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|  | **Agenda Item No:**  |
| **SUMMARY REPORT** | **BOARD OF DIRECTORS** | **Date: 03.09.2022** |
| **Report Title:**  | **Workforce Disability Equality Standard Report 2022** |
| **Executive/ Non-Executive Lead:** | Sean Leahy – Executive Director of People and Culture |
| **Report Author(s):** | Lorraine Hammond – Director of Employee Experience |
| **Report discussed previously at:** |  |
| **Level of Assurance:**  | **Level 1** | **x** | **Level 2** |  | **Level 3** |  |

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| **Risk Assessment of Report – *mandatory section*** |
| Summary of risks highlighted in this report | n/a |
| Which of the Strategic risk(s) does this report relates to: | SR1 Safety |  |
| SR2 People (workforce) | x |
| SR3 Systems and Processes/ Infrastructure |  |
| SR4 Demand/ Capacity |  |
| SR5 Essex Mental Health Independent Inquiry |  |
| SR6 Cyber Attack |  |
| SR7 Capital |  |
| SR8 Use of Resources |  |
| Does this report mitigate the Strategic risk(s)? | ~~Yes~~/ No |
| Are you recommending a new risk for the EPUT Strategic or Corporate Risk Register? *Note: Strategic risks are underpinned by a Strategy and are longer-term*  | ~~Yes~~/ No |
| If Yes, describe the risk to EPUT’s organisational objectives and highlight if this is an escalation from another EPUT risk register. |  |
| Describe what measures will you use to monitor mitigation of the risk |  |

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| **Purpose of the Report**  |
| his report provides the Board of Directors:* Oversight of Trust performance relative to the 13 Metrics within the Workforce Disability Equality Standard (WDES).
* Seek approval for the publication of the data set in line with National reporting requirements
 | **Approval** | x |
| **Discussion** | x |
| **Information** |  |

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| **Recommendations/Action Required** |
| The Board of Directors is asked to:1. Note the contents of the report
2. Discuss the paper and approve the publication of data in line with National requirements.
3. Request any further information or action
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| **Summary of Key Issues** |
| The report will show progress against a number of Metrics of workforce equality for disabled and non-disabled staff, as well as staff with a long term condition (LTC), and to understand the experience of staff as well as the nature of the challenges. |
| **Relationship to Trust Strategic Objectives** |
| SO1: We will deliver safe, high quality integrated care services |  |
| SO2: We will enable each other to be the best that we can | x |
| SO3: We will work together with our partners to make our services better | x |
| SO4: We will help our communities to thrive | x |

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| **Which of the Trust Values are Being Delivered** |
| 1: We care | x |
| 2: We learn  | x |
| 3: We empower  | x |

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| **Corporate Impact Assessment or Board Statements for Trust: Assurance(s) against:** |
| **Impact on CQC Regulation Standards, Commissioning Contracts, new Trust Annual Plan & Objectives** |  |
| **Data quality issues** |  |
| **Involvement of Service Users/Healthwatch** |  |
| **Communication and consultation with stakeholders required** |  |
| **Service impact/health improvement gains** |  |
| **Financial implications:****Capital £****Revenue £****Non Recurrent £**  |  |
| **Governance implications** |  |
| **Impact on patient safety/quality** |  |
| **Impact on equality and diversity** | x |
| **Equality Impact Assessment (EIA) Completed** | **NO**  | **If YES, EIA Score** |  |

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| **Acronyms/Terms Used in the Report** |
| WDES | Workforce Disability Equality Standard | LTC’s | Long Term Conditions  |
| ESR | Electronic Staff Record |  |  |
| AfC | Agenda for Change |  |  |

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| **Supporting Reports/ Appendices /or further reading** |
| WDES Breakdown and Metrics – Appendix 1 |

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| **Lead** |
| *Report prepared by:* *Lorraine Hammond**Director of Employee Experience | 03.09.2022**On behalf of:**Sean Leahy**Executive Director of People and Culture* |

**WORKFORCE DISABILITY EQUALITY STANDARD 2022**

**1 PURPOSE**

The Workforce Disability Equality Standard (WDES) enables organisations to review performance across 10 metrics to improve the experiences of staff members with disabilities and long-term conditions (LTC’s) in comparison to their non-disabled counterparts. This data provides a structure for an action plan to drive improvements across the year to ensure that those with disabilities and LTC’s are not at a disadvantage within the organisation.

