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Workforce Disability Equality Standard Report 2020

**Workforce Disability Equality Standard**

1. **Introduction**

The Workforce Disability Equality Standard (WDES) compares the workplace and career experiences of disabled and non-disabled staff using a set of ten specific metrics. The metrics are gathered from ESR data, the staff survey and Board representation. Solent NHS Trust has produced an action plan based on this data that will further improve experiences for disabled staff year on year.

Over the last 12 months the Diversity & Inclusion team have supported the development of a Disability Resource Group. As a direct result of this group the following has been achieved;

* + Development of a Disability Resource Group microsite, Twitter feed and WhatsApp Group for members
	+ Soft launch of sunflower lanyard scheme for invisible disabilities with formal launch in September 2020
	+ “In the hot seat with…” sessions for staff allowing people to learn from the lived experience of staff with disabilities

**Key findings from 2020 WDES data**

1. The following data has been extracted from National Staff Survey Report and ESR data from 2019- 2020:
* The likelihood of staff with a disability being appointed to a job compared to non-disabled staff has increased from 1.56 to 1.20 showing slight progress from the previous year.
* Solent has no reports of staff with a disability being entered into the formal disciplinary process during this reporting period.
* Rates of bullying and harassment of staff with a disability by managers is 12.6% compared to 5.6% of non-disabled staff; by other staff is 15.8% compared to 9.7% of non-disabled staff, and from patients and service users 29.15% compared to 19% of non-disabled staff. All of these results are under the benchmark group median.
* Reporting of abuse for both staff with a disability and non-disabled staff has increased from last year (59.7% of disabled staff and 62.2% of non-disabled staff).
* 87.7% of staff with a disability believe that Solent provides equal opportunities for career development and promotion compared to 93.1% of non-disabled staff. This is a slight increase from last year for both groups of staff.
* 27.8% of staff with a disability feel under pressure to attend work when not well compared to 13.1% of non-disabled staff.
* 48.3% of disabled staff were satisfied that their work was valued by the organisation compared to 59.4% of non-disabled staff. This shows a very slight increase in dissatisfaction for disabled staff from last year (49.1%).
* 83.3% of disabled staff felt that adequate adjustments have been made for them to be able to work which is above the national benchmark of 76.9% and an increase on last year’s figure of 79.3%.

**2.1** Solent strives on offering opportunities for all staff, examples of personal development for staff with disabilities have included the following:

* The Chair of the Disability Resource Group was a member of a Diversity and Inclusion interview panel for the Lead Freedom to Speak Up Guardian selection process.
* The Disability Resource Group members have acquired skills in the development of a disability conference.
* Career and development opportunities are promoted to all staff Resource Group members. The Vice-Chair of the Disability Resource Group has recently been promoted internally within Solent.

**Summary**

**3.0** Progress has been made on last year’s metrics and examples of our work are described below:

* Formation of the Disability Resource Group which in addition to being open to all staff offers an individual 1:1 support service where staff with a disability can access help and advice.
* Health and well-being screening tool that is offered to all new members of staff
* Health and well-being practitioners who can offer support and promote wellbeing
* Mental Health First Aid training instructor training
* Daily Zoom calls for all staff have been running since the outbreak of Covid-19 in addition to twice weekly Zoom calls for managers, supporting staff health and wellbeing. External coaches have been commissioned to provide additional support.
* The Disability Resource Group offers a safe space for staff to share their views
* Zoom calls for staff shielding due to Covid-19
* OWLeS (Optimising Lived Experience of Staff) Group and Lived Experience Network

**3.1** We have a created an action plan for 2020 – 21 which highlights further improvements for career progression and creating increased positive experiences of staff with disabilities through:

* Improving staff disability declaration rates
* Decreasing the amount of bullying and harassment of staff with a disability
* Improving rates of presenteeism amongst staff with a disability

**3.2** Disability Resource Group members were involved in the redevelopment conversations regarding accessibility at Western Community Hospital. This is an example of the meaningful contribution and impact of the Disability Resource Group and shows how far Solent had progressed in its WDES journey.

