Workforce Disability Standard 2023/24

Our commitment to advancing equality of Disabled people at work

Background

All NHS providers are required to complete an annual Workforce Disability Equality Standard Report (WDES). This document conveys our commitment to Disabled people at work and outlines how Frimley Health Foundation Trust is meeting its Public Sector Equality Duty. The key findings and metrics for this report submission are outlined below and are in comparison to the previous reporting period in 2022-2023.

Disability equality is a vital strand of our EDI agenda at FHFT. Everyone who is looking to work, wanting to work and starting work with us should expect to be treated fairly and valued irrespective of disability, race, gender, gender identity, sexual orientation, marital status, religion or belief, pregnancy and maternity status.

Workforce Data summary

All NHS providers are required to complete an annual Workforce Disability Equality Standard Report (WDES). This document conveys our commitment to Disabled people at work and outlines how Frimley Health Foundation Trust is meeting its Public Sector Equality Duty.

Highlights

- Our overall disclosure for Disability stands at 2.7%, which sees an increase of 0.1% from last year.
- In Bands 8a, 3.2% of staff have a disability while at 8d, it is 7.4% of staff. This is an achievement as the Trust's KPI of 2.7% (overall disclosed disability in the workforce) is being exceeded.
- Disabled staff at Band 8a, 8d and other exceed the proportion of disabled staff in the workforce.

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- In Bands 8a, 3.2% of staff have a disability while at 8d, it is 7.4% of staff. This is an achievement as the Trust's KPI of 2.7% (overall disclosed disability in the workforce) is being exceeded.
- There is a reduction in the number of staff with a disability status recorded as 'unspecified' from 21.5% in 2022 to 19% in 2023.
- Staff with a declared disability within the medical workforce remains very low, particularly the Consultant Grade (0.2%) and the non- Consultant grade (1.3%)

Recruitment

In 2022/23, the Trust received 1263 applications from people with disabilities (1174 in 2021/22) and 103 were appointed (271 in 2021/22). Based upon these figures the WDES metric has been calculated as Disabled applicants are 0.4 times more likely to be appointed from shortlisting than non – disabled applicants. The Trust's KPI is to better the national KPI is 0.99, which it is achieving.

Capability

There were three times as many non – disabled staff entering the Capability process as disabled staff involved. From this data it has been calculated that Disabled staff are zero times likely to enter capability processes compared to non – disabled staff. Disabled staff are achieving equality for this indicator. The Trust KPI is to better the national KPI of 2.17, which it is achieving.
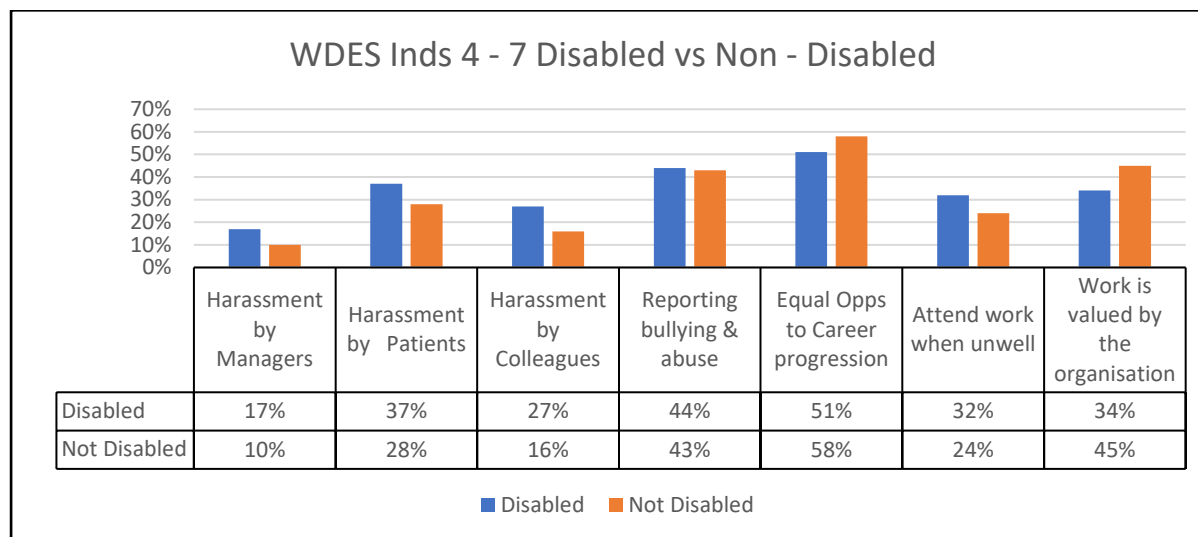
Indicators 4 – 9:

The WDES has 9 items linked to the National Staff Survey. Disabled staff tend to have worse experiences in the workplace than nondisabled staff in relation to harassment from managers, patients and staff, however they are more likely to report bullying and abuse. Disabled staff are more likely to experience pressure to attend work when unwell, feel less satisfied that their work is valued by the Trust and report lower levels of engagement, than non – disabled staff.

The benchmark for the Trust for each of the nine items is the national average. Currently the Trust fares worse than the national average by varying degrees against all the items. The largest difference in relation to disabled staff (7.8%) is seen in the reporting of harassment, while the smallest (0.9%) is for feeling valued.

WDES Inds 4 - 7 Disabled vs Non - Disabled

|	Harassment by Managers	Harassment by Patients	Harassment by Colleagues	Reporting bullying & abuse	Equal Opps to Career progression	Attend work when unwell	Work is valued by the organisation
Disabled	17%	37%	27%	44%	51%	32%	34%
Not Disabled	10%	28%	16%	43%	58%	24%	45%

■ Disabled ■ Not Disabled

Our Ambition

We have an ambition for every employee at Frimley Health to thrive through experiencing a culture of inclusion and belonging. In our commitment to this, we are proud to be an Exemplar site for the NHS People Promise and have also started the Culture and Leadership Programme as part of our ambition to become one of the top 10 Trusts in the country. Critical to this will be the simultaneous implementation of the NHS EDI High Impact Actions. Please see Appendix 1

Fostering a culture of inclusion at FHFT

Our work to date to promote disability equality specifically, includes:

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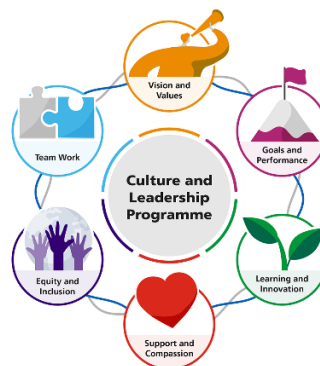
- **The Culture & Leadership Programme**

FHFT has recently embarked upon the Culture and Leadership Programme, with a view to enhancing staff engagement. NHS England partnered with the King's Fund and the Centre for Creative Leadership to develop practical support and resources to help health and care organisations to improve their culture. The programme covers vision and values, goals and performance, learning and innovation, support and compassion, equity and inclusion and teamwork.

- **Disability and Carers Network**

Our Disability and Carers Network was set up in 2019 and has made great strides in helping us become more inclusive. Key achievements include:

- o Advocating that Carers Leave should be increased to enable us to adopt more inclusive management practices. As a result, we have increased carers leave from 6 days to 10 days.
- o Introducing Sunflower lanyards and pin badges for staff that are neuro divergent
- o Leading on projects such as the ARE bus – a sensory experience for staff to stand in the shoes of a patient or member of staff with Autism

- **Inclusive Recruitment**

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'Applying for jobs is a very stressful process for some autistic people. I myself found it rather overwhelming applying for different jobs as the application process varies across job roles etc. … During my interview I was asked by my then line manager if there was anything which they needed to be aware of prior to interview. E.g. do I require a quiet room to minimise any distractions (where possible)? If I required breaks during the interview? Would I like to bring someone along with me to wait outside if this helps to alleviate any anxiety? I found this all very helpful...' **Nurse**

- **Mental Health First Aid training**

As part of our commitment to Equality, Diversity and Inclusion and Wellbeing, we offer Mental Health First Aid training. The purpose of the course is to:

- Learn about mental health and how to identify, understand and help someone who may be experiencing a mental health issue
- Help our workplace to develop their skills and knowledge to have effective mental health conversations with their teams

We now have over 300 Mental Health First Aiders.

