

WORKFORCE DISABILITY EQUALITY STANDARD REPORTING TEMPLATE

Workforce Disability Equality Standard

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| Name of organisation: | Hull University Teaching Hospital NHS Trust |
| Date of report: | March 2024 |
| Name and title of Board lead for the Workforce Disability Equality Standard: | Simon Nearney, Director of Workforce & OD |
| Name of lead compiling this report: | Mano Jamieson, EDI Manager |
| Names of commissioners this report has been sent to: | Humber & North Yorkshire Health & Care Partnership ICB |
| Name of co-ordinating commissioner this report has been sent to: | HNY ICB |
| Unique URL link on which this report and associated Action Plan will be found: | www.hey.nhs.uk |
| This report has been signed off by on behalf of the Board on (insert name and date): | Jonathan Lofthouse, Chief Executive |

1. Background Narrative

Any issues of completeness of data: The data has been collected from the Trust's Electronic Staff Record (ESR) however 22.94% of the workforce have not declared as disabled or non-disabled, which represents 2,306 of the total workforce.

2. Total Numbers of Staff

Total number of staff employed within the Trust at the date of the report: 10,051

Proportion of disabled staff employed within the Trust at the date of the report: 3.64% of the total staff employed as self-declared through ESR.

3. Self-Reporting

The proportion of total staff who have self-reported disabled/non-disabled: 73.42%

Have any steps been taken to increase declaration rates? All new starters to the organisation are asked to complete an equality monitoring form and their details are recorded on ESR. Existing staff continue to be reminded to check their personal details and update their ESR entry where appropriate and we have run a number of "bridging the gap" sessions. It is now highlighted on ESR with reminders that staff can update their disability status on ESR self service.

Are any steps planned during the current reporting period to improve the level of self-reporting The Trust are exploring the Occupational Health software system to see if disability declaration can be compared against ESR to see if declaration rates can be improved. To support this process we will continue the "bridging the gap initiative to encourage declaration as well as continue to raise the profile of disabled staff through the recently introduced Zero Tolerance to Ableism framework.

4. Workforce Data

What period does the organisation's workforce data refer to: Staff in post at 31 March 2023 and activity during the financial year 2023/24.