**2 INTRODUCTION**

As part of our statutory requirement under the Public Sector Equality Duty. The WDES is comprised of ten metrics relating to the experiences of EPUT staff with disabilities and LTC’s within our wider workforce. These metrics utilise both NHS Staff Survey data and workforce data from our Electronic Staff Record (ESR) to cover a range of areas including representation throughout the hierarchy of the organisation, recruitment and involvement in formal capability processes, bullying and harassment and career progression. The final Metric relates to the level of representation at board level

**3 EXECUTIVE SUMMARY**

At EPUT in 2022, 4.31% of staff are recorded as having a disability in the Electronic Staff Record (ESR) system which has grown by 0.73% within the last year and by 1.3% over the last four years. As such the key thrust of the WDES is important to the Trust as we seek to maintain and further develop an inclusive organisational culture.

Overall, EPUT has seen an **improvement** overall **in eleven out of the thirteen metrics**. This compares favourably to 2021 where we only saw improvement in eight out of thirteen. Metric 9 also requests a short summary of our actions as an organisation to facilitate the voices of those with disabilities and long term conditions since the previous report.

In comparison to national averages published in 2021, we have seen improvements in **seven** of these factors with **six showing deterioration**.

Whilst this is a positive improvement for the organisation, there is still a need for **improvement in EPUT** to enhance the experience of our disabled and staff with LTC in our workforce.

**4 EPUT WDES PERFORMANCE**

This data is taken from both our Electronic Staff Record (April 2021 – March 2022) and our Staff Survey (2021) and this data has been shared with NHS England’s WDES Team via a Data Collection Framework on August 31st 2022. Progress against these indicators has been measured against the previous WDES 2021 report and the 2021 national averages. The detail of each Metric is presented below:

**Metric 1: Percentage of staff in AfC (Agenda for Change) paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce**

This Metric has seen a steady improvement since the previous report, **383** staff have their self-reported status recorded in ESR as disabled (a little under **4.31%** of the organisation and higher than the NHS wide reported figure of 3.7% in 2021).

Within the senior non-clinical workforce, disabled staff are under-represented in the most senior clinical roles (8b+).There are also low numbers of recorded disabled staff in the Medical Workforce too (8c+), a picture which is consistent with National data trends.

**Metric 2: Relative likelihood of non disabled staff compared to disabled staff being appointed from shortlisting across all posts**

Performance against this Metric has improved. Non-disabled applicants are 0.81 times (down from 1.17) more likely to be appointed from shortlisting relative to disabled applicants, where 1 would indicate exactly the same relative likelihood, disabled applicants are more likely to be approved from EPUT’s shortlisting process in comparison. This is significant as it shows that our hiring practices as a disability confident employer and our guaranteed interview scheme for those declaring a disability appear to be effective.

**Metric 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process.**

This Metric suggests that staff with disabilities are not disproportionally represented in capability proceedings. With a likelihood ratio of 0.00 caused by a very low number of staff being entered into the formal capability process (capability process in this context refers solely to performance grounds, not ill health grounds).

As this metric is averaged across two years, only one member of staff with a disability or LTC has been subject to entering this process on the grounds of ill health.

**Metrics 4 – 9: Staff Experience metrics drawn from the 2021 Staff Survey**

Out of six Metrics based on Staff Survey data (with Metric 4 consisting of 4a, 4aii, 4aiii and 4b) EPUT have improved upon five (with the progress in 4 being counted as a positive). In comparison to national 2021 benchmarks, EPUT are performing better than average on four.

