8% 17.3%

% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

Disabled Non Disabled  
25.0% 16.1%

% of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months

Disabled Non disabled  
44.4% 37.1%

**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::**

We compare the national staff survey results against our local quarterly Your Voice surveys and incident reporting. The findings for comparable measures is consistent

**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 Trust plans to triangulate the staff survey data against other data sets in order to identify specific areas of concern. Actions will be developed and included within the EDS Action Plan.

The Trust will be launching its just culture programme in the coming months. This will include a focus on any bullying / harassment, civility saves lives, embedding within performance management frameworks and a zero tolerance programme in relation to physical and verbal abuse of employees.

**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 - the staff survey reported the % of disabled staff being lower than non disabled for those believing the Trust provided equal opportunities for career progression or promotion.

Disabled

77.1%

Non Disabled

83%

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

No

**If yes, please provide further details::**

No currently

**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 -The national staff survey highlighted a higher % of disabled staff compared to non disabled staff stating that they have felt pressure from their line manager to come to work, despite not feeling well enough to perform their duties.

Disabled

36.4%

Non Disabled

23.3%

**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::**

We are intending to purchase a health & well-being app and attendance management system that has an evidence base to reduce presentism, by improving overall well-being.

We will be rolling out job crafting (one team is currently part of the GM pilot) next year. The literature review for this in relation to ED&I suggests a positive impact for employees who are living with a disability.

**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 -- The national staff survey highlighted a higher % of disabled staff compared to non disabled staff say that they are less satisfied with the extent to which the organisation values their work.

Disabled  
38.5%

Non Disabled  
43.5%

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

Yes

**If yes, please provide further details::**

The Trust has offered staff opportunity to attend the annual disability focus groups in order to discuss key issues affecting staff living with a disability. Many of the issues/ideas from these focus groups are taken as actions and incorporated within the EDS Action Plan.

**Metric 8 - Reasonable adjustments**

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

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

No issues with this metric.

**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?**

No

**If yes, please provide further details::**

**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

No

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

No current plans to establish a network

**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::**

None

**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::**

Robert Foster

Director of Finance & Deputy Chief Executive

Champion for Inclusion & Diversity