

Workforce Disability Equality Standard (WDES) 2019

Trust Information

1. Name of organisation

County Durham and Darlington NHS Foundation Trust

2. Date of report

Month: September

Year: 2019

3. Name and title of Board lead for the Workforce Race Equality Standard

Morven Smith Director of Workforce and OD

4. Name and contact details of lead manager compiling this report

Pat Winter Workforce Experience Officer

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

Yes

If yes, please provide details:

Building leadership for Inclusion Pilot

CDDFT was successful in bidding for one of six places on the national Building Leadership for Inclusion (BLFI) pilot. BLFI is an NHS system wide programme of work that seeks to raise the level of ambition on inclusion, quicken the pace of change and ensure that leadership is equipped to achieve and leave an ever increasing and sustainable legacy of inclusion.

This involved establishing an internal team drawn from all levels across the Trust and representative of its broad geographical and functional areas. The Team also reflects the diversity dimensions, cutting across age, gender, race, disability, religion and sexual orientation.

The team have worked with external facilitators from Diversity Practice in order to conduct a diagnostic of diversity and inclusion within CDDFT.

Key work priorities from this project have been agreed particularly the establishment of an ED&I strategic group which will be key to driving this agenda forward with a view of sustaining focus and engagement with this agenda. This group will take responsibility for governance and delivery of CDDFT equality, diversity & inclusion aims and objectives.

Moving to Good

CDDFT has been part of the 'Moving to Good' project since mid-2018. Executive Directors have been actively engaged in the wider programme of work and attended a number of events; NHS Improvement facilitated a session around the cultural element of the work in February 2019 with Executive Directors and Non-Executive Directors. This work will provide initial direction and focus in informing our long term vision for workforce engagement and culture.

Over the next twelve month the focus will be on the engagement agenda with CDDFT embarking on a culture and leadership journey using a methodology which has been developed using an evidence base of national and international research identifying the concepts associated with high quality care cultures. Resources have been developed which are aimed to support the organisation in developing a more positive workforce culture.

#100Faces

This campaign is inviting one hundred CDDFT staff and Trust volunteers to feature in a campaign by having their photograph taken and sharing an aspect of their life story (by way in a short piece of writing – 100 words or less). In this way, CDDFT aims to draw out the many different communities that make up #TeamCDDFT. This might involve someone talking about their sex, nationality, race, faith, gender expression, disability, age, class, sexual orientation or family status.

Trust information

6. Name and contact details of commissioner this report has been sent to
Helen Muscroft, DDES CCG's

7. Unique URL link, or existing web page, on which the WDES Metric data and associated Action Plan will be published:
<https://www.cddft.nhs.uk/about-the-trust/equality-and-diversity.aspx>

8. Date of Board meeting at which organisation's WDES Metrics data and action plan were or will be ratified:
September 2019

9. Total number of staff employed within this organisation on 31st March 2019:
7103

% Disabled staff:
2.74%

% Non-disabled staff:
64.67%

% Unknown/ Null:
32.59%

% Prefer not to say:
0.0%

Data for reporting year **March 2019** Data (Headcount)

Pay band clusters	Non Clinical		Clinical	
	% of disabled staff in workforce	% of non-disabled staff in workforce	% of disabled staff in workforce	% of non-disabled staff in workforce
Band 1 - 4	0.5%	10.6%	0.5%	12.0%

Band 5- 7	0.15%	1.2%	1.3%	29.7%
Band 8a – 8b	0.05%	0.7%	0.07%	1.0%
Band 8c – 9, VSM	0.02%	0.1%	0.00%	0.07%
Medical & Dental staff, Consultants			0.02%	4.2%
Medical & Dental staff, Non-consultant career grade			0.05%	3.5%
Medical & Dental staff, Medical & Dental trainee grades			0.08%	1.6%

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

Survey sent to 1500 staff – 406 (27.1%) returned

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

62 Disabled staff responded – 4.1%

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:

None

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:

Fully implemented Employee Self Service

Full roll out of ESR employee portal complete - training has been offered to all Trust staff.

17. Please describe any challenges that your organisation has experienced in reporting for this Metric:

None

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:

None

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

N/A

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:

Management of Attendance Procedure

Rehabilitation & Redeployment Policy

Capability Procedure

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

I think this would give more context to this section around the issues of what and when support/ reasonable adjustments have been implemented and if staff entered capability because of a delay.

Metric 4 – Harassment, Bullying and abuse

23. Are there any issues with the data for this Metric?

None

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.

No

25. Please summarise any actions taken to reduce harassment, bullying and abuse in relation to Disabled staff:

- Introduction of Disability Staff Network group
- Introduction of Freedom to Speak Up Champions to be supervised by our Freedom to Speak Up Guardian
- Internal volunteers – Staff Support Officers to provide informal, confidential support to other staff within the Trust:
 - Who feel they have been subject to harassment - to help them to regain confidence and control to enable them to make a balanced decision on how they can deal with the harassment

- Who have been accused of bullying or harassing someone – to help them reflect on their behaviour
- Who have an issue or concern about malpractice or illegal acts to help them to make a balanced decision on how to deal with an issue or concern using the internal mechanisms available
- o Introduction and changes to internal procedures for a health passport

Metric 5 - Career promotion and progression

26. Are there any issues with the data for this Metric?

No

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

No

Metric 6 – Presenteeism

28. Are there any issues with the data for this Metrics?

None

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:

Introduction of the Health passport which is completed as an undertaking entered into between a line manager, on behalf of the organisation, and an employee, who has declared they have a disabled or have a long term health condition. Planned changes to procedures will require the completion of this document to be discussed at back to work interviews and in Occupational Health referrals

Metric 7 – Staff satisfaction

30. Are there any issues with the data for this Metric?

None

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

Yes

If yes, please provide further details:

- o Introduction of Disability Staff Network group
- o Introduction and changes to internal procedures for completion a Health Passport
- o Completion Health Passport & updating ESR for all new staff as part of the local induction process
- o Health Passport to be discussed at all Occupational Health referrals and return to work interviews
- o Annual Equality Disability Staff Survey target at Disabled staff

- HR to review management practices around Occupational Health referrals, reasonable adjustments being implemented, support for disabled staff and sickness rates for disabled staff

Metric 8 – Reasonable adjustments

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

No

33. Does your organisation have a reasonable adjustment policy?

No – this is covered in the Disability & Long-term Health Conditions Policy

34. Are costs for reasonable adjustments met through centralised or local budgets?

No

35. Has your organisation taken action to improve the reasonable adjustments process?

Yes

If yes, please provide further details:

- Introduction of the Health passport which is completed as an undertaking entered into between a line manager, on behalf of the organisation, and an employee, who has declared they have a disabled or have a long term health condition
- Completion Health passport & updating ESR for all new staff as part of the local induction process Health Passport to be discussed at all Occupational Health referrals and return to work interviews
- HR to review management practices around Occupational Health referrals, reasonable adjustments being implemented, support for disabled staff and sickness rates for disabled staff

Metric 9 – Disabled staff engagement

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

No

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

Yes

Metric 10 – Board representation

38. 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?

No – but we do have an equality champion on the Board