5. Workforce Disability Equality Indicators

| | Indicator | Data for reporting year 2023/24 | Data for previous year 2022/23 | Narrative – the implications of the data and any additional background explanatory narrative | Action taken and planned including e.g. does the indicator link to EDS2022 evidence and/or a corporate Equality Objective | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--|--|---|---|--------|-------------------------------------|-------|-------------------------------------|-------|---|--------|---|--------|---|-------|---|-------|--|-------|--|--------|--|-------|--|-------|--|--|--|
| 1 | Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff. | <p>See Appendix 2 for breakdown by pay banding (From ESR). Where disability is known for 31 March 2024:</p> <table border="1"> <tr> <td>Non-clinical workforce (Non-disabled) =</td> <td>20.41%</td> <td>Non-clinical workforce (Non-disabled) =</td> <td>16.66%</td> </tr> <tr> <td>Non-clinical workforce (Disabled) =</td> <td>1.01%</td> <td>Non-clinical workforce (Disabled) =</td> <td>0.86%</td> </tr> <tr> <td>Clinical workforce (non-medical Non-disabled) =</td> <td>43.74%</td> <td>Clinical workforce (non-medical Non-disabled) =</td> <td>44.47%</td> </tr> <tr> <td>Clinical workforce (non-medical Disabled) =</td> <td>2.20%</td> <td>Clinical workforce (non-medical Disabled) =</td> <td>2.22%</td> </tr> <tr> <td>Clinical workforce (medical and dental non-disabled) =</td> <td>9.27%</td> <td>Clinical workforce (medical and dental Non-disabled) =</td> <td>11.19%</td> </tr> <tr> <td>Clinical workforce (medical and dental Disabled) =</td> <td>0.61%</td> <td>Clinical workforce (medical and dental Disabled) =</td> <td>0.34%</td> </tr> </table> | Non-clinical workforce (Non-disabled) = | 20.41% | Non-clinical workforce (Non-disabled) = | 16.66% | Non-clinical workforce (Disabled) = | 1.01% | Non-clinical workforce (Disabled) = | 0.86% | Clinical workforce (non-medical Non-disabled) = | 43.74% | Clinical workforce (non-medical Non-disabled) = | 44.47% | Clinical workforce (non-medical Disabled) = | 2.20% | Clinical workforce (non-medical Disabled) = | 2.22% | Clinical workforce (medical and dental non-disabled) = | 9.27% | Clinical workforce (medical and dental Non-disabled) = | 11.19% | Clinical workforce (medical and dental Disabled) = | 0.61% | Clinical workforce (medical and dental Disabled) = | 0.34% | | In total 72.33% of Trust staff declared themselves as disabled or non-disabled. The highest percentage of disabled employees are within the clinical workforce (non-medical) whilst the lowest percentage of disabled employees are within the clinical workforce (medical and dental) | <p>Please see action plan.</p> <p>Actions link to EDS2022 goals and the Trust Equality Objectives.</p> |
| Non-clinical workforce (Non-disabled) = | 20.41% | Non-clinical workforce (Non-disabled) = | 16.66% | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Non-clinical workforce (Disabled) = | 1.01% | Non-clinical workforce (Disabled) = | 0.86% | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clinical workforce (non-medical Non-disabled) = | 43.74% | Clinical workforce (non-medical Non-disabled) = | 44.47% | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clinical workforce (non-medical Disabled) = | 2.20% | Clinical workforce (non-medical Disabled) = | 2.22% | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Clinical workforce (medical and dental Disabled) = | 0.61% | Clinical workforce (medical and dental Disabled) = | 0.34% | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Relative likelihood of Non-disabled staff being appointed compared to disabled applicants from shortlisting across all posts. | <p>Non-disabled: 0.20 Disabled: 0.15 Relative likelihood: 1.36</p> | <p>Non-disabled: 0.26 Disabled: 0.16 Relative likelihood: 1.56</p> | The data shows that Non-disabled staff are more likely than Disabled staff to be appointed from shortlisting. However we are shortlisting more disabled staff through the activity of the recruitment | <p>Please see action plan.</p> <p>Actions link to EDS2022 goals and the Trust Equality Objectives.</p> | | | | | | | | | | | | | | | | | | | | | | | | |

| | Indicator | Data for reporting year 2023/24 | Data for previous year 2022/23 | Narrative – the implications of the data and any additional background explanatory narrative | Action taken and planned including e.g. does the indicator link to EDS2022 evidence and/or a corporate Equality Objective |
|-------------|--|---|---|---|--|
| | | | | team ensuring Managers adhere to the preferential interview offer under the Employer Confident Scheme | |
| 3 | Relative likelihood of Disabled staff entering the formal capability process compared to Non-disabled staff. This indicator will be based on data from a two year rolling average of the current year and the previous year. | Disabled: N/A Non-disabled: N/A Relative likelihood: N/A | Disabled: N/A Non-disabled: N/A Relative likelihood: N/A | The numbers of staff entering the formal capability process are low, the relative likelihood of entering the formal capability process is nil for both Disabled and Non-Disabled staff. | Please see action plan. Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 4 a) i | Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. | Non-disabled: 23.1% Disabled: 32.7% (From Staff Survey December 2023) | Non-disabled: 27.5% Disabled: 34.5% (From Staff Survey December 2022) | The percentage of Disabled and Non-Disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public has increased. | Please see action plan. Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 4 a) ii | Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months. | Non-disabled:9.0% Disabled: 17.0% (From Staff Survey December 2023) | Non-disabled:12.3% Disabled: 20.6% (From Staff Survey December 2022) | The percentage of Disabled and Non-disabled staff experiencing harassment, bullying or abuse from managers has increased. | Please see action plan. Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 4 a) iii | Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months. | Non-disabled: 16.3% Disabled: 27.1% (From Staff Survey December 2023) | Non-disabled: 20.7% Disabled: 29.0% (From Staff Survey December 2022) | The percentage of Non-disabled and Disabled staff experiencing harassment, bullying or abuse from other colleagues has decreased. | Please see action plan. Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 4b | Percentage of staff that the last time they | Non-disabled: 44.6% Disabled: 45.3% | Non-disabled: 43.2% Disabled: 47.6% | The percentage of Disabled staff reporting harassment, | Please see action plan. |

