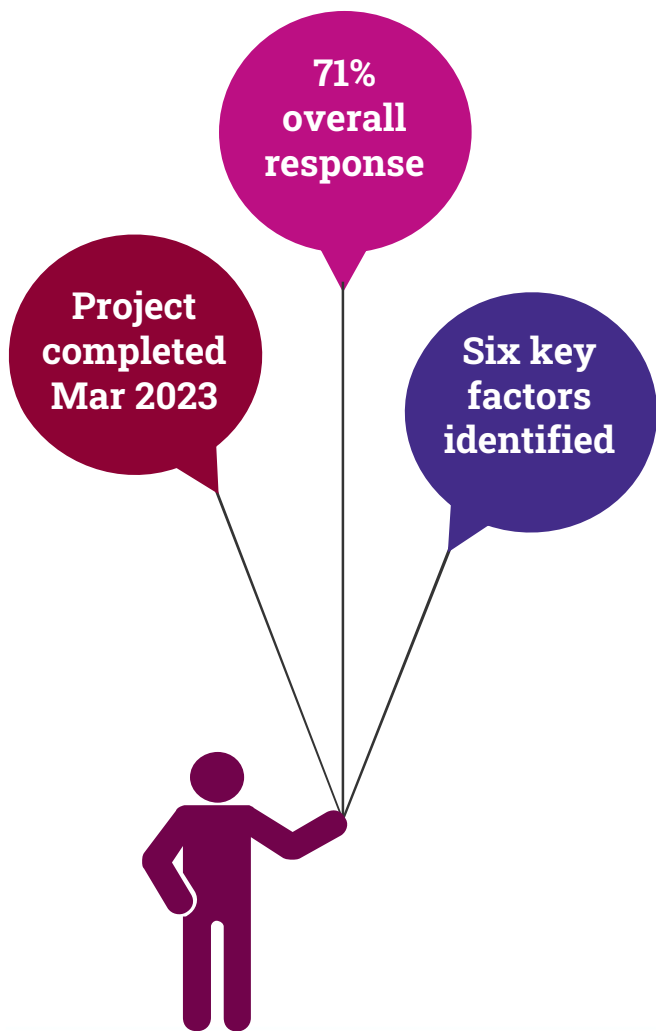




Appendix 1

Disability Survey Results

Disability Survey context



What we did:



Commissioned McKenzie LLP, a specialist Equality, Diversity and Inclusion consultancy, to undertake an external research project with all staff with disabilities and or neurodiverse conditions employed within the Trust.

How we did it:



Employees were invited to take part in any of the following three options:

1. Complete an anonymous online / digital survey
2. Join a confidential focus / discussion group
3. Take part in a confidential one to one interview

Who took part:



In total, 233 out of the 330 selected employees participated via one or more of the consultation options shown above representing a 71% response rate.

Disability Survey headlines



41% felt comfortable both presenting their 'whole self' at work – irrespective of their disability

Only 40%

Of respondents felt that requests for reasonable adjustments were **considered and accommodated**

One in Two

would feel confident reporting that **inappropriate behaviour or language used** within EEAST would be dealt with accordingly.

42% Felt EEAST is a modern and inclusive environment

32% **believed** suitable career development, advancement and training opportunities are **equally available** to all staff in EEAST

32% felt that my manager has sufficient understanding / knowledge about how their Disability affects them and allowed for day to day workplace approaches and expectations to be adjusted

Felt that Inappropriate nicknames, terminology, language or mimicking (relating To Sexuality or Gender Identity) **were used** with EEAST

A snapshot of Disability comments



"I have been directly 'outed', mocked and asked why I am doing my job in front of colleagues and a deceased patient + bystanders...colleagues looked uncomfortable, one did ask if I was ok, but did not challenge this (I understand why), bystanders interestingly did and were supportive to me"

"Our managers should receive up to date Disability and Neurodiversity awareness and support training"

"I have been told -surely you can't do your job with your type of disability - not how can we best help you to do your job in EEAST."

"There is a clear training and awareness need within EEAST in respect of both Disability and implementing workplace adjustments. Some managers either do not 'get it' or do not want to 'get it'."

"I can talk to management but management don't care and I am still threatened with capabilities and job loss every time I exceed the sickness 'allowance' which makes me feel anxious and like I should come back even though I am not well enough to do so."

"Approaches to Disability adjustments are very inconsistent and are often a matter of whether your face fits or whether your manager likes you or not -not your actual needs."

Key Outputs

Some EEAST policies and practices risk unlawful Disability Discrimination

There is inconsistent local practices within different parts of EEAST

Some EEAST managers are poorly trained in respect of Disability and Neurodiversity



Disability

Good disability related support and adjustments are provided within EEAST

Reasonable requests for adjustments are made but not always implemented

Unreasonable expectations of the Trust are held by a minority of employees

Disability Action Plan – Initial draft

Comms and Engagement

Add Disability module to Corporate Induction

Let's talk about campaign to include disability awareness programme

Introduce more disability employee stories

Reasonable adjustments

Design consistent rules for reasonable adjustments

Design a central point of contact for advise on reasonable adjustments

Undertake accessibility audit of all EEAST sites

Education and Training

Develop Inclusive leadership training

Design and deliver Disability and Neurodiversity training event

All managers must attend Disability Awareness Training

Policy and procedure

Revise the Disability Policy

Undertake EqIA assessment of all policies

Revise the Redeployment SOP and promote

Next Steps...



**Brief EDI
networks
(Mid April)**

**Engage with
EDI
networks to
refine action
plan**

**Identify
duplicate
actions across
all three
action plans
and embed
into
inclusivity
plan**

**Publish EDI
survey in
May**

