

Workforce Disability
Equality Standards Action
Plan for 2020/2021



Contents

	Page
Summary	3
1.0 Employee Disability in Workforce	4
1.1. Population Demographics	4
1.2 SWB Workforce by Band	5
2.0 Recruitment of Disabled Employees	7
3.0 Formal Capability Process	8
4.0 Actions taken to facilitate the voices of disabled people	8
5.0 Board Representation	8
6.0 WDES Action Plan	9

Summary

The report contains information in relation to the SWB workforce and the NHS Workforce Disability Equality Standard (WDES). The WDES has ten metrics and this report is written in response to each of the 10 metrics. The WDES has nine standards and this report is written in response to each of the standards. Please note this year we do not have to report on Indicators 4-9a as part of the WDES submission as these are reported separately as part of the National NHS staff survey.

The report details the WDES workforce data and presents the information in a very visual format, particularly the Disabled/Non-Disabled employee ratios at each Band, the graphs are a visual representation and may be an appropriate way to share our information with our workforce and embed the actions in this plan.

1.0 Employee Disability in Workforce

1.1 Population demographics

The local population for the Sandwell and West Birmingham area has the disability and health breakdown as follows (2011 Census Data)

	Sandwell	West Birmingham
Day-to-day activities limited a lot	10.8%	9.0%
Day-to-day activities limited a little	10.1%	9.0%
Day-to-day activities not limited	79.1%	82.0%
Total	100%	100%
Very Good Health	41.9%	45.6%
Good Health	34.8%	33.9%
Fair Health	15.6%	13.6%
Bad Health	5.9%	5.2%
Very Bad Health	1.8%	1.7%
Total	100%	100%

The SWBH workforce data below demonstrates the % distribution of Disabled and Not Disabled employees in 2019 and 2020. The data for SWBH in 2020 reports Disabled staff % below that of the local population, however 18.9% of employees have their disability status unknown and therefore this may be a contributory factor in showing under the local population numbers. The data for 2020 shows a general improvement over 2019 as there is a 1% decrease in the number of staff who's disability status is unknown.

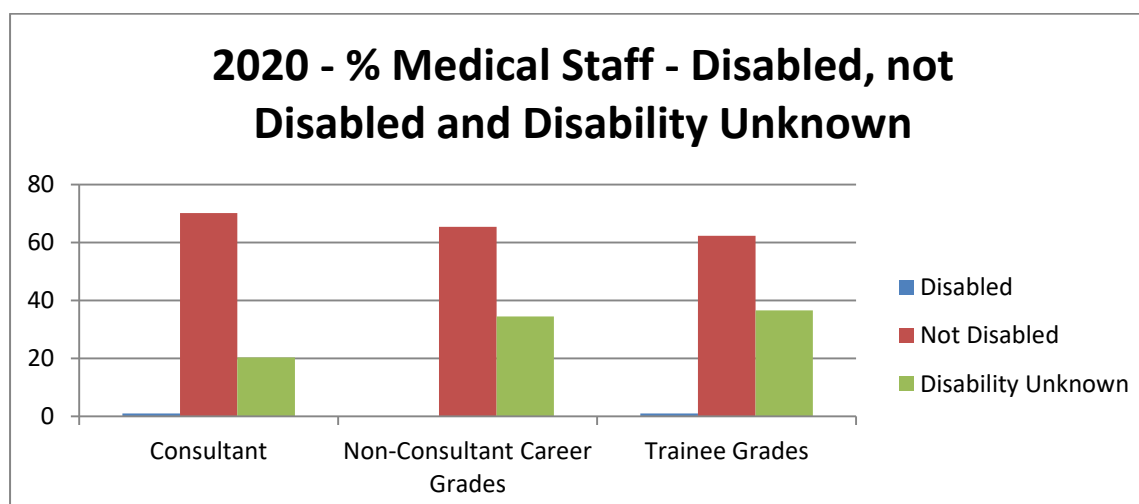
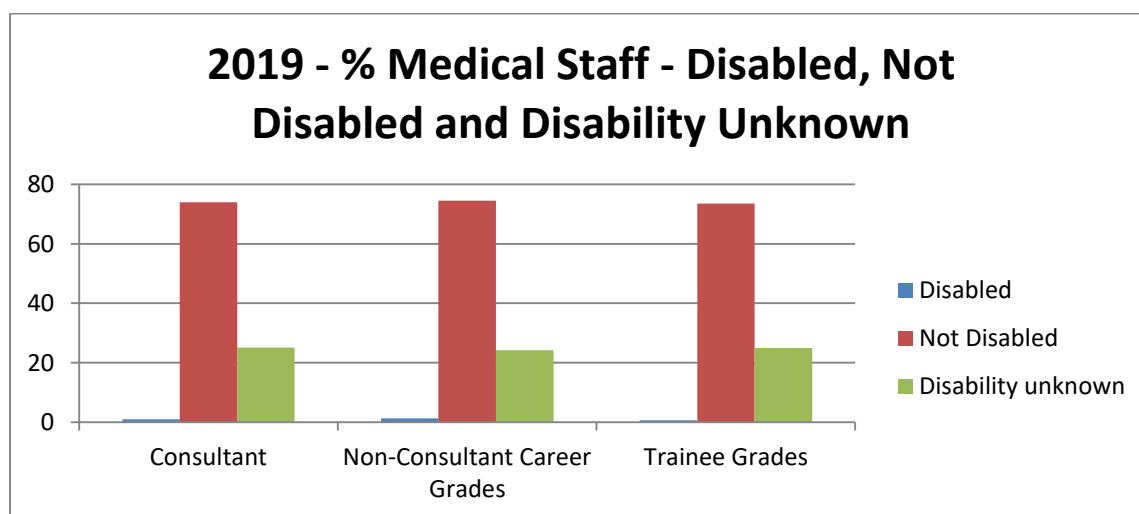
	2019	%	2020	%
Disabled	181	2.7	202	2.8
Not Disabled	5182	77.4	5642	78.3
Unknown	1335	19.9	1363	18.9