| | Indicator | Data for reporting year 2023/24 | Data for previous year 2022/23 | Narrative – the implications of the data and any additional background explanatory narrative | Action taken and planned including e.g. does the indicator link to EDS2022 evidence and/or a corporate Equality Objective |
|----|---|---|---|--|--|
| | experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months. | (From Staff Survey December 2023) | (From Staff Survey December 2022) | bullying or abuse at work has increased. | Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 5 | Percentage of staff believing the Trust provides equal opportunities for career progression or promotion. | Non-disabled: 62.0% Disabled: 54.5% (From Staff Survey December 2023) | Non-disabled: 58.9% Disabled: 49.2% (From Staff Survey December 2022) | The percentage of Disabled staff believing the Trust provides equal opportunities for career progression or promotion has decreased. | Please see action plan. Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 6 | Percentage of staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. | Non-disabled: 21.2% Disabled: 29.3% (From Staff Survey December 2023) | Non-disabled: 22.9% Disabled: 35.8% (From Staff Survey December 2022) | The Percentage of Disabled staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties has remained the same. | Please see action plan. Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 7 | Percentage of staff saying they are satisfied with the extent to which their organisation values their work. | Non-disabled: 43.2% Disabled: 29.7% (From Staff Survey December 2023) | Non-disabled: 38.6% Disabled: 28.6% (From Staff Survey December 2022) | The percentage of Disabled staff saying they are satisfied with the extent to which their organisation values their work has decreased. | Please see action plan. Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 8 | Percentage of Disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work. | 76.0% (From Staff Survey December 2023) | 71.4% (From Staff Survey December 2022) | The percentage of Disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work has decreased. | Please see action plan. Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 9a | Staff engagement score for Disabled staff, compared to Non-disabled staff and the | Non-disabled staff: 6.8 Disabled: 6.2 Organisation: 6.7 | Non-disabled staff: 6.5 Disabled: 6.0 Organisation: 6.4 | The staff engagement score for Disabled staff continues to be lower than for Non-disabled staff. | Please see action plan. |

| | Indicator | Data for reporting year 2023/24 | Data for previous year 2022/23 | Narrative – the implications of the data and any additional background explanatory narrative | Action taken and planned including e.g. does the indicator link to EDS2022 evidence and/or a corporate Equality Objective |
|----|--|--|---------------------------------------|--|--|
| | overall score for the organisation. | (From Staff Survey December 2023) | (From Staff Survey December 2022) | | Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 9b | Has the Trust taken action to facilitate the voices of Disabled staff in the organisation to be heard? | Yes | Yes | The Trust has an Enabled Staff Support Network and held a Network Conference. | Please see action plan. Actions link to EDS2022 goals and the Trust Equality Objectives. |
| 10 | Percentage difference between the organisation's Board voting membership and its organisation's overall workforce. | 4.0% | 2.0% | Considering the percentage of staff who have self-reported as Non-disabled and the percentage of staff who have self-reported as Disabled the disaggregated percentage difference would be expected to be very low. The Trust acknowledges that, in respect of disability, the Board is not representative of the population it serves. Within Hull and East Riding the disabled population is 19%, whilst within HUTH the declaration is 3.43%. | Please see action plan. Actions link to EDS2022 goals and the Trust Equality Objectives. |

6. Are there any other factors or data which should be taken into consideration in assessing progress? No

7. Organisations should produce a detailed WDES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WDES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2022. You are asked to attach the WDES Action Plan or provide a link to it.