A number of staff survey measures are included, comparing the experience of disabled, non-disabled and staff with LTC’s, across areas including experience of bullying and harassment; staff engagement and being valued, workplace pressure and reasonable adjustments at work. A full data breakdown is presented in **Appendix A**

| **Staff Survey Metrics** **(data taken from Staff Survey 2021)** | **EPUT Progress** | **National Comparison** |
| --- | --- | --- |
| **EPUT 2020** | **EPUT 2021** | **EPUT** **21 / 22****Diff.** | **National 2021 Bench.** | **EPUT 2021 Diff (National)** |
| **4ai** | Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Patients/service users, their relatives or other members of the public in last 12 months*Lower % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis26.2% | Non-Dis26.8% | +0.6% | Non-Dis24.7% | -2.1% |
| Dis / LTC38.7% | Dis / LTC37.8% | **-0.9%** | Dis / LTC32.2% | **+5.6%** |
| **4aii** | Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers in last 12 months*Lower % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis9.6% | Non-Dis8.9% | -0.7% | Non-Dis7.1% | -1.8% |
| Dis / LTC18.4% | Dis / LTC17.0% | **-1.4%** | Dis / LTC13.4% | **+3.6%** |
| **4aiii** | Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues in last 12 months*Lower % = Improvement****EPUT 2021 – 22 = Decline******Higher than 2021 National Average*** | Non-Dis15.5% | Non-Dis15.2% | -0.3% | Non-Dis12.3% | -2.9% |
| Dis / LTC22.4% | Dis / LTC23.4% | **+1%** | Dis / LTC20.2% | **+3.2%** |

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| **Staff Survey Metrics** **(data taken from Staff Survey 2021)** | **EPUT Progress** | **National Comparison** |
| **EPUT 2020** | **EPUT 2021** | **EPUT** **21 / 22****Diff.** | **National 2021 Bench.** | **EPUT 2021 Diff (National)** |
| **4b** | Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.*Higher % = Improvement****EPUT 2021 – 22 = Improvement******Lower than 2021 National Average*** | Non-Dis55.5% | Non-Dis59.0% | -3.5% | Non-Dis61.0% | +2% |
| Dis / LTC52.4% | Dis / LTC56.5% | **+4.1%** | Dis / LTC59.4% | **-2.9%** |
| **5** | Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.*Higher % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis58.6% | Non-Dis61.4% | +4.1% | Non-Dis60.2% | -1.2% |
| Dis / LTC53.0% | Dis / LTC56.2% | **+3.2%** | Dis / LTC54.4% | **+2.2%** |
| **6** | Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.*Lower % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis18.9% | Non-Dis17.1% | -1.8% | Non-Dis14.7% | -2.4% |
| Dis / LTC31.5% | Dis / LTC22.3% | **-9.2%** | Dis / LTC20.8% | **+1.5%** |
| **7** | Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work. *Higher % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis55.2% | Non-Dis49.9% | -5.3% | Non-Dis51.5% | -1.6% |
| Dis / LTC43.3% | Dis / LTC45.9% | **+2.6%** | Dis / LTC43.6% | **+2.3%** |
| **8** | Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.*Higher % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | 77.5% | 80% | **+2.5%** | 78.8% | **+1.2%** |
| **9a** | The staff engagement score for Disabled staff, compared to non-disabled staff.*Higher % = Improvement****EPUT 2021 – 22 = No Change******Higher than 2021 National Average*** | Non-Dis7.3 | Non-Dis7.2 | - 0.1 | Non-Dis7.2 | 0 |
| Dis / LTC6.8 | Dis / LTC6.8 | **0** | Dis / LTC6.7 | **+0.1%** |

**Metric 9b: What actions have you taken action to facilitate the voices of Disabled staff in your organisation to be heard?:**

The Trust has taken action to ensure the voices of Disabled staff are heard, with key examples including:

* + - **Disability Confident Employer:** In addition to our ongoing Disability Confident Employer accreditation through Job Centre Plus, this year we are applying to for Leader Employer accredited
		- **Supporting Neurodiversity:** EPUT Disability and Mental Health Staff Network supports staff with Mental Health conditions, LTCs as well as staff with neurodiversity.

