

Leicestershire Partnership Trust

WDES Action Plan 2020/21

1. Increase declaration rates of employees with disabilities from 5.8% to 10% by March 2021.

Key issues identified from WRES Metrics:

- At March 2020, Disabled staff made up 5.8% of Leicestershire Partnership NHS Trust's (LPT) substantive workforce of known disability status (247/4245); however, disability status was not known for 20.3% of the substantive workforce (1084/5329);
- By comparison, in LPT's 2019 Staff Survey 23.3% of staff who gave their disability status identified as disabled (553/2373), with just 2.0% of respondents withholding the information (49/2422). Thus, data held in the Electronic Staff Record may underestimate the percentage of disabled staff in the organisation, potentially by a factor of 4. Notably, the NHS Staff Survey collects equality monitoring information anonymously. By contrast, whilst equality monitoring information held in the Electronic Staff Record is held confidentially, this information is linked to the individual's record in an identifiable manner.

Priority	Action	Lead	By When	Milestone	Progress	RAG
1	Promote the importance of disability declaration through ongoing communications. This will include articles in the staff newsletter, staff stories and features and high profile messaging via MAPLE Executive sponsor and Trust Board.	Director of HR with support from EDI Co-ordinator and Resourcing Manager	March 2021	<ul style="list-style-type: none"> • Establishment of communications plan (August 2020) • Regular disabled staff stories and features as blogs and vlogs which promote importance of declaration (September 2020) • Regular articles and information on how to record disability through ESR (could include YouTube video on step by step guide or MS Teams tutorial) (December 2020) • Promote these stories on social 	MAPLE staff network have supported the idea of blogs and vlogs. Some volunteers have agreed to assist with the campaign. In progress.	A

				media to help with increased declarations at application stage (December 2020) and increase applications from individuals with disabilities.		
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2. Developing a culture where disabled staff (and candidates) feel confident and reach their full potential

Key issues identified from WRES Metrics:

- In 2019, Disabled staff were more likely than non-disabled staff to suffer harassment, bullying or abuse from patients / service users, their relatives or other members of the public (30.1%, compared to non-disabled staff 20.9%);
- In 2019, Disabled staff were more likely than non-disabled staff to suffer harassment, bullying or abuse from managers (20.5%, compared with 8.1%, non-disabled staff);
- In 2019, Disabled staff were more likely than non-disabled staff to suffer harassment, bullying or abuse from other colleagues (23.6%, compared with 13.5%, non-disabled staff);
- In 2019, Disabled staff were less likely than non-disabled staff to feel that the organisation provides equal opportunities for career progression or promotion (77.0%, compared with 86.3%, non-disabled staff).

Priority	Action	Lead	By When	Milestone	Progress	RAG
1	Encourage and promote the stories/lived experiences of the contributions of disabled staff in a range of roles across the Trust and on social media.	EDI Co-Ordinator, Communications team, MAPLE Support Network	December 2020	<ul style="list-style-type: none"> • Establishment of communications plan (August 2020) • Regular disabled staff stories/lived experiences and features as blogs and vlogs which promote and highlight key issues for disabled staff. These may be both positive or negative but seek to create a more inclusive culture in 	Some members of MAPLE have agreed to share their stories. A Leading Together session on Access to Work has been organised in early October and £1000 has been secured from charitable funds to assist with promotion and development activity in the run up to International Day of Disabled People.	A

				line with LPT values and behaviours (December 2020) <ul style="list-style-type: none"> Promote stories on social media (December 2020) 		
1	Utilise the opportunity for the celebration of International Day of Disabled People on 3 December 2020 to promote and explore the issues identified through the WDES.	Director of HR supported by EDI Co-ordinator	December 2020	<ul style="list-style-type: none"> Plan content and theme of IDODP (September 2020) Agree plan (October 2020) IDODP event delivery (3 December 2020) Promote the day on social media 	£1000 secured to organise IDODP from charitable funds.	A
2	Explore subject to resources the delivery of a range of disability equality training in specific areas such as mental health, physical and sensory disabilities.	Head of EDI	October 2020	<ul style="list-style-type: none"> Carry out a Learning Needs Assessment (LNA) on what gaps are present in staff knowledge and awareness (September 2020) Present findings to EDI Group (October 2020) Identify resources required to deliver training to staff (October 2020) 	TBC	B
2	Consider the exploration of carrying out access audits of LPT Estates and Facilities.	Director of Finance	March 2021	<ul style="list-style-type: none"> Identify resources required for access audit (November 2020) Subject to resources, establish a timetable for commencement of access audits (January 2021) Completion of access audits (March 2020/21) Implementation of timetable of access improvements to start (April 2021) 	TBC	B

3. Involve and engage with Disabled staff in decision-making

Key issues identified from WRES Metrics:

In 2019, Disabled staff scored lower than non-disabled staff on the engagement score (6.56 for Disabled staff and 6.96 for non-disabled staff); a deterioration of the position seen in 2018 for non-disabled staff (6.67 for Disabled staff and 7.08 for non-disabled staff).

Priority	Action	Lead	By When	Milestone	Progress	RAG
1	Develop a timetable of Listening events with specific themes and topics in consultation with disabled staff they would like to discuss with the Executive Team.	Head of EDI	September 2020	<ul style="list-style-type: none"> • Discuss topic areas at MAPLE SSG (September 2020) • Develop timetable and schedule in meetings in line with Executive Team availability 	TBC	B
2	Engage MAPLE staff network in the development of theme and delivery of LPT's contribution to Purple Tuesday.	EDI Co-ordinator	October 2020	<ul style="list-style-type: none"> • Develop theme and content (September 2020) • Develop coms plan and programme of activities (October 2020) • Deliver Purple Tuesday Event (November 2020) • JP – Promote the day on social media 	TBC	B
1	Engage with MAPLE SSG in the development of and delivery of International Day for Disabled People.	EDI Co-Ordinator	December 2020	<ul style="list-style-type: none"> • Plan content and theme of IDODP (September 2020) • Agree plan (October 2020) • IDODP event delivery (3 December 2020) • JP – Promote the day on social media 	£1000 secured for the delivery of the event	A
1	Engage disabled staff in the delivery of reasonable	EDI Co-Ordinator	January 2020/21	<ul style="list-style-type: none"> • Liaise with HR lead on securing a slot for MAPLE members to 	A Leading together session has been organised for early October 2020.	A

	adjustment training as part of the Management of Ill-Health training or standalone training.			<p>share their stories with managers (October 2020)</p> <ul style="list-style-type: none"> • Explore how stand alone training could be delivered on reasonable adjustments aimed at wider audience of employees (November 2020) • Start delivering training (January 2021) 		
1	Develop a business case for securing resources to support the MAPLE SSG agenda.	Head of EDI	August 2020	<ul style="list-style-type: none"> • Development of business case (July 2020) • Agree with MAPLE SSG (August 2020) • Approval sought from CEB (August 2020) 	Business case developed and being considered. £1000 secured from charitable funds.	A
1	Encourage MAPLE members to engage with the delivery of LPT Culture Change Programme.	Head of EDI & Head of OD	December 2020	<ul style="list-style-type: none"> • Invite Head of OD to a meeting of MAPLE to present the plans for Culture Change Programme (October 2020) • Identify specific projects that MAPLE group members can get involved with (December 2020) 	TBC	B
1	Reverse Mentoring.	Head of EDI	November 2020	<ul style="list-style-type: none"> • Develop resources for second cohort of reverse mentoring programme (October 2020) • Launch application process (November 2020) • Provide Training (December 2020) • Commence 2nd cohort of reverse mentoring from January 2020 	On target for delivery	A