

Response ID ANON-VQQ5-M788-1

Submitted to **Workforce Disability Equality Standard (WDES)** online reporting form
Submitted on **2019-07-16 09:25:27**

Trust information

1 Name of organisation:

Name of organisation::

Countess of Chester NHS Foundation Trust

2 Date of report:

Month/year::

July 2019

3 Name and title of the Board lead for the Workforce Disability Equality Standard:

Name and title of Board lead for the Workforce Disability Equality Standard::

Alyson Hall, Interim Director of HR

4 Name and contact details of the lead compiling this report:

Name and contact details of lead compiling this report:

Sophie Hunter
Equality and Diversity Manager
sophiehunter@nhs.net

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

Yes

If yes, please provide details::

- Virtual Carers group
- Virtual Disability Group
- The trust has its own Disability Equality Group consisting of staff, patient representatives and external stakeholders,
- Promotion of awareness days including disability awareness day, deaf awareness week, carers week,
- Online access to work information
- Flexible working options
- Carers strategy
- Occupational Health initiatives
- Trust Health and Wellbeing Day
- On site Macmillan office that staff can utilise as well as patients
- Communications Initiative to improve equality monitoring (banner etc)
- Creation of a wellbeing and inclusion quarterly newsletter
- Promotion of Equality Champions throughout the trust

Standards

Disability Confident Standard
Mindful Employer
Age Positive
Top50 Most Inclusive Employers

Trust information

6 Name and contact details of the commissioner(s) this report will be sent to:

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Nikki Griffiths
Equality and Inclusion Business Partner
NHS West Cheshire Clinical Commissioning Group
nicola.griffiths12@nhs.net
and
Jonathan Taylor
Head of Communications and Engagement
NHS West Cheshire Clinical Commissioning Group

7 Unique URL link, or existing web page, on which the WDES Metrics data and associated Action Plan will be published:

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<http://www.coch.nhs.uk/corporate-information/equality,-diversity-and-human-rights.aspx>

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

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 the organisation on 31 March 2019:

Total number of staff employed within the organisation on 31 March 2019:

5874

% Disabled staff::

2.7%

% Non-disabled staff::

83.1%

% Unknown/Null::

14.2%

% Other::

% Prefer not to say::

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 in your organisation:

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

Sent to 1250 staff

448 Staff replied

36% returned

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

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

17% of respondents

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:

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

Lack of declared disability on ESR.

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:

Please share any examples of interventions that have increased declaration rates at your organisation::

Enabling self service on ESR

Promoting how to update Disability Status and creating an instruction pack on how to do it , this is promoted with Occupational Health also as well as in our Inclusion magazine
General Equality Monitoring comms strategy
Information cascaded through disability networks to encourage reporting

Metric 2 - Shortlisting

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

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

Gaining declaration rates

18 Has your organisation signed up to the Disability Confident Scheme?

Yes

Level 1 - Committed

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 for this year::

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::

Performance Management Policy

Attendance Management Policy

Retirement Policy

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

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

Further information would be needed on the content of the metric questions in order to answer this.

Metric 4 - Harassment, bullying and abuse

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

Are there any issues with the data for this Metric?:

No

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

If yes, please provide further details on what comparison your organisation has undertaken::

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

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

Overall initiatives to reduce bullying and harassment in the workplace via staff behavioural and workplace values sessions. In addition several initiatives are underway to reduce violence in the workplace.

Metric 5 - Career promotion and progression

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

Are there any issues with the data for this Metric?:

Lack of disability declaration

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

No

If yes, please provide further details::

Metric 6 - Presenteeism

28 Are there any issues with the data for this Metric?

Are there any issues with the data for this Metric?:

No targeted question to staff goes out labelling 'Presenteeism' in the NHS staff survey. Questions that indicate potential presenteesim are answered below in question 29.

29 Does your organisation provide any targeted actions to reduce presenteeism i.e. feeling pressured to come to work when not feeling well?

No

If yes, please provide further details::

The only access to this is via the survey question, the results were that well over half (56%) of staff said they had come to work in the last three months despite not feeling well enough to perform their duties - however this is still slightly better than the sector score and has improved slightly since 2017.

Metric 7 - Staff satisfaction

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

Are there any issues with the data for this Metric?:

None. Information is gained from the survey - staff engagement figures

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

Yes

If yes, please provide further details::

The trust:

- holds regular health and wellbeing days for staff
- has an onsite Occupational Health Department
- has virtual staff networks for disabled staff and staff carers
- provides managers with training on reasonable adjustments
- provides employees with a free counselling service including a 24 hour counselling helpline
- has a Macmillan service on site available to staff who have experienced cancer

Metric 8 - Reasonable adjustments

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

Are there any issues with the data for this Metric?:

none- information was available on staff survey

33 Does your organisation have a reasonable adjustments policy?

Yes

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

Local

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

Yes

If yes, please provide further details::

Training is now provided to all managers on reasonable adjustments as part of an attendance management program
Details on Access to Work is promoted trustwide

Metric 9 - Disabled staff engagement

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

No

If yes, please provide details::

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

Yes

Not Answered

If you answered yes to the above, please give details of the expected timescale.:

Metric 10 - Board representation

38 Please describe any challenges that your organisation has experienced in collecting and reporting data for this Metric:

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

If yes, with their permission, please provide name and position of the Board/Executive champion/sponsor::