- **British Sign Language taster courses**

Learners can gain an awareness of the language, culture and needs of the Deaf community. Explore communication methods and technology available to Deaf people and practice how to fingerspell the British Sign Language Alphabet. You can also explore everyday BSL words. Learning outcomes include:

- An introduction to Deaf Awareness
- BSL alphabet
- Useful BSL signs

- **Makaton sessions**

Today over 100,000 children and adults use Makaton symbols and signs, either as their main method of communication or as a way to support speech. Makaton has been shown to be useful for all sorts of people including those who struggle with understanding concepts, those who have poor literacy skills, and those with English as an additional language.

- **Carers Passport**

Led by the Disability and Carers Forum, the purpose of the passport is to enable a carer and their manager to hold a supportive conversation and document the flexibilities needed to support the member of staff in combining caring and work. It was launched in 2022, is being received positively by the staff in the network using it.

- **Disability Passport**

Similar to the above, the Disability Passport, allows individuals to record details about their disability, health condition or learning disability. Led by one of the Disability and Carers Forum members, we are close to sign off.

- **Lunch and Learn sessions**

The EDI team regularly hosts Lunch and Learn sessions, and we were delighted to be joined recently by the British Dyslexia Association, who ran an informative and practical session.

- **Celebrating Disability History Month**

This has been marked with:

- educational webinars being held,
- drop ins sessions held during LD week
- staff making pledges for Carers week.

- **Changing Places Facilities**

Frimley Park Hospital has opened its very own Changing Places toilet for patients and visitors to use. People who use Changing Places toilets are likely to have their own radar key to access the facility, but those who don't may borrow a key from security. There is also dedicated disabled parking space,

adjacent to the toilet, for those wishing to use the facilities. Learning disability liaison nurses Emily Francis and Natasha Mullender have been instrumental in the project, which was funded via a local authority grant. Emily said:

"With a hoist and a changing bench, individuals and their carers now have access to the support and facilities they need. It has a shower and a movable toilet and sink to ensure that it is as practical as possible for all, and there is more room for manoeuvre as it's roughly the size of a car parking space. We're very excited to get this open so our patients and individuals are able to attend to their personal care with dignity when they are out and about."

Two of Frimley Health's three main hospital sites now have Changes Places toilets - one is already in use at the new Heatherwood Hospital in Ascot. A similar facility is being planned at Wexham Park Hospital in Slough.

- **Managers Guides on Neuro diversity**

The EDI team has recently launched x3 guides on ADHD, Autism and Dyslexia. The guides are intended as basic introductions to neuro diversity.

WDES Action Plan

No.	WDES Indicator	20/21	21/22	22/23	Actions	2023-2024 KPIs
Representation of Disabled staff and equality of opportunity						
1.	Disability Disclosure	2.3%	2.5%	2.9%	• Quarterly communication of the message of the benefits of using self service • Awareness at new starter induction of progressing disability equality • Promoting and evidencing the message of psychological safety in disclosing disability • Celebrating notable events in the calendar • Visibility of notable dates	• Corporate KPI of 4% • Target for Non – clinical: 4% • Target for Clinical: 4% • Target for Medical and Dental: 1.5%

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No.	WDES Indicator	20/21	21/22	22/23	Actions	2023-2024 KPIs
						• The Trust Board declare disability (yes or no)
2.	Disabled applicants being appointed	0.66	0.88	0.4	• Refresh recruitment processes to make them more inclusive • Prepare for Disability Confident level accreditation • Increasing managers knowledge of Disability in recruitment and making reasonable adjustments	• Number of Disabled applicants appointed speaks to keeping the Trust's metric below 1.0
3.	Reduce the disparity ratio for Disabled staff in relation to promotion in clinical and non-clinical roles	-	-	2.2	• Establish numbers of staff with disabilities taking up CPD development training by disability • Identify proportion of staff with a disability that have had an appraisal and triangulate outcomes of appraisal • Formulate positive action approaches geared towards attracting disabled applicants to consider the Trust as an employer of choice	• Reduce to <2.2
4.	Capability	0.0	2.17	0.0	Management Essentials programme HRBPs section	• KPI = maintain a metric of 0.0
NHS Staff Survey						

