

# Meeting the general equality duty

## Title: Staff survey

### Which of the three aims is this information relevant to?

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and those who do not.

Foster good relations between people who share a protected characteristic and those who do not.

### How does this information help us to show we are paying due regards to advancing equality?

Buckinghamshire Healthcare NHS Trust participates annually in the NHS National staff survey. The survey takes place between October and December and includes a number of questions that are relevant to the equality agenda. The questions included in the survey are about equality of opportunity, fair access to career progression, bullying and harassment and adequate adjustments for staff with disability.

All NHS Trust's in England are required to participate in the sample – this is a random selection of 850 staff from across all demographic and protected characteristic groups.

The following pages reflect the results of the survey conducted in 2014. The results provided are a mixture of **weighted benchmarked** data as well as “raw” **un-weighted data** and has been annotated accordingly.

**National Picture - Equality and Diversity**

In 2014, 287 NHS organisations in England took part in the survey and over 624,000 NHS staff were invited to participate using a self-completion postal questionnaire survey or electronically via email. Around 255,000 NHS staff responded, representing a national response rate of 42% (49% in 2013).

Nationally, 6% of staff said that they had experienced discrimination at work from patients, relatives or other members of the public in the previous 12 months, and 8% of staff reported that they had experienced discrimination at work from other colleagues. Of those staff who said they had experienced discrimination, 4% reported this was on the basis of their ethnic background, 2% on the basis of their gender or age, 1% on the basis of religion, disability or sexual orientation and 4% cited other reasons.

14% of NHS staff reported experiencing physical violence from patients, their relatives or other members of the public in the previous 12 months and 28% of all staff report that they experienced bullying, harassment and abuse from patients, their relatives or other members of the public in the previous 12 months. Two-thirds (66%) of incidents of physical violence and 44% of bullying, harassment and abuse cases were reported.

Around 3% of all staff said they had experienced physical violence and 24% have been subjected to bullying and harassment from other staff.

**Local Picture – Equality Diversity – staff survey findings for BHT**

In comparison to 2013, fewer of the 850 staff invited to participate in the sample (paper questionnaire) responded to the survey, just 44% returned a survey, as compared with a response rate of 47% in 2013 (52% in 2012). For the last 3 years we have invited all staff to take part in the survey however that data is not weighted and benchmarked. About 1 in 4 members of staff (29%) responded in 2014.

The Trust results for reporting of violence, bullying and harassment as well equality and diversity issues are very similar to the national picture.

The following questions are the Equality and Diversity questions asked in the national survey and the results represented here are based only on the sample respondents and the data is weighted and benchmarked against other acute organisations.

**Q1b** – have you had any training, learning or development (paid for or provided by your organisation) in equality and diversity?

We scored better than the median score for acute Trusts scoring 75% compared with other acute Trust average of 63%. In this score the Trust made further improvements over the 2013 survey result which was 70%. In this question the Trust ranks above better than average. Of note, the Trust has shown a positive year on year increase in numbers of staff trained over the past three years (63% in 2012 and 57% in 2011).

**Q22** – does your organisation act fairly with regard to career progression/promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?

In this question, 84% of staff agreed or strongly agreed that the Trust acts fairly with regard to career progression/promotion, this is below both national average of 87% and the trust's score of 89% in 2013.

**Q23a, b and c** – asks staff if, in the last 12 months, they’ve personally experienced discrimination at work from patients and service users, members of the public, manager/ team leader or other work colleagues and what were the reasons for the discrimination (ethnicity, religion, disability, gender, sexual orientation, age or other).

On this question, the Trust is ranked average with 5% of staff saying they had experienced discrimination from patients, service users or members of the public – this is on par with national average; however 9% of staff reported having experienced discrimination from managers, team leaders or other colleagues compared to only 8% nationally.

The reasons for discrimination were broken down as set out below:

		Your Trust in 2014	Average (median) for acute Trusts	Your Trust in 2013
% saying they had experienced discrimination on the grounds of:				
Q23c	Ethnic background	6	4	5
Q23c	Gender	2	2	1
Q23c	Religion	1	0	1
Q23c	Sexual orientation	0	0	0
Q23c	Disability	0	1	0
Q23c	Age	2	2	2
Q23c	Other reason(s)	4	4	4

These findings are consistent with our results in 2013.

A copy of the 2014 staff survey questionnaire is provided [here](#) for information.

The demographic characteristics of the staff who responded in the sample are as follows:

	Number questionnaires returned	Percentage of survey respondents
<b>Age group</b>		
Between 16 and 30	47	13%
Between 31 and 40	65	18%
Between 41 and 50	83	23%
51 and over	172	47%
Did not specify	6	
<b>Gender</b>		
Male	52	15%
Female	296	85%
Did not specify	25	
<b>Ethnic background</b>		
White	303	84%
Black and minority ethnic	58	16%
Did not specify	12	
<b>Disability</b>		
Disabled	78	22%
Not disabled	273	78%
Did not specify	22	

All the responses below should be read in the context of these demographics and it is worth noting the workforce profile of the organisation, e.g. there are significant differences between the relative proportions of male to female employees (17% and 83% respectively), the ethnic make-up of our staff - White staff comprise 75% of the workforce, BME 19% and the small number of staff that declare a disability (2%).