| | | | | Snapshot of data as at 31st MARCH 2024 | | | | | | | |
|---|--|---|-----------------|--|--------------------|----------------|----------------------------|----------------|---------|------|--|
| Metric | Indicator | Measure | Disabled staff | | Non disabled staff | | Disability Unknown or Null | | Overall | | |
| | | | # Disabled | % Disabled | # Non disabled | % Non disabled | # Unknown/Null | % Unknown/Null | Total | | |
| 1 | Percentage of staff in AFC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. | 1a) Non Clinical Staff | | | | | | | | | |
| | | Under Band 1 | Headcount | 2 | 18.2% | 8 | 72.7% | | 9.1% | 11 | |
| | | Bands 1 | Headcount | 1 | 5.9% | | 47.1% | | 47.1% | 17 | |
| | | Bands 2 | Headcount | 37 | 3.1% | | 75.5% | | 21.5% | 1198 | |
| | | Bands 3 | Headcount | 29 | 4.6% | | 74.4% | | 21.0% | 629 | |
| | | Bands 4 | Headcount | 11 | 3.9% | | 73.6% | | 22.5% | 280 | |
| | | Bands 5 | Headcount | 8 | 4.1% | | 79.3% | | 16.6% | 193 | |
| | | Bands 6 | Headcount | 5 | 3.6% | | 71.4% | | 25.0% | 140 | |
| | | Bands 7 | Headcount | 2 | 1.8% | | 77.0% | | 21.2% | 113 | |
| | | Bands 8a | Headcount | 3 | 4.3% | | 69.6% | | 26.1% | 69 | |
| | | Bands 8b | Headcount | 1 | 2.1% | | 63.8% | | 34.0% | 47 | |
| | | Bands 8c | Headcount | 0 | 0.0% | | 42.1% | | 57.9% | 19 | |
| | | Bands 8d | Headcount | 1 | 9.1% | | 45.5% | | 45.5% | 11 | |
| | | Bands 9 | Headcount | 0 | 0.0% | | 75.0% | | 25.0% | 4 | |
| | | VSM | Headcount | 2 | 6.3% | | 71.9% | | 21.9% | 32 | |
| | | Other (e.g. Bank or Agency) Please specify in notes. | Headcount | 0 | | 0 | | 0 | | 0 | |
| | | Cluster 1: AFC Bands <1 to 4 | Auto-Calculated | 80 | 3.7% | 1594 | 74.7% | 461 | 21.6% | 2135 | |
| | | Cluster 2: AFC bands 5 to 7 | Auto-Calculated | 15 | 3.4% | 340 | 76.2% | 91 | 20.4% | 446 | |
| | | Cluster 3: AFC bands 8a and 8b | Auto-Calculated | 4 | 3.4% | 78 | 67.2% | 34 | 29.3% | 116 | |
| | | Cluster 4: AFC bands 8c to VSM | Auto-Calculated | 3 | 4.5% | 39 | 59.1% | 24 | 36.4% | 66 | |
| | | Total Non-Clinical | Auto-Calculated | 102 | 3.7% | 2051 | 74.2% | 610 | 22.1% | 2763 | |
| | | 1b) Clinical Staff | | | | | | | | | |
| | | Under Band 1 | Headcount | 7 | 9.86% | | 87.32% | 2 | 2.82% | 71 | |
| | | Bands 1 | Headcount | 0 | | | | 0 | | 0 | |
| | | Bands 2 | Headcount | 22 | 2.29% | | 80.85% | | 16.86% | 961 | |
| | | Bands 3 | Headcount | 19 | 4.15% | | 69.87% | | 25.98% | 458 | |
| | | Bands 4 | Headcount | 5 | 2.98% | | 72.62% | | 24.40% | 168 | |
| | | Bands 5 | Headcount | 81 | 3.82% | | 80.39% | | 15.79% | 2121 | |
| | | Bands 6 | Headcount | 41 | 3.82% | | 75.77% | | 20.41% | 1073 | |
| | | Bands 7 | Headcount | 20 | 2.99% | | 63.92% | | 33.08% | 668 | |
| | | Bands 8a | Headcount | 6 | 3.03% | | 63.64% | | 33.33% | 198 | |
| | | Bands 8b | Headcount | 2 | 3.51% | | 56.14% | | 40.35% | 57 | |
| | | Bands 8c | Headcount | 0 | 0.00% | | 36.84% | | 63.16% | 19 | |
| | | Bands 8d | Headcount | 0 | 0.00% | | 50.00% | | 50.00% | 4 | |
| | | Bands 9 | Headcount | 0 | 0.00% | | 50.00% | | 50.00% | 2 | |
| VSM | Headcount | 0 | 0.00% | | 25.00% | | 75.00% | 8 | | | |
| Other (e.g. Bank or Agency) Please specify in notes. | Headcount | 0 | | 0 | | 0 | | 0 | | | |
| Cluster 1: AFC Bands <1 to 4 | Auto-Calculated | 53 | 3.2% | 1281 | 77.3% | 324 | 19.5% | 1658 | | | |