No.	WDES Indicator	20/21	21/22	22/23	Actions	2023-2024 KPIs
5.	Harassment or abuse	Managers: 17% Patients: 34% Staff: 25%	Managers: 17% Patients: 37% Staff: 27%	TBC.	• Survey • Run two listening events for staff on psychological safety and barriers to speaking up/reporting	• KPI is to reduce the figures below 20/21 figures
6..	Reporting Abuse	Disabled Staff: 44%	Disabled Staff: 44%	TBC.	• Run webinars on speaking up during Speak Up Month, Disability History Month and Anti bullying week • • Liaise with LSMS about levels of reporting on datex • Identify how messaging from Notable events can support the communication of a zero-tolerance approach to B&H	Better the NHS average and more specifically: • KPI for 2023 = 46% • KPI for 2024 = 50%
7.	Equal Opps to career progression	Disabled Staff: 50%	Disabled Staff: 51%	TBC.	• Gain a clearer understanding of the definition of equal opps to career progression to disabled staff • Utilise support from the SWD Network • Review data from Exit interviews and develop corrective actions • Explore opportunities within coffee conversations and new starters • % of disabled staff having appraisals • % of disabled staff attending in house leadership offerings/CPD relating development	Better the NHS average and more specifically: • KPI for 2023: 52% • KPI for 2024: 54%
8.	Attending work when unwell	Disabled Staff: 36%	Disabled Staff: 32%	TBC.	• Gather data from EAP and OH to ascertain extent of themes which point to staff being pressured to attend work when unwell and action recommended to contactees	Better the NHS average and more specifically: • KPI for 2023: 30%

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No.	WDES Indicator	20/21	21/22	22/23	Actions	2023-2024 KPIs
						• KPI for 2024: 28%
9.	Satisfaction with work	Disabled Staff: 33%	Disabled Staff: 34%	TBC.	• Understand more about the experiences of staff in relation to this metric	Better the NHS average and more specifically: • KPI for 2023: 36% • KPI for 2024: 38%
10.	Adequate adjustments	Disabled Staff: 69%	Disabled Staff: 70%	TBC.	• Produce a range of resources for managers and staff which increase an understanding of making effective reasonable adjustments • Run at least two engagement events aimed at staff with disabilities and managers on identifying suitable reasonable adjustments	Better the NHS average and more specifically: • KPI for 2023: 71% • KPI for 2024: 72%
11.	Staff Engagement	Disabled Staff 6.6	Disabled Staff 6.4	TBC.		Better the NHS average and more specifically: • KPI for 2023 = 6.6 • KPI for 2024 = 6.7 •

Appendix 1

No	High Impact Action	Success Metric
1.	Measurable objectives on EDI for Chairs, Chief Executives & Board Members	• Equality, Diversity and Inclusion (EDI) objectives are set for Board members • Board/Committee papers (including minutes) identify equality and health inequality impacts & risks and how they will be mitigated & managed • Board members strengthen commitment to equality talking about notable events linked to EDI • Chief Officers take EDI objectives beyond their organisations • Board members seek to understand experiences of patients accessing services and staff experiences working in the Trust
2.	Overhaul recruitment processes and embed talent management processes	• **Relative likelihood of BAME and Disabled staff being appointed from shortlisting (WRES & WDES)** • Improve the NHS SS score relating to career progression, training and development opportunities (WRES) • Year on year improvement in representation from protected characteristics, notably Disability and Sexual Orientation • Diversifying band 8b and above in relation to Ethnicity and disability

No	High Impact Action	Success Metric
3.	Eliminate total pay gaps for with respect to race, disability, gender	• Year on year reduction the pay gaps • Identify where the largest disparity exists between staff primarily by gender
4.	Address health inequalities in the workforce	• Organisation acts on staff physical and mental health and wellbeing • Health and Wellbeing is embedded into all aspects of Trust People Policies
5.	Comprehensive induction and onboarding programme for international recruited staff.	• Strengthen existing onboarding processes for Internationally Educated Staff to cultivate a sense of belonging • Onboarding processes for Internationally Educated Staff ensure that cultural and diverse needs of staff are acted upon
6.	Eliminate conditions and environment in which bullying, harassment and physical harassment occur	• Improvement in staff survey results on bullying and harassment from line managers/teams • Improvement in staff survey results on discrimination from line managers/teams

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