The tables below demonstrate the Medical, Clinical and Non Clinical workforce % numbers as a total of the whole Trust total (headcount).

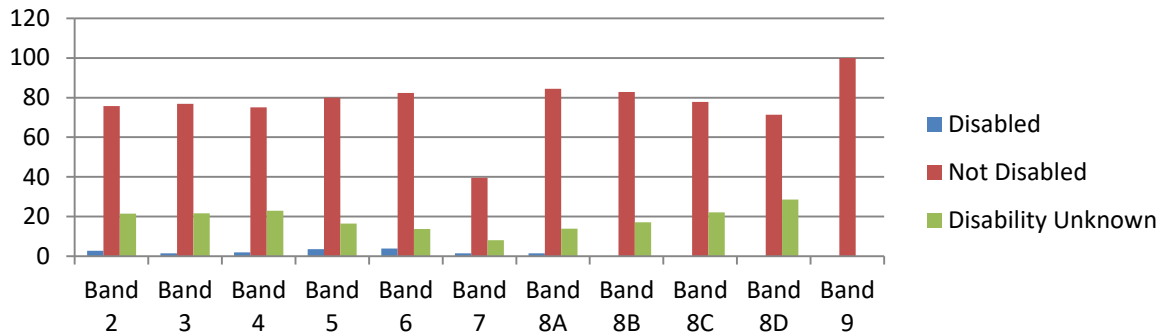
Medical Workforce		2019	%	2020	%
	Disabled	7	0.90%	6	0.69%
	Not Disabled	579	74.2%	588	68.3%
	Unknown	194	24.9%	267	31%
Clinical Workforce		2019	%	2020	%
	Disabled	134	3.0%	131	2.0%
	Not Disabled	3584	79.4%	3667	81.3%
	Unknown	796	17.7%	711	15.8%
Non Clinical Workforce		2019	%	2020	%
	Disabled	40	2.8%	65	3.5%
	Not Disabled	1019	72.6%	1387	75.5%
	Unknown	345	24.6%	385	21%

