

# Leicestershire Partnership NHS Trust Workforce Disability Equality Standard March 2020

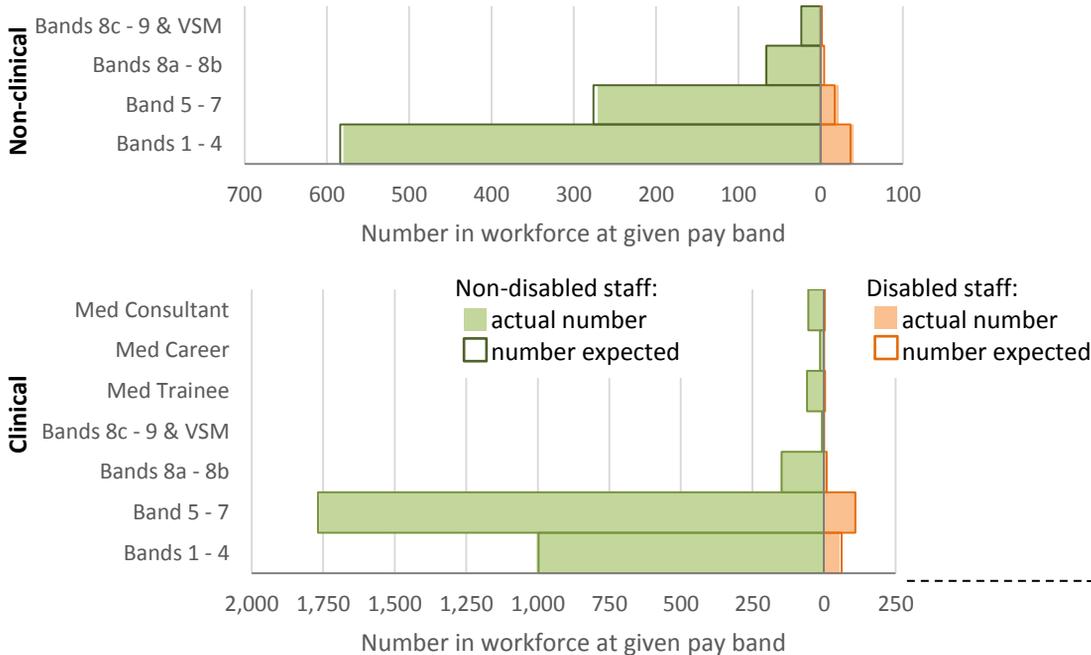
Key findings and information are highlighted in boxes:

Disabled people not significantly disadvantaged

Disabled people significantly disadvantaged

## Indicator 1: Workforce disability profile by pay band cluster

Substantive workforce overall: **5.8% Disabled** out of 4245 staff of known disability status

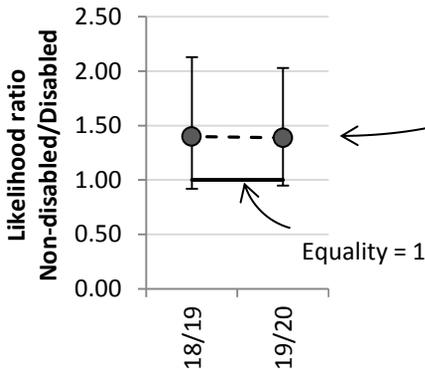


Disabled staff were proportionately represented by pay band cluster

Disability status was not known for **20.3%** of the substantive workforce (almost exclusively “prefer not to say” responses)

Error bars on graphs depict the 95% confidence interval

## Indicator 2: Recruitment – appointment from shortlisting

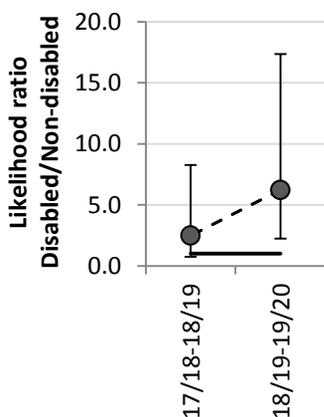


Non-disabled people were **1.39** times as likely as Disabled people to be appointed from shortlisting

Relative likelihood of appointment from shortlisting (Non-disabled / Disabled)

18/19	19/20	2-year trend
1.40	1.39	No change

## Indicator 3: Formal capability proceedings



Disabled people were **6.23** times as likely as non-disabled people to enter formal capability proceedings

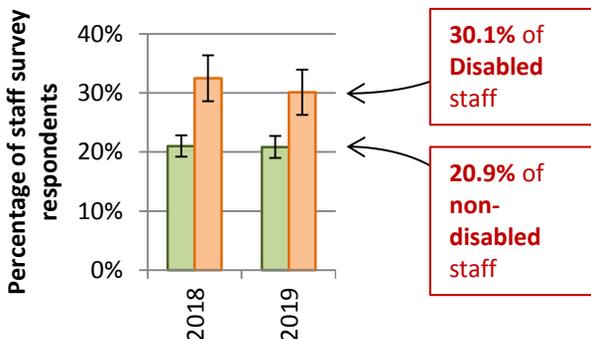
Relative likelihood of entering formal capability proceedings (Disabled / Non-disabled)

