Response ID ANON-VQQ5-M75M-K

Submitted to **Workforce Disability Equality Standard (WDES) online reporting form**
Submitted on **2019-07-10 13:12:36**

Trust information

1 Name of organisation:

Name of organisation::
Taunton and Somerset NHS Foundation Trust

2 Date of report:

Month/year::
07/2019

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::
Isobel Clements - Executive Director of People and Organisational Development

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

Name and contact details of lead compiling this report:
Kate Hards
Kate.hards@sompar.nhs.uk
07880 788971

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

No

If yes, please provide details::

Trust information

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

Name and contact details of commissioner(s) this report will be sent to:
Somerset Clinical Commissioning Group

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

Unique URL link, or existing web page, on which the WDES Metrics data and associated Action Plan will be published::
https://www.tsft.nhs.uk/footer-links/equality-and-diversity/

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::
03 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:
4956

% Disabled staff::
2

% Non-disabled staff::
56

% Unknown/Null::
42

% Other::

% Prefer not to say::

Data quality

10 Did your organisation undertake the NHS Staff Survey in the past year?

Yes

Full 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::
1689 colleagues - 38% 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::
287 colleagues with a disability responded - 18.1% of survey 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::
This data is only collected at application stage and there is currently no other mechanism in place to capture if a colleague subsequently wants to declare themselves as having a disability following their recruitment.

15 Have any steps been taken in the last 12 months within your organisation to improve the declaration rate for disability status on ESR?

No

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::

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::
We have only included data where applicants have indicated they are either disabled or non- disabled. We have not included unknown or not declared. Some internal vacancies are not advertised via our recruitment system (TRAC) and therefore would not appear in the data.

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::
The disability status of colleagues who have been through the formal capability process was obtained from ESR, this includes 'unknown and undisclosed'. As there was nowhere on the data sheet to advise of colleagues who had statuses of 'unknown or undisclosed' this was counted as non- disabled.

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::
Ill Health – Managing Absence
Performance – Disciplinary 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?:
Having two parts of the metric would provide a clearer indications of who is going through which process and this data could easily be obtained through accurate case recording, via the HR database.

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?:
None

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::
None

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?:
None

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?:
None

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::

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

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

No

If yes, please provide further details::

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

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?

No

If yes, please provide further details::

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)?

No

No

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::
This data is only collected at application stage and there is currently no other mechanism in place to capture if a colleague subsequently wants declare themselves as disabled following their recruitment.

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::