1.2 SWBH Workforce by Band

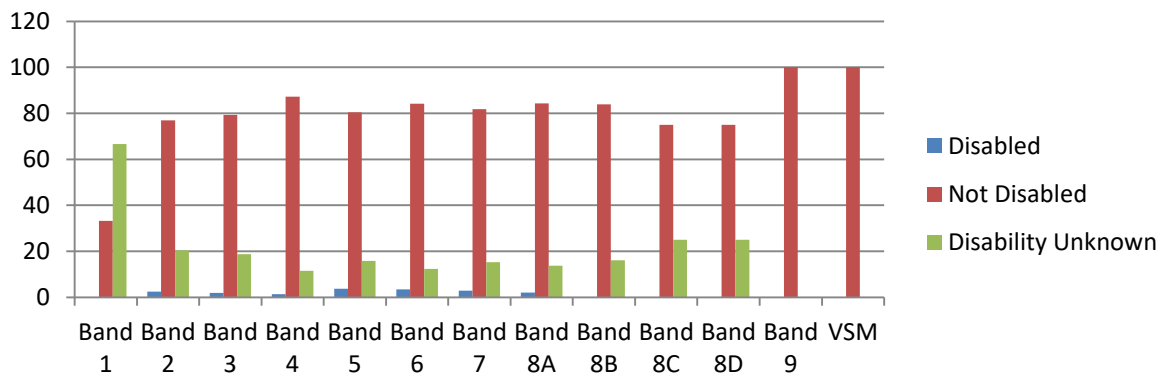
The graphs below demonstrate for Medical, Clinical and Non Clinical staff by Band the proportion of the workforce who are Disabled, Not Disabled and Disability Unknown in each of the Bands.



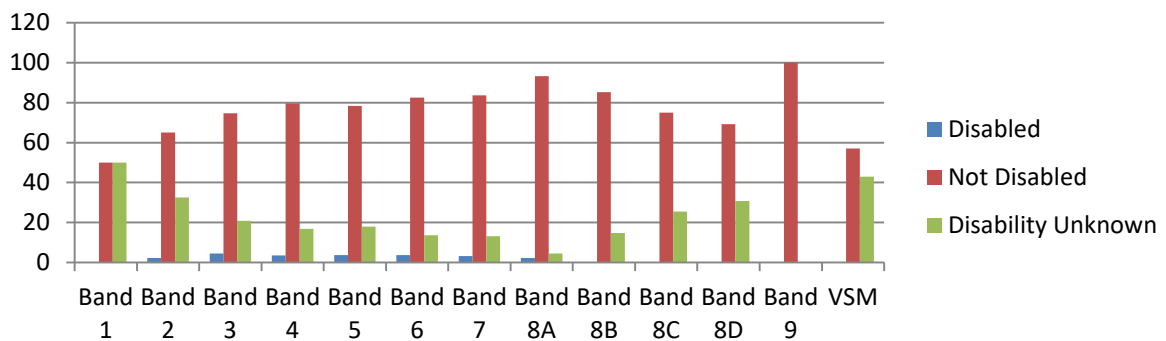
2019 - % of Clinical Staff - Disabled, Not Disabled and Disability Unknown



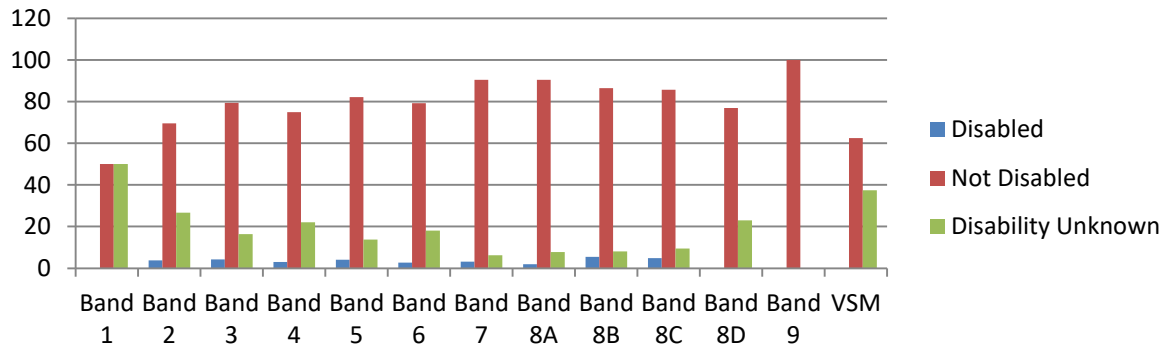
2020 - % of Clinical Staff - Disabled, Not Disabled and Disability Unknown