**Metric 10: Board Composition:**

In 2022, the differential in disabled workforce composition between board and the organisation as a whole is 8.19% (12.5 Board; 4.31% Organisation). In 2022, the differential in disabled workforce composition between the executive membership of the board and the organisation as a whole is 8.19% (12.5 Board; 4.31% Organisation)

1. **CONCLUSION**

The in-year trend in WDES Metrics in 2022 relative to 2021 shows positive improvements reported in a range of staff experience Metrics. Whilst continuing to support staff across the Trust with their disability and LTC’s, the focus for 2022/23 will be Bullying and Harassment faced by staff with disabilities and long term conditions. It was also observed through our wider work and staff feedback that there should be a focus on how we as an organisation support those with invisible conditions (disabilities or long term conditions that aren’t visually noticeable).

**6 NEXT STEPS**

Our draft WDES Action Plan 2022 (**Appendix B**) has been fully refreshed to address the key themes and to maintain delivery on previous priority actions. We will consult with our Disability and Mental Health (D&MH) Network and key stakeholders on this plan (September 20th 2022) and further develop for submission to Board for approval.

**7 ACTION REQUIRED**

Trust Board are asked to:

* Note the contents of the report
* Approve publication in line with National requirements.
* Request any further information or action

**Report prepared by:**

**Lorraine Hammond**

**Director of Employee Experience | 14.09.2022**

On behalf of:

Sean Leahy

Executive Director of People and Culture

**Appendix A: Breakdown and Results of WDES Metrics 1 - 10**

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| Key |
| Symbol | Meaning |
| **▲** ▼ | An Improvement from EPUT’s WDES 2021 Data |
| ▼ **▲** | A Decline from EPUT’s WDES 2021 Data |
| **-** | No Increase / Decrease from EPUT’s WDES 2021 Data |

**METRIC 1 – PERCENTAGE OF DISABLED / LTC (LONG TERM CONDITON) STAFF IN EACH BAND COMPARED TO THE OVERALL WORKFORCE 2022.**

This metric shows staff across all pay bands and grades by cluster.

**Fig 1 – NON-CLINICAL POSTS**

|  |  |  |
| --- | --- | --- |
| **Cluster (Bandings)**  | **Disabled / LTC Staff** | **Trend** |
| **2021** | **2022** |
| C1 (1-4) | 70 (3.5%)  | 85 (4.6%) | **▲** |
| C2 (5-7) | 11 (3%)  | 16 (4.0%) | **▲** |
| C3 (8a / 8b) | 3 (3.9%)  | 5 (6.0%) | **▲** |
| C4 (8c +) | 2 (3.3%)  | 4 (6.0%) | **▲** |

**Fig 2 - CLINICAL POSTS**

|  |  |  |
| --- | --- | --- |
| **Cluster (Bandings)** | **Disabled / LTC Staff** | **Trend** |
| **2021** | **2022** |
| C1 (1-4) | 108 (3.3%) | 91 (3.4%) | ▼ |
| C2 (5-7) | 124 (4.1%)  | 153 (4.8%) | **▲** |
| C3 (8a / 8b) | 12 (2.7%) | 22 (6.1%) | **▲** |
| C4 (8c +) | 2 (4.8%) | 2 (4.4%) | **-** |
| C5 (Consultants) | 1 (1%)  | 1 (0.98%) | **-** |
| C6 (Career Grade) | 0 | 0 | **-** |
| C7 (Trainees) | 1 (1%)  | 3 (2.9%) | **▲** |

**NB:** In regards to the lower staff numbers in Metric 1 (Cluster 1-4) EPUT’s overall bank workforce figures have decreased due to a reduced number of Mass Vaccination Programme bank staff in these bands compared to last year.

