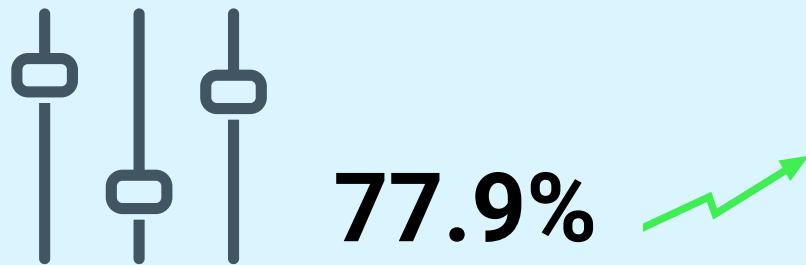


UHP's Workforce Disability Equality Standards (WDES) 2021 Report Infographic



3.94% (363) of our 9,222 staff have shared that they have a disability.

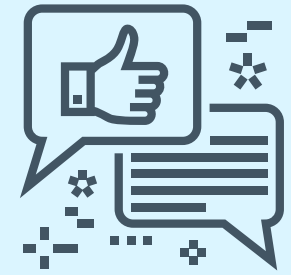


77.9% of colleagues who have shared that they have a disability believe the Trust has made adequate adjustment(s) to enable them to carry out their work.

NHS 75.5% nationally



6.5



The staff engagement score for colleagues who have shared that they have a disability is 6.5

NHS 6.7 nationally



35.6%

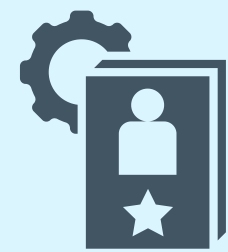


35.6% of colleagues who have shared that they have a disability said that they are satisfied with the extent to which the Trust values their work

NHS 37.4% nationally



2.33



Colleagues who have shared that they have a disability are 2.33 times more likely to be appointed from shortlisting than disabled staff

NHS 1.23 nationally



25.1%

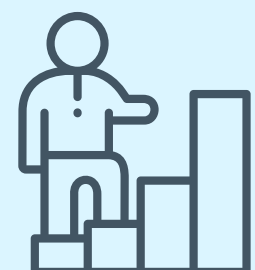


of colleagues who have shared that they have a disability experience discrimination from patients/service users, relatives or the public

NHS 31.6% nationally



75.3%



75.3% of colleagues who have shared that they have a disability believe that the Trust provides equal opportunities for career progression or promotion.

NHS 78.5% nationally

19.1%



experience discrimination from managers

NHS 18.6% nationally

26.5%



experience discrimination from other colleagues

NHS 25.7% nationally



30.5%



30.5% of colleagues who have shared that they have a disability said that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

NHS 31.3% nationally

UHP's Equality, Diversity & Inclusion Objectives for 2021/22



**Enhance existing education
to focus on improving the
workplace**



**Targeted
recruitment
campaigns**



**Widen career development
opportunities for colleagues
from protected groups**



**Development of a menu
of easily accessible
educational documents**



**Staff Networks to
review the application
process from the
applicant's perspective**



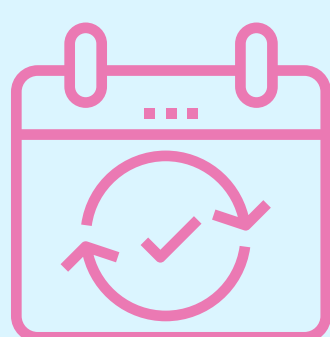
**Greater access to
relevant courses**



**Achieve Disability
Confident 3**



**Expanding access to
career conversations**



**Focus on
flexible/agile working
for all colleagues**



**Campaign to
increase
declaration rates**



**Foster good relationships
with our community to
support identification
of our blind spots**