



**Clinical Staff (ESR Data)**

<b>Band Clusters</b>	<b>% Disabled</b>	<b>% Non-disabled</b>	<b>% Unknown/Null</b>
Cluster 1: AfC Bands <1 to 4	4.0%	73.1%	22.9%
Cluster 2: AfC bands 5 to 7	4.0%	73.2%	22.8%
Cluster 3: AfC bands 8a and 8b	2.0%	79.6%	18.4%



Equal

The staff survey results show an increase in the percentage of staff with a disability who are satisfied with the extent to which their organisation values their work and a significant decrease in non-disabled staff. There remains a disparity between staff with a disability and staff without feeling valued. The trust is now 4.8% above benchmarking for disabled staff, an improvement of 1.9% against benchmarking compared to previous years data. The Trust is now 0.1% below benchmarking for non-disabled staff.

**Adequate adjustments made for staff with a disability:**

	Disabled Staff 2021	Disabled Staff 2022	Benchmark 2022
% of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	77.7%	78.9% ↑(+1.2%)	71.8%

The staff survey data shows an increase in the percentage of staff who said their employer has made adequate adjustment(s) to enable them to carry out their work. The Trust is

by the Trust, these metrics have however improved for staff with a disability from last data.

- 3.3 There has also been an increase in staff not declaring a disability status on ESR, particularly among the Medical and Dental staff group.

#### **4. PROPOSALS**

- 4.1 The Inclusion Steering Group has been established across Royal Devon University Healthcare Trust with a joint action plan in place to address some of the concerns highlighted in this report.
- 4.2 It is proposed that the Inclusion Team work closely with other teams in the organisation to highlight the different ways in which staff can speak up. Alongside this we have started a Staff Incident Group to begin sharing the outcomes from previously reported cases to increase safety for those reporting, and to evidence change. From the above report we can see evidence of improvement in the lived experience of our colleagues identifying as having a disability such as in adequate adjustments being made and feeling their work is valued by the organisation.

A key project for 23/24 is to look at the lived experiences of staff with a disability and the ease with which they can access reasonable adjustments within the workplace. This will be in the form of focus groups.

The Trust remains above benchmark for almost all metrics.