

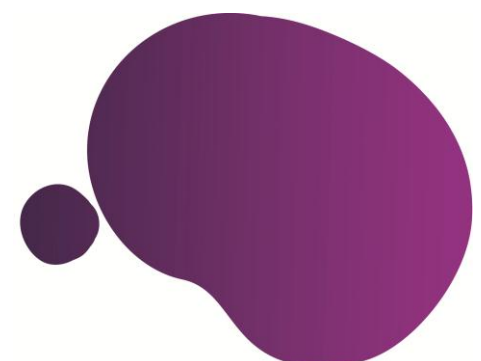


Demonstrating Impact in the NHS: Workplace Experience of staff with Disabilities



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Disability Rights UK Research (Qualitative)



- **Majority had disability-related leave listed as – triggering sanctions or reduced A/L**
- **Patchy implementation of Disabled Staff group / networks**
- **Failure to understand and use Access to Work**
- **Poor practice around delivery of E & D training**
- **Fear around ‘disclosure’ - compounded**
- **Managers’ mixed abilities to support disabled staff**
- **Benefit of lived experience at planning and delivery is great if done properly**

Middlesex and Bedfordshire Universities Research (Quantitative)



Disabled staff felt:

- More pressure to work when feeling unwell (11% higher)
- Less confident that their Trust acts fairly with regard to career progression (8% lower)

Proportion of disabled staff: 17% in the NHS Staff survey, but only 3% in ESR

- definition of disability
- conditions for 'self-disclosure' (NHS staff survey anonymous)
- time of disclosure (ESR reports disability at the time of staff appointment, and is not reliably updated)

Middlesex and Bedfordshire Universities Research (Quantitative)



Disability and Bullying

- More bullied, in particular from their managers (12% higher)
- Higher compared to all other demographic variables

Appraisal

Frequency – no difference, **but**

Substantial differences in the value of appraisal:

- 7 % fewer disabled staff felt that appraisals improved their performance.
- 9% more reports of work not being valued by their organisation

QUESTIONS

