



Workforce Disability Equality Standard

2023 Action Plan

4a	Percentage of Disabled colleagues compared to non-disabled colleagues experiencing harassment, bullying or abuse from (Staff Survey Q13)	2022	2023
i.	Patients/Service users, their relatives or other members of the public	D: 22%	D: 20%
		ND: 16%	ND: 15%
ii.	Managers	D: 12%	D: 11%
		ND: 4%	ND: 5%
iii.	Other colleagues	D: 19%	D: 21%
		ND: 11%	ND: 12%

Colleagues with disabilities are much more likely to experience bullying and harassment in all instances.

Actions:

- **Increased communications and engagement:** Collaborate with Scott Heaton on Report for Support Campaign by joining Prevention and Violence group, attending ward walk-rounds, and implementing new posters unaccepting discriminatory behaviour targeting those who disabilities **Responsibility:** Security Team and EDI Team. **Timeframe:** January 2024.
- **Microaggressions:** Review data from microaggressions work to explore how many microaggressions are being reported, where hotspot areas are, and create action plans to prevent this from continuing. **Responsibility:** EDI Team, Equality Network Co-Chairs. **Timeframe:** March 2024
- **Training:** Review EDI Training offer and develop training to enrich understanding about EDI. **Responsibility:** EDI Team. **Timeframe:** September 2024

10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:	2022	2023
	• By voting membership of the Board.	1%	1%
	• By Executive membership of the Board	-6%	-6%

This result has stayed the same since the last year. There are currently no Executive Board members who have declared a disability. Therefore, the current Board voting membership is not reflective of Sheffield Children's declared disability profile.

Actions:

- **Recruitment:** Continue to replicate good work Associate Director for Corporate Affairs has previously done for Board recruitment to increase diversity among membership. **Responsibility:** Associate Director for Corporate Affairs, Resourcing Team. **Timeframe:** September 2024
- **ESR Disclosure:** Ensure Trust Board Members are aware of how to update their disability status in ESR by sharing "how-to" guides. **Responsibility:** Trust Board. **Timeframe:** March 2024