| Cluster 2: AFC bands 5 to 7 | Auto-Calculated | 142 | 3.7% | 2945 | 76.3% | 775 | 20.1% | 3862 | | | |
| Cluster 3: AFC bands 8a and 8b | Auto-Calculated | 8 | 3.1% | 158 | 62.0% | 89 | 34.9% | 255 | | | |
| Cluster 4: AFC bands 8c to VSM | Auto-Calculated | 0 | 0.0% | 12 | 36.4% | 21 | 63.6% | 33 | | | |
| Total Clinical | Auto-Calculated | 203 | 3.5% | 4396 | 75.7% | 1209 | 20.8% | 5808 | | | |
| Medical & Dental Staff, Consultants | Headcount | 6 | 1.10% | 390 | 71.43% | 150 | 27.47% | 546 | | | |
| Medical & Dental Staff, Non-Consultants career grade | Headcount | 1 | 1.54% | 48 | 73.85% | 16 | 24.62% | 65 | | | |
| Medical & Dental Staff, Medical and dental trainee grades | Headcount | 54 | 6.21% | 494 | 56.85% | 321 | 36.94% | 869 | | | |
| Total Medical and Dental | Auto-Calculated | 61 | 4.12% | 932 | 62.97% | 487 | 32.91% | 1480 | | | |
| Number of staff in workforce | Auto-Calculated | 366 | 3.64% | 7379 | 73.42% | 2306 | 22.94% | 10051 | | | |
| 2 | Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts. | Number of shortlisted applicants | Headcount | 660 | | 7011 | | 159 | | | |
| | Note: i) This refers to both external and internal posts. | Number appointed from shortlisting | Headcount | 96 | | 1385 | | 37 | | | |
| | ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. | Likelihood of shortlisting/appointed | Auto-Calculated | 0.15 | | 0.20 | | 0.23 | | | |
| | This information will be collected on the WDES Online Survey to ensure comparability between organisations. | Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff | Auto-Calculated | 1.36 | | | | | | | |
| 3 | Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. | Average number of staff entering the formal capability process over the last 2 years for any reason. (i.e. Total divided by 2.) | Headcount | 0 | | 0 | | 0 | | | |
| | Note: This Metric will be based on data from a two-year rolling average of the current year and the previous year (April 2020 to March 2021 and April 2021 to March 2022). | Of these, how many were on the grounds of ill-health? | Headcount | 0 | | 0 | | 0 | | | |
| | | Likelihood of staff entering the formal capability process | Auto-Calculated | 0.00 | | 0.00 | | 0.00 | | | |
| | | Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff | Auto-Calculated | #DIV/0! | | | | | | | |
| 10 | Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: | Total Board members | Headcount | 2 | 12.50% | 14 | 87.50% | 0 | 0.00% | 16 | |
| | <i>of which: Voting Board members</i> | Headcount | 1 | 7.69% | 12 | 92.31% | 0 | 0.00% | 13 | | |
| | <i>: Non Voting Board members</i> | Auto-Calculated | 1 | 33.33% | 2 | 66.67% | 0 | 0.00% | 3 | | |
| | • By Voting membership of the Board | <i>of which: Exec Board members</i> | Headcount | 2 | 25.00% | 6 | 75.00% | 0 | 0.00% | 8 | |
| | | <i>: Non Executive Board members</i> | Auto-Calculated | 0 | 0.00% | 8 | 100.00% | 0 | 0.00% | 8 | |
| | • By Executive membership of the Board | Difference (Total Board - Overall workforce) | Auto-Calculated | | 9% | | 14% | | -23% | | |
| | This is a snapshot as of at 31st March 2023. | Difference (Voting membership - Overall Workforce) | Auto-Calculated | | 4% | | 19% | | -23% | | |
| | Difference (Executive membership - Overall Workforce) | Auto-Calculated | | 21% | | 2% | | -23% | | | |