2019 - % of Non Clinical Staff - Disabled, Not Disabled and Disability Unknown



2020 - % of Non Clinical Staff - Disabled, Not Disabled and Disability Unknown

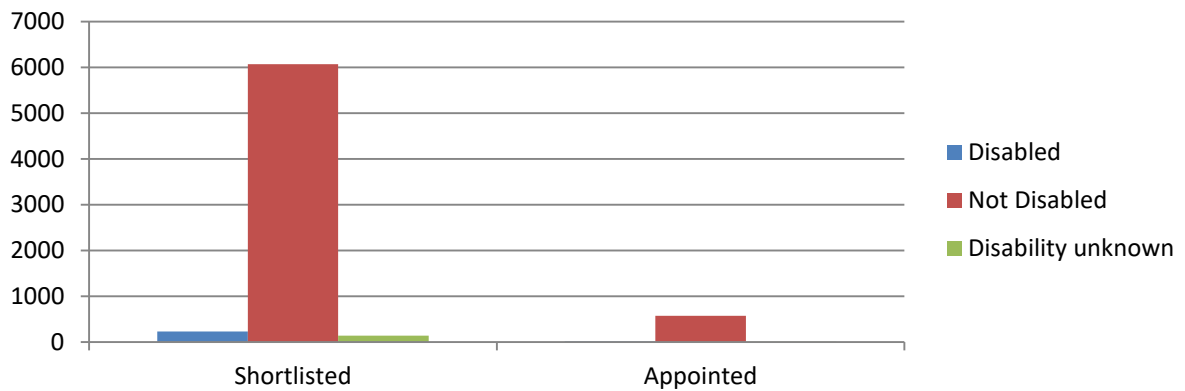


2.0 Recruitment of Disabled Employees

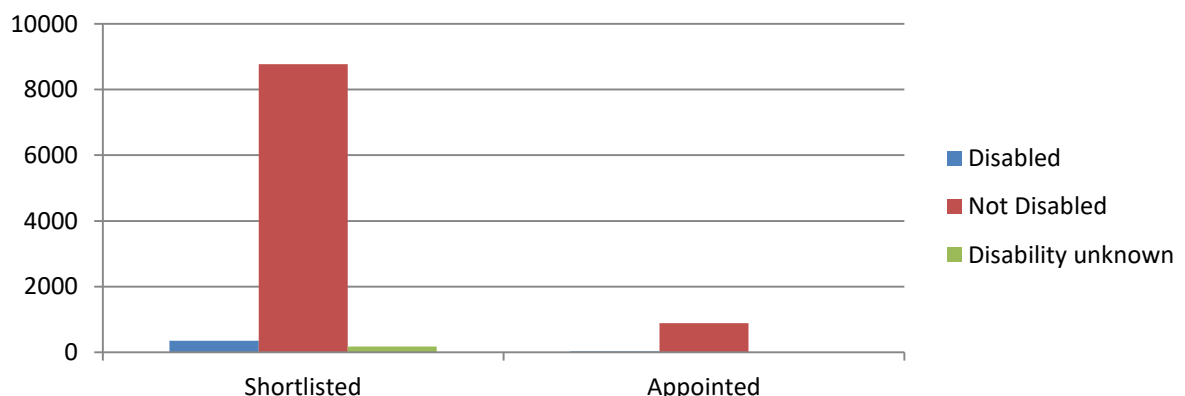
This section describes the relative likelihood of staff being appointment from shortlisting across all posts.

The table below demonstrates the number of candidates who applied, were shortlisted and appointed by Disabled, Not Disabled and Disability Unknown in 2019 and 2020.

2019 - Number of Shortlisted and Appointed Candidates



2020 - Number of Shortlisted and Appointed Candidates



This data for 2019 showed that candidates who are not disabled were 1.56 times more likely than Disabled candidates to be appointed from shortlisting. For 2020 the data shows that non disabled candidates are 1.38 times more likely than disabled candidates to be appointed, this is a reduction of 0.18 times

3.0 Formal Capability Process

The data below describes staff entering the formal capability process, as measured by entry into the formal capability procedure for both Disabled, Not Disabled and Unknown Disability.