17/18 to 18/19	18/19 to 19/20	2-year trend
2.48	6.23	Deteriorate

- Disabled
- Non-disabled

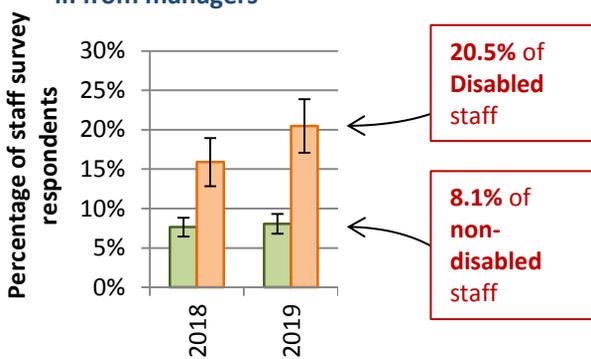
## Indicator 4a: Staff experiencing harassment, bullying or abuse in last 12 months:

### i: from patients, relatives or the public



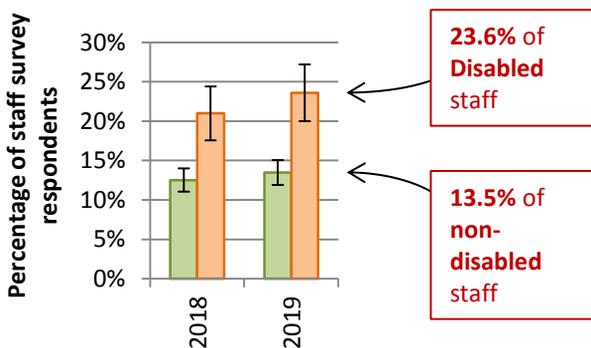
	2018	2019	2-year trend
Disabled	32.5%	30.1%	No change
Non-disabled	21.0%	20.9%	No change

### ii: from managers



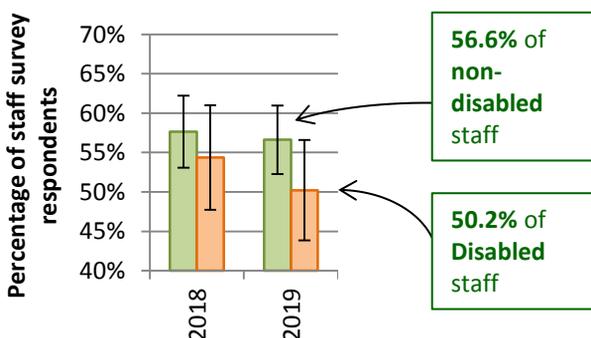
	2018	2019	2-year trend
Disabled	15.9%	20.5%	Deteriorate
Non-disabled	7.6%	8.1%	No change

### iii: from other colleagues



	2018	2019	2-year trend
Disabled	21.0%	23.6%	No change
Non-disabled	12.5%	13.5%	No change

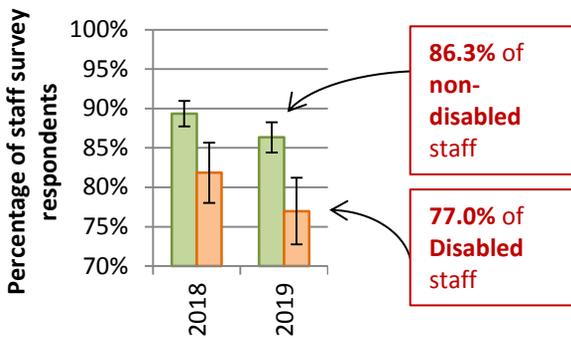
## Indicator 4b: Staff saying they, or a colleague, reported their last incident of harassment, bullying or abuse



	2018	2019	2-year trend
Disabled	54.4%	50.2%	No change
Non-disabled	57.6%	56.6%	No change

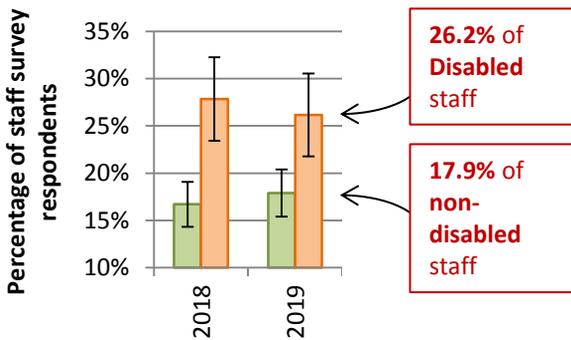
- Disabled
- Non-disabled

**Indicator 5: Staff who believe that their organisation provides equal opportunities for career progression or promotion**