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| **Workforce Metrics****(Data taken from April 2021 – March 2022)** | **EPUT Progress** | **National Comparison** |
| **EPUT****2021** | **EPUT****2022** | **EPUT****Diff.** | **National 2021****Bench.** | **EPUT 2021 Diff****(National)** |
| **1** | Percentage of staff in AfC (Agenda for Change) paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce*Higher % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | 3.58% | 4.31% | **+0.73%** | 3.7% | **+0.6%** |
| **2** | Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.*Lower Ratio = Better, with “1” being equal likelihood.****EPUT 2021 – 22 = Improvement******Lower than 2021 National Ratio*** | 1.17 | 0.81 | **-0.36** | 1.94 | **-1.13** |
| **3** | Relative likelihood of non-disabled staff compared to disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.*Lower Ratio = Better, Data taken as an average across two years. With “1” being equal likelihood.****EPUT 2021 – 22 = Improvement******Lower than 2021 National Ratio*** | 2.61 | 0.00 | **-2.61** | 1.94 | **-1.94** |
| **9b** | Have you taken action to facilitate the voices of Disabled staff in your organisation to be heard? | Yes, See Below |
| **10i** | Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by voting membership of the board.*A score of 0 = equality of representation. Minus numbers caused by larger percentage in overall workforce****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis-8.94% | Non-Dis-4% | +4.94% | Non-Dis-1.6% | +3.34% |
| Dis / LTC8.90% | Dis / LTC8.19% | **-0.71%** | Dis / LTC0% | **+8.19%** |
| **10ii** | Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Executive membership of the board.*A score of 0 = equality of representation. Minus numbers caused by larger percentage in overall workforce****EPUT 2021 – 22 = Decline******Higher than 2021 National Average*** | Non-Dis8.02% | Non-Dis21% | +13% | Non-Dis0.7% | +12.3% |
| Dis / LTC-3.58% | Dis / LTC-4.31% | **+0.73** | Dis / LTC0.1% | **+4.21** |

| **Staff Survey Metrics** **(data taken from Staff Survey 2021)** | **EPUT Progress** | **National Comparison** |
| --- | --- | --- |
| **EPUT 2020** | **EPUT 2021** | **EPUT** **21 / 22****Diff.** | **National 2021 Bench.** | **EPUT 2021 Diff (National)** |
| **4ai** | Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Patients/service users, their relatives or other members of the public in last 12 months*Lower % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis26.2% | Non-Dis26.8% | +0.6% | Non-Dis24.7% | -2.1% |
| Dis / LTC38.7% | Dis / LTC37.8% | **-0.9%** | Dis / LTC32.2% | **+5.6%** |
| **4aii** | Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers in last 12 months*Lower % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis9.6% | Non-Dis8.9% | -0.7% | Non-Dis7.1% | -1.8% |
| Dis / LTC18.4% | Dis / LTC17.0% | **-1.4%** | Dis / LTC13.4% | **+3.6%** |
| **4aiii** | Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues in last 12 months*Lower % = Improvement****EPUT 2021 – 22 = Decline******Higher than 2021 National Average*** | Non-Dis15.5% | Non-Dis15.2% | -0.3% | Non-Dis12.3% | -2.9% |
| Dis / LTC22.4% | Dis / LTC23.4% | **+1%** | Dis / LTC20.2% | **+3.2%** |
| **4b** | Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.*Higher % = Improvement****EPUT 2021 – 22 = Improvement******Lower than 2021 National Average*** | Non-Dis55.5% | Non-Dis59.0% | -3.5% | Non-Dis61.0% | +2% |
| Dis / LTC52.4% | Dis / LTC56.5% | **+4.1%** | Dis / LTC59.4% | **-2.9%** |
| **5** | Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.*Higher % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis58.6% | Non-Dis61.4% | +4.1% | Non-Dis60.2% | -1.2% |
| Dis / LTC53.0% | Dis / LTC56.2% | **+3.2%** | Dis / LTC54.4% | **+2.2%** |
| **6** | Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.*Lower % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis18.9% | Non-Dis17.1% | -1.8% | Non-Dis14.7% | -2.4% |
| Dis / LTC31.5% | Dis / LTC22.3% | **-9.2%** | Dis / LTC20.8% | **+1.5%** |