There were a total of 6 capability cases during 2019 of which only 1 declared a disability, 1 declared no disability, the remaining 4 cases were undeclared.

4.0 Actions taken to facilitate the voices of disabled people

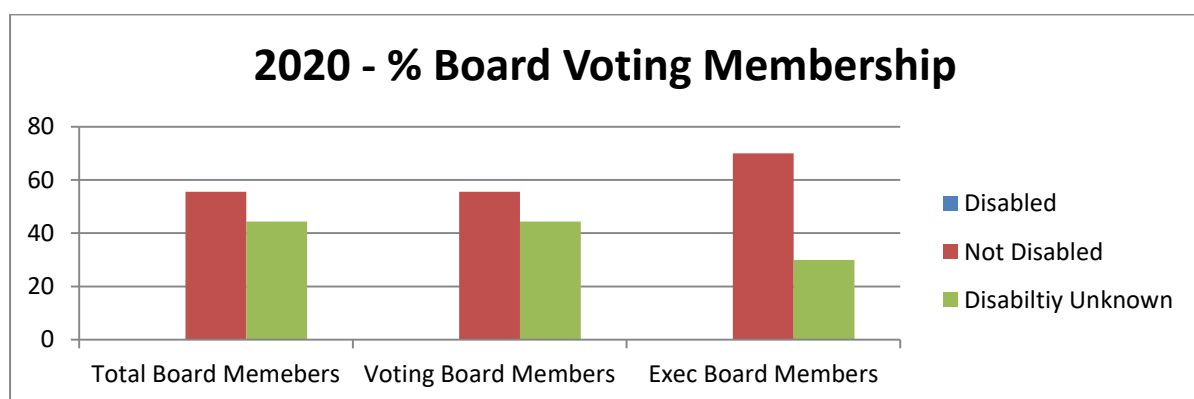
In order for the Trust to facilitate the voices of Disabled staff in the organisation to be heard we have a Disability and long term conditions network group.

5.0 Board Representation

The table below for 2020 indicate the Board Voting and Board Executive Membership by Disabled, Not Disabled and Disability Unknown.

The percentage difference between the voting members of the Board and the overall workforce is Disabled -3%, Non Disabled -23%, Disability Unknown 26%

The percentage difference between the executive members of the Board and the overall workforce is Disabled -3%, Non Disabled -8%, Disability Unknown 11%



6.0 WDES Action plan

WDES Action plan		Date: September 2019			
WDES Action point	Action	Who	Date	Status	Comments
1	Provide information on how data is captured, stored and kept confidential and also how the data is used to make improvements	Exec lead for D and I	Dec - 20		Not yet started
2	Audit the recruitment process to ensure that shortlisting is carried out anonymously	Equality and Diversity Advisor	Oct - 20		Not yet started
3	CIU to ensure that all protected characteristic data is captured.	CIU Lead	Oct - 20		On-going
4	Monitor the data for Metric 4 through the WDES to ensure that there is no increase in bullying or harassment.	Diversity and Inclusion Lead/ CIU Lead	Jan - 21		Not yet started
5	Raise awareness of the support offered by the Disability and long Term condition staff network.	Diversity and Inclusion Lead / Network Lead	Oct -20		Not yet Started
6	Work with Staff side, and LNC to support Disabled staff at work	Exec Lead for D and I	Nov -20		Not yet Started
7	Develop a photo exhibition / poster campaign to celebrate and acknowledge the diversity of staff and role model diverse leadership at different levels.	Exec lead for Comms / Diversity and Inclusion	Feb -20		Not yet Started

WDES Action plan		Date: September 2019			
		Lead			
8	To provide Managers with information to ensure conversations re: sickness are supportive and follow a process to ensure reasonable adjustments are discussed, change in working hours etc.	Lead for HR / L and D Lead	Jan -21		Not yet Started
9	Refer to Staff network and Staff side to gain greater insight on reasons disabled staff are less satisfied to guide action plan to address.	Network Lead / Trust Convenor	Feb-21		Not yet started
10	Introduce a Reasonable Adjustment passport for disabled staff.	Policy Lead / Diversity and inclusion Lead	Mar-21		Not yet Started
11	Monitor board data through the WDES	Diversity and Inclusion Board Lead	Oct -20		On-going