



London Ambulance Service
NHS Trust

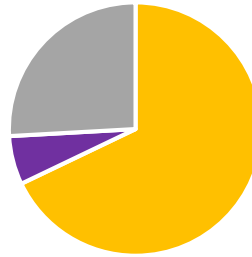
Workforce Disability Equality Standard Report and Action Plan 2022-2023

LAS Workforce Disability Equality Standard 2022

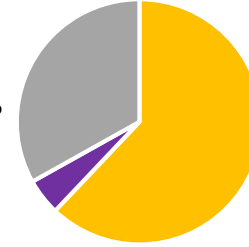
The **Workforce Disability Equality Standard (WDES)** is an annual collection of metrics that helps NHS organisations understand the experiences of colleagues who have a disability.

1: Our Staff




All Staff
Disabled colleagues make up 6.2% of our workforce



Higher bands
This falls to 4.8% when looking at bands 8a and above



Key:

Disabled: 
Not-disabled: 
Unknown: 

Metrics 1-3 and 10 are a snapshot of our **workforce data** from 31 March 2022, while Metrics 4-9 are taken from the **NHS Staff Survey**, conducted in Autumn 2021.

2: Shortlisting

The relative likelihood of disabled applicants **being appointed from shortlisting**.

1.25x

This means non-disabled applicants are **1.25 times more likely** to be appointed

3: Capability process

The relative likelihood of disabled colleagues **entering the formal capability process**.

Fewer than ten disabled colleagues entered this process, meaning this metric is not reported this year.

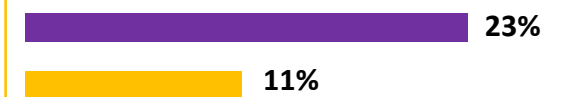
4a)i: Bullying from the public

The percentage of colleagues experiencing **bullying harassment or abuse from the public**.



4a)ii: Bullying from managers

The percentage of colleagues experiencing **bullying harassment or abuse from managers**.



4a)iii: Bullying from colleagues

The percentage of colleagues experiencing **bullying harassment or abuse from colleagues**.



4b: Bullying reported

The percentage of colleagues who reported experiencing **bullying harassment or abuse**.



5: Progression

The percentage of colleagues believing the Trust provides **equal opportunities for promotion**.



6: Pressure to come into work

The percentage of colleagues feeling **pressure to come to work** when not feeling well enough.



7: Feeling valued

The percentage of colleagues **who feel valued by the organisation**.



8: Reasonable adjustments

The percentage of disabled colleagues **saying adequate reasonable adjustments were made**.

59%

9: Staff engagement

Staff Engagement score (0-10) for disabled colleagues and non-disabled colleagues.



10: Trust Board

Composition of our **Trust Board** (voting membership)

0%

Our New Action Plan

Action	WDES Metric	Action Owner
1. Creation of an Inclusion Board, reporting directly into Trust Board to monitor progress against our EDI objectives	All	Chief Executive Officer and Trust Chair
2. Inclusion Dashboard to be created to show demographics of those involved in Resolution Framework and other Employee Relations processes	1	Associate Director of EDI and Wellbeing Deputy Director of People & Culture
3. To improve our data completion rate for disability on ESR.	1	Associate Director of EDI and Wellbeing Deputy Director of People & Culture Co-chairs of EnAbleD Staff Network Group
4. Achieve Disability Confident Employer status in the Department for Work and Pensions' Disability Confident scheme (with support from the Business Disability Forum).	2, 5	Deputy Director of People & Culture Associate Director of EDI and Wellbeing
5. Campaign to highlight the importance of reporting incidents of bullying, harassment, abuse or discrimination – whether through the Resolution Hub; Freedom to Speak Up (FTSU); the EnAbleD Staff Network or Staff Side representatives.	4a-b	Associate Director of EDI and Wellbeing Head of Internal Communications Co-chairs of EnAbleD Staff Network Group Freedom to Speak Up Guardian
6. People and Culture colleagues to attend Disability Awareness training provided by Business Disability Forum to improve the level of support we can provide to colleagues who have a disability. Our Wellbeing Support Officers will be able to play a key role in providing adequate reasonable adjustments for colleagues.	2, 3, 4, 5, 6, 8	Associate Director of EDI and Wellbeing

Our New Action Plan

	Action	WDES Metric	Action Owner
7.	Review of the Trust's EDI training packages to ensure they are fit for purpose.	6, 8	Associate Director of EDI and Wellbeing
8.	Review of Trust's Performance Capability Policy	3	Assistant Director of Workforce Strategy and Transformation
9.	Implementation of Trust's new Disability Policy, including guidelines for managers on reasonable adjustments and supporting staff with a disability or long term condition	6, 8	Associate Director of EDI and Wellbeing
10.	Quarterly meetings to be held between Resolution Advocacy and Mediation Lead, Freedom to Speak Up Guardian and Associate Director of Culture, Diversity and Inclusion to share intelligence and flag themes to the Director of People and Culture	4	Associate Director of EDI and Wellbeing
11.	Review of Staff in Band 8C and above positions to have specific objectives in PDR relating to EDI and contribution to the WRES and WDES.	1, 2, 4, 5, 6, 7, 8, 9	Associate Director of EDI and Wellbeing Assistant Director of Organisational Design & Talent Development