

## Workforce Disability Equality Standards (WDES)

### South Warwickshire NHS Foundation Trust

March 2021

<b>Board Lead</b>	Gertie NicPhilib – Director of People and Workforce
<b>Lead Managers</b>	Matt Clarson – Head of Employment Services & Maggie O’Rourke – Senior HR Manager – Equality and Diversity
<b>Co-Ordinating Commissioner</b>	Equality and Human Rights Leads at South Warwickshire Commissioning Group
<b>Commissioners</b>	South Warwickshire Clinical Commissioning Group Warwickshire Public Health and Coventry North Warwickshire Commissioning Group

**This Report and the associated Action Plan can be found via the following unique link:**

<https://www.swft.nhs.uk/about-us/equality-and-diversity/publications-and-reports>

**This report has been signed off by**

Gertie NicPhilib – Director of People and Workforce

#### Background Narrative

Any issues of completeness of data:

Any matters relating to reliability of comparisons with previous years:

**There are no issues of Completeness of Data**

**N/A**

#### Self Reporting

Total number of staff employed within this organisation at the date of the report:

**5408**

Proportion of known Disabled staff employed within this organisation at the date of the report:

**3.9%**

The proportion of total staff that have self-reported their disability or non-disability:

**88.6%**

Have any steps been taken in the last reporting period to improve the level of self-reporting by disability:

**Yes**

Are any steps planned during the current reporting period to improve the level of self-reporting by disability:

**Yes**

#### Workforce data

What period does the organisation’s workforce data refer to?

**01-Apr-20 to the 31-Mar-21**

Workforce Disability Equality Indicators

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. The data for this Metric should be a snapshot as at 31<sup>st</sup> March 2021

	2019-20	2020-21	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
<b>Clinical</b> Inc. Medical & Dental	2.28	2.75	We are working to increase the self-reporting rates of staff within ESR. This is in conjunction with the Workforce Disability Network.	All of the indicators where applicable have been linked to EDS2 and scoped into a local action plan which cuts across both lots of indicators and also includes actions in relation to disability.
<b>Non Clinical</b>	1.15	1.32		

2. Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.

	2019-20	2020-21	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
<b>All</b>	0.89	0.37	A figure below 1.00 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting. This is due to the Trust being a Disability Confident Leader.	All of the indicators where applicable have been linked to EDS2 and scoped into a local action plan which cuts across both lots of indicators and also includes actions in relation to disability.

3. Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into a formal capability investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.

	2019-20	2020-21	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
<b>All</b>	0.98	1.43	A figure above 1.00 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process. Disciplinary and capability data is reviewed by the HR Operational team to identify any trends, or areas of inconsistency. Work is being undertaken as part of the 6 High Impact Actions to address this issue.	All of the indicators where applicable have been linked to EDS2 and scoped into a local action plan which cuts across both lots of indicators and also includes actions in relation to disability.

Metrics 4 – 9a are published via our staff survey results and are not reported separately by individual Trusts.

9b. Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard?

Yes/No	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
Yes	<p>The Trusts Workforce Disability Network was established a number of years ago. The group meets every month to provide a safe space for staff with Disabilities and long-term conditions to have open discussion and raise issues as required. The network provides support and is an advocate for staff with disabilities. The network has developed a work plan with a number of actions to improve the working environment for staff with disabilities and for staff who are caring for relatives with a disability.</p> <p>The network has its own website and holds regular network meetings via MS Teams to ensure that all staff are given the opportunity to attend meetings. The network has launched a Disability Policy and Carer's Policy to formally support staff.</p>

10. Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

	2019-20	2020-21	The implications of the data and any additional background explanatory narrative:	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
All	-4	-3.87	The Trust as seen an improvement on this metric.	Action is being taken as part of the Trust's 6 High Impact Actions to improve the diversity of the Board.

Are there any other factors or data which should be taken into consideration in assessing progress?

Not Applicable.