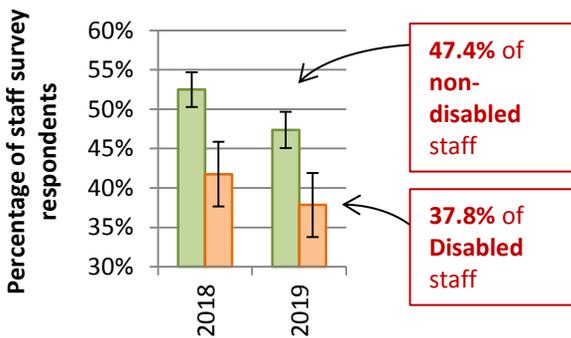
	2018	2019	2-year trend
Disabled	81.8%	77.0%	No change
Non-disabled	89.3%	86.3%	Deteriorate

**Indicator 6: Staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties**



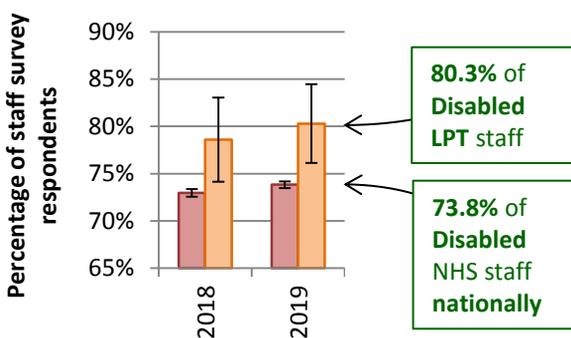
	2018	2019	2-year trend
Disabled	27.8%	26.2%	No change
Non-disabled	16.7%	17.9%	No change

**Indicator 7: Staff satisfied with the extent to which their organisation values their work**



	2018	2019	2-year trend
Disabled	41.8%	37.8%	No change
Non-disabled	52.5%	47.4%	Deteriorate

**Indicator 8: Disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work**

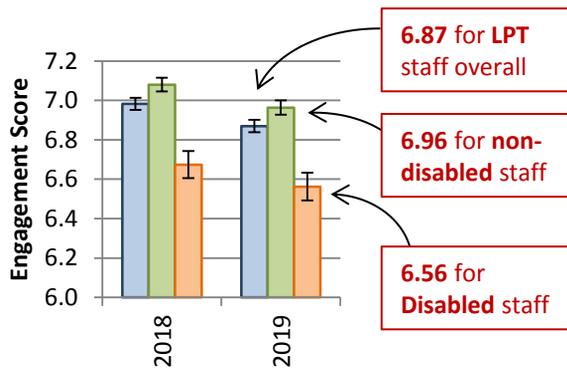


	2018	2019	2-year trend
LPT Disabled	78.6%	80.3%	No change
National Disabled	73.0%	73.8%	

- LPT Disabled
- National NHS Disabled

- Disabled
- Non-disabled
- LPT-wide

### Indicator 9a: Staff Engagement Score



	2018	2019	2-year trend
Disabled	6.67	6.56	No change
Non-disabled	7.08	6.96	Deteriorate
LPT-wide	6.98	6.87	Deteriorate

### Indicator 9b: Action to facilitate the voices of Disabled staff in your organisation to be heard

Channels for voices to be heard	Issues Addressed	Outputs
<ul style="list-style-type: none"> <li>Disabled Staff Support Group: MAPLE (Mental and Physical Life Experience) which feeds into the</li> <li>Equality, Diversity and Inclusion Strategic Workforce Group</li> <li>Equality, Diversity and Inclusion Patient Involvement and Experience Group</li> </ul>	<ul style="list-style-type: none"> <li>Discriminatory language</li> <li>Able staff parking in disabled parking bays</li> <li>Derogatory comments about work performance</li> </ul>	<ul style="list-style-type: none"> <li>Co-production of training packages and tools</li> <li>Unconscious bias training</li> <li>Managing ill health (for line managers, including access to work, reasonable adjustment, and stress management)</li> <li>Stress management toolkit and links to the discussion of health and well-being at appraisal</li> </ul>

### Indicator 10: Difference between the representation of Disabled people in the workforce overall and on the Trust's board

	2018	2019	2-year trend
<b>%Disabled Workforce overall</b>	5.4%	5.8%	No change
<b>Difference: %Disabled Board minus %Disabled Workforce</b>			
All board members	+2.9%	+2.5%	No change
Voting board members	+5.7%	+5.3%	No change
Executive board members	-5.4%	-5.8%	No change

**Substantive workforce overall: 5.8% Disabled** out of 4245 staff of known disability status  
 Disability status was not known for **20.3%** of the substantive workforce

