DISABILITY IN THE LAS – RESPONSE FROM: PATRICIA GREALISH, DIRECTOR OF PEOPLE AND ORGANISATIONAL DEVELOPMENT

May 24th 2018

Malcolm we can add this to the Agenda for our next Equality Committee.

**1)   Do sickness targets include staff with disabilities? E.g. those for whom adjustments should be made under the Equalities Act?**

The overall target for our work on sickness absence is 5% and when we report sickness absence is does not exclude staff with disabilities. Our work in this area includes pro-active interventions, wellbeing and OH support and management of short and long term absences.

**2)   Is information available on the retention of disabled employees? E.g. whether they are likely to remain with the LAS after their disability has been registered with the LAS?**

We currently have 114 members of staff declared as having a disability.  Set out in the table below are the periods of time they have been in employment.  Once we understand the WDES we will certainly develop the data we need/use to inform our work in this area

|  |  |
| --- | --- |
| LOS banding | % |
| <1 Year | 26% |
| 1<5 Years | 46% |
| 5<10 Years | 19% |
| 10<15 Years | 4% |
| 15<20 Years | 3% |
| 20<25 Years | 1% |
| 25<30 Years | 2% |
| Grand Total | 114 |
|  |  |

**2)   How many disabled staff in the LAS front line clinical categories?**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **DISABILITY STATUS** | | | | |  |
| Frontline | No | Not Declared | Unspecified | Yes | Grand Total | % Disability |
| 111 | 85 | 34 | 8 | 6 | 133 | 4.5% |
| Central Ops | 131 | 19 | 258 | 5 | 413 | 1.2% |
| Control Services | 344 | 22 | 225 | 9 | 600 | 1.5% |
| Sector Operations | 1813 | 324 | 1244 | 75 | 3456 | 2.2% |
| Total | 2373 | 399 | 1735 | 95 | 4602 | 2.1% |
|  |  |  |  |  |  |  |
| Corporate | 368 | 91 | 348 | 19 | 826 | 2.3% |
|  |  |  |  |  |  |  |
| Grand Total | 2741 | 490 | 2083 | 114 | 5428 | 2.1% |

**4)   What progress is being made with implementation of WDES?  Are there targets that we can see?**

The WDES is still in its consultation stage and will form part of the commissioning contract 2018/2019.  Once it is in place LAS will be expected to submit base line data.

**5)   Do you have a disability discrimination policy? (there was one in the past but I can't find it on the website)**

We do not currently have a separate Disability policy.  Disability is a priority within the Equality Delivery System 2 and the LAS equality objectives

**6)   Have you been working with Disability Rights UK on these issues?**

We are currently working with the Business Disability Forum and have membership with them, for the next 2 years. They currently support us in EOC and have also met with our Diversity Consultant and Head of Recruitment.

**7)   Has consideration been given to establishing an LAS Disability Forum? Are disabled staff invited to review your progress with meeting the needs of disabled staff as a protected category?**

At present we don’t have a Disability Network.  Before any network is formed we would first consult with our staff and this is something we will consider within our work programme for 18/19.

**8)   Do you retain information about the number of disabled staff for whom adjustments have been made? How frequently are their needs reviewed?**

We do not hold this data centrally. Information is available with PAM our Occupational Health provider where a disability has been disclosed in the pre-employment process and also where staff have been referred for an assessment in relation to their disability. There will be other instances where work place adjustments will be made as a result of recommendations from Occupational Health professionals, but again these will only be recorded in Occupational Health systems only and not centrally. Disabilities that may impact driving such as insulin dependent diabetes or epilepsy, will be more controlled as these also need to be checked for the purposes of DVLA.  These latter cases are handled on a case by case basis and these staff are recorded in relation to the impact of disability on their roles.

**9)   Have you compared your progress in relation to the WDES with other ambulance services?**

This will happen when NHS trusts have submitted their base line data.

**10)   Has the LAS succeeded in meeting the staff health and well-being CQUIN targets for 2017 and what action did the LAS take to comply with this target?**

We met with the commissioners during week commencing 14 May.  We did not fulfil our full obligations in relation to CQUIN and received 25% of the tariff available. A project plan is being developed by our interim Wellbeing Specialist who is managing our OH contract and preparations for our Health and Wellbeing CQUIN for 18/19.

**with Kind Regards**

**Patricia Grealish**

**Director of People and Culture**

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