### Percentage of respondents that had received equality and diversity training in the last 12 months

Characteristics	2014 staff survey results (%)	2013 staff survey results (%)
Male	75	65
Female	76	71
Disabled	74	69
White British	75	70
Black and Minority Ethnic (BME)	71	69
16-30	87	84
31-40	74	69
41-50	75	70
51+	72	66

Although not significantly different, the results for 2014 are better than 2013. The Trust ranks in the top 20% of all acute Trusts in this question.

### Percentage of respondents believing that the trust provides equal opportunities for career progression or promotion

Characteristics	2014 staff survey results (%)	2013 staff survey results (%)
Male	74	94
Female	87	89
Disabled	80	81
White British	87	94
Black and Minority Ethnic (BME)	69	65
16-30	91	92
31-40	88	87
41-50	77	87
51+	87	90

Overall the results in 2014 have shown some deterioration when compared with 2013 with the exception of BME and staff within the 31-40 age bracket. These would be areas to focus on in 2015 in relation to our promotion and selection processes.

### Percentage of respondents experiencing discrimination at work in the last 12 months

Characteristics	2014 staff survey results (%)	2013 staff survey results (%)
Male	15	9
Female	12	10
Disabled	14	13
White British	10	7
Black and Minority Ethnic (BME)	25	26

16-30	9	20
31-40	17	15
41-50	20	10
51+	9	5
Overall, the results are not significantly different from 2013. However, a higher proportion of BME and disabled staff continue to experience discrimination at work		

**Percentage of respondents experiencing harassment, bullying or abuse from patients, service users or members of the public in the last 12 months**

Characteristics	2014 staff survey results (%)	2013 staff survey results (%)
Male	25	20
Female	29	32
Disabled	38	42
White British	29	31
Black and Minority Ethnic (BME)	29	27
16-30	28	36
31-40	22	24
41-50	37	33
51+	27	29
<p>The Trust results in 2014 are similar to national average and slightly better although not significantly better than the 2013 results. Of note however, is that disabled staff and those within 41-50 age group report experiencing the most of these forms of unwanted behaviour.</p> <p>When we correlated the staff survey data with other data available we found that 200 incidents were recorded on the DATIX system in 2014 which fall under bullying and harassment. These incidents were reported as verbal abuse or disruption (135), abuse and other (30), aggressive behaviour or other (31) and racial abuse (4). The DATIX system however doesn't report the data by the protected characteristics so further analysis of this data would be helpful in gaining more insight, We also need to explore ways of addressing this within the DATIX system.</p>		

**Percentage of respondents experiencing harassment, bullying or abuse from staff in the last 12 months**

Characteristics	2014 staff survey results (%)	2013 staff survey results (%)
Male	24	16
Female	26	24
Disabled	38	33
White British	27	21
Black and Minority Ethnic (BME)	25	31
16-30	23	14
31-40	23	21
41-50	29	25
51+	28	24

Despite the actions that the trust has taken in the past year to raise level of awareness through dignity and respect training and the wide communication of the Trust's stance on unacceptable behaviours, the percentage of staff saying they had experienced harassment, bullying or abuse from colleagues has increased when compared with our results in 2013. Of the protected groups, with the exception of BME staff, all other staff groups state that they continue to experience these unwanted behaviours from colleagues. It is also worth noting that the results of the EDS2 survey (which was carried out in February 2015) reflected similar findings.

.These results are disappointing and we are considering how best to address the issues raised.

**Percentage of respondents experiencing violence from patient, service users or members of the public in the last 12 months**

Characteristics	2014 staff survey results (%)	2013 staff survey results (%)
Male	8	7
Female	14	14
Disabled	13	7
White British	12	12
Black and Minority Ethnic (BME)	13	16
16-30	17	22
31-40	11	15
41-50	17	11
51+	9	10

Compared with our 2013 results, an increased proportion of disabled staff and those in the 41-50 age bracket experienced violence from patients, service users or members of the public in the last 12 months.

When compared nationally, the Trust ranks as average compared with all acute trusts.

When we correlated the staff survey data with other data available we found that the 118 incidents were recorded on the DATIX system in 2014 as "violence". The DATIX system however doesn't record the protected characteristics of staff reporting incidents. We will look at how this issue can be addressed..

**Percentage of respondents experiencing violence from staff in the last 12 months**

Characteristics	2014 staff survey results (%)	2013 staff