

## Workforce Disability Equality Standard

Indicator	Significance	Actions Planned
<p>The 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. The data for this Metric should be a snapshot as at 31 March 2021.</p>	<p>Across most bandings there has been an increase in self reporting disability status. However work needs to continue to ensure that staff feel more confident to disclose their disability.</p> <p>There is a small decrease in the number of disabled people employed across clinical bands. This will be closely monitored to identify any emerging trends.</p>	<p>Actions going forward will include:</p> <ul style="list-style-type: none"> <li>Continued communication campaigns</li> <li>Continued awareness raising</li> <li>Continued engagement and dialogue with the Disability and Wellbeing Network</li> <li>Continued joint working with the Workforce Information Team and the ESR Team to continually monitor trends</li> <li>Continued joint working with Occupational Health</li> </ul> <p>Work is also taking place at System Level to encourage self-reporting with regards to the Disability Status.</p>
<p>Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts 1.43</p>	<p>We continue to offer 'Guaranteed Interview' to any applicant with a disability that meets the minimum Job Specifications criteria.</p> <p>Reasonable adjustments are made at all parts of the recruitment process for applicants requiring them</p>	<p>Work will be taking place across the system looking at both increasing reporting levels of disabled staff and how we can reshape our recruitment practices to be more accessible in particular for people with learning disabilities.</p>
<p>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. 9.31</p>	<p>Disabled employees are more likely than their non-disabled counterparts to enter the Formal Capability Procedure and to feel pressure to attend work when not feeling well enough. However, it is important to state that although the percentage appears high, the actual number of disabled staff we are referring to is very small.</p>	<p>. Carry out a review of the Formal Capability Procedure to explore why disabled employees have been disproportionately affected. Carry out detailed case reviews of disabled staff taken through the Formal Capability Procedure to identify any emerging themes or areas of concern. A Disability Passport will be launched early next year to support both managers and staff in identifying appropriate reasonable adjustments.</p>