

C&I Workforce Disability Equality Standard

The Workforce Disability Equality Standard (WDES) is a new national standard and echoes the Workforce Race Equality Metric (WRES). It is a set of 10 mandatory specific measures (metrics) that will enable the Trust to compare the experiences of disabled and non-disabled staff. This information has been used by the Trust to develop this action plan and enable us to demonstrate progress against the indicators of disability equality.

Where We Are Now

- More disabled staff being appointed from shortlisting – than non-disabled staff (Metric 2)
- Disabled staff less likely to enter formal capacity process – than non-disabled staff (Metric 3)
- 78.2% of disabled colleagues saying we have made adequate Workplace Adjustments to enable them to carry out their work (Metric 8)
- Our staff have stated that we have facilitated the voice of disabled staff (Metric 9b)
- We have +3% difference between the C&I Board voting membership and its overall workforce (Metric 10)

Distance of Travel

- Signed up to the Disability Confident Scheme
- Signed up to being a Mindful Employer
- Established a Disability+ Staff Network
- Disability+ logo/branding
- Disability+ Staff Leaflets
- Increased the numbers of workforce declaring that they have a disability/long term condition
- Supporting Staff with Disabilities/LTC Guide (physical and mental health)
- Workplace Adjustment Passport
- Ten days Disability Leave pro rata
- Disability Leave Form
- Supporting Staff with Disabilities/LTC Workshops at St Pancras Hospital and Highgate Mental Health Centre
- Managers Guide to Respect and Dignity
- Team Members Guide to Respect and Dignity
- Disclosure 'pop up' stalls
- Central point of contact regarding advice for Workplace Adjustments and general disability advice (EDI Lead)

Areas For Improvement

- (Metric 1) Improve representation at Band 8a and above
- (Metric 4a) Reduce the level of bullying, harassment or abuse from patients, relatives or the public – towards disabled staff
- (Metric 4b) Reduce the level of bullying, harassment or abuse from managers in the last year – than non-disabled staff
- (Metric 4c) Reduce the level of bullying, harassment or abuse from other colleagues in the last year – than non-disabled staff
- (Metric 4d) Promote reporting of experience of harassment, bullying, or abuse
- (Metric 5) Promote that the Trust provides equal opportunities for career progression or promotion
- (Metric 6) Provide disability awareness training for managers and disabled staff – so they don't feel pressure from manager to come to work despite not feeling well enough
- (Metric 7) Promote that the Trust values Disabled staff and their work
- (Metric 9a) Promote on boarding of Disabled staff at induction and continue to engaged disabled staff