EDS 2022 Domains

Domain 2: Workforce health and well-being

2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions

2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source

2C: Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source

2D: Staff recommend the organisation as a place to work and receive treatment

Domain 3: Inclusive leadership

3A: Board members, system leaders (Band 9 and VSM) and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities

3B: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed

3C: Board members and system leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients

WORKFORCE DISABILITY EQUALITY STANDARD ACTION PLAN 2024/2025

The Action Plan has been developed, based on the 23/24 WDES technical data results, to help close the gaps in workplace experience between Disabled & Non-disabled staff.

| Action | Metric | Delivery Timescale | Lead Responsibility |
|---|---|---------------------------------|--|
| <p>1. Continue to work closely with Estates/Facilities/Capital Development to work with them to ensure that contractors deliver Equality Impact Assessed Projects</p> <ul style="list-style-type: none"> • Specifically develop Inclusive dining areas • Provide Inclusive Menu's and food | <p>8, 9a EDS 2022 2D, 3C</p> | <p>January 2025/Ongoing</p> | <p>EDI Manager, Head of Capital/Estates/Facilities</p> |
| <p>2. Re-Launch the Zero Tolerance to Ableism framework</p> <ul style="list-style-type: none"> • Relaunch when goes group wide, embed into governance to encourage reporting | <p>3, 4a, 4b, 8, 9a, 9b EDS 2022 2B</p> | <p>December 2024</p> | <p>EDI Manager & OD</p> |

| Action | Metric | Delivery Timescale | Lead Responsibility |
|--|---|--------------------------------------|--|
| <p>3. Introduce new recruitment process in alignment with good EDI practices</p> <ul style="list-style-type: none"> • Conduct a full review of our Disability Confident status with aim to achieve Disability Leader status • Continue the work of designing specific roles for individuals with Learning Disabilities, utilising the Anchor Network status of the Trust to continue our Widening Participation work to increase adequate and appropriate opportunities. • Facilitate adjustments (eg Fidget toys, questions 24hours in advance) Assigned equality Lead on panels Inclusive assessment centres | <p>2, 5 EDS 2022 2D</p> | <p>February 2025/Ongoing</p> | <p>EDI Manager/Group Recruitment Manager</p> |
| <p>4. Promote the interests of disabled staff at Executive level and provide personal development opportunities</p> <ul style="list-style-type: none"> • Establish a quarterly communication board meeting for the Disability network members to meet with Trust Executives and Non- Executives to bring issues to the attention of the board and also understand how Trust board decisions are come to and what considerations are given to race in those decisions. | <p>9a, 9b EDS 2022 2D, 3A, 3C</p> | <p>January 2025/Ongoing</p> | <p>EDI Manager, OD</p> |
| <p>5. Explore ways to centralise the Reasonable Adjustments process in the Trust.</p> <ul style="list-style-type: none"> • Introduce a central reasonable adjustments team along the lines of HHP South Bank • Introduce a Group Wide Disability Passport system | <p>6, 7, 8, 9a EDS 2022 2A</p> | <p>March 25/Ongoing</p> | <p>EDI Manager, HR Advisory Team</p> |
| <p>6. Promote leadership development for disabled staff</p> <ul style="list-style-type: none"> • Red circle 12 places on core leadership programme for disabled staff. • Run a group wide version of the disability leadership development programme | <p>5, 7, 9a EDS 2022 3C</p> | <p>October 2024 – March 2025</p> | <p>OD Team</p> |

| | | | |
|---|-------------------------------------|--------------------------------|---|
| <p>7. Tailor the Learning and Development Policy to support needs of staff with disabilities</p> <ul style="list-style-type: none"> • Addendum to Learning and Development Policy to ensure methods of delivery reference to SEN – different options for completing required learning. • Access Requirement rider for development sessions – no one arrives to training without their learning needs being met • Fully inclusive approach to work experience ensuring all schools and colleges have access to an NHS Careers experience at HUTH. Proactive support to school that support students with a learning disability and neurodiversity. | <p>5, 7, 9a EDS 2022 2A</p> | <p>December 24/Ongoing</p> | <p>Education & OD Team</p> |
| <p>8. Launch the Sunflower Lanyard scheme to coincide with Disability History Month</p> | <p>7, 9a EDS 2022 3C</p> | <p>November 2024</p> | <p>EDI Manager, Staff Network Chair</p> |