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| **Staff Survey Indicators** **(data taken from Staff Survey 2021)** | **EPUT Progress** | **National Comparison** |
| **EPUT 2020** | **EPUT 2021** | **EPUT** **21 / 22****Diff.** | **National 2021 Bench.** | **EPUT 2021 Diff (National)** |
| **7** | Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work. *Higher % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | Non-Dis55.2% | Non-Dis49.9% | -5.3% | Non-Dis51.5% | -1.6% |
| Dis / LTC43.3% | Dis / LTC45.9% | **+2.6%** | Dis / LTC43.6% | **+2.3%** |
| **8** | Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.*Higher % = Improvement****EPUT 2021 – 22 = Improvement******Higher than 2021 National Average*** | 77.5% | 80% | **+2.5%** | 78.8% | **+1.2%** |
| **9a** | The staff engagement score for Disabled staff, compared to non-disabled staff.*Higher % = Improvement****EPUT 2021 – 22 = No Change******Higher than 2021 National Average*** | Non-Dis7.3 | Non-Dis7.2 | - 0.1 | Non-Dis7.2 | 0 |
| Dis / LTC6.8 | Dis / LTC6.8 | **0** | Dis / LTC6.7 | **+0.1%** |

**METRIC 9b HAS YOUR TRUST TAKEN ACTION TO FACILITATE THE VOICES OF DISABLED / LTC STAFF IN YOUR ORGANISATION?**

Trusts that answer YES to this question must provide at least one practical example within this report. For EPUT these examples are as follows:-

* EPUT Endorsed as a Disability Confident Employer, and currently applying for Leader status.
* A Disability and Mental Health Staff Network which specifically has Mental Health within its title to ensure Mental health conditions and disabilities are given equal weighting when providing support. This Network also supports neurodiversities as well as any Long Term Condition.
* Implementation of Reasonable Adjustments Policy into Trust Policy and Procedure, as well as promotion of this through Trust and guidance materials to facilitate manager and employee conversations.
* Lived experience videos and articles share staff lived experience and how colleagues can support these conditions (including Neurodiversity and Long Term Conditions.)
* Staff Inductions now contain guidance on supporting disability and mental health in the workplace, including reasonable adjustments and managing discrimination against those with disabilities and mental health conditions
* Easy to read guide on how to update disability status on ESR
* Equality and Inclusion intranet pages advising how staff can make sure that their accessibility needs are supported by the Trust (including in an emergency) as well as micro-aggressions against disability and mental health. Online resources supporting those with disabilities who feel pressured to come into work.
* Regular articles encouraging staff to update their ESR status.
* Promotion and intranet articles for disability and mental health events across the year.

**\*CHANGES TO DATA CALCULATION FOR METRIC 5**

* For 2021, the way in which data for Staff Survey Q15 is reported has changed, with the inclusion of “don’t know” responses in the base of the calculation.
* All these changes have been applied retrospectively so all historical results for Q15 and data shown in the average calculations are comparable across years. However, the figures shown may not be directly comparable to the results reported in previous years.
* Full details of how the data are calculated are included in the Technical Document below



**QUERY FROM WDES TEAM**

Metric 1 was queried by the WDES Team due to a reduction in overall staff numbers, a response was provided by EPUT via our ESR team, confirming our datasets and explaining this was due to the reduction in Mass Vaccination program bank staff since the last report.

* *“In 2021 the MVP bank figure was 2157 but it was reduced to 1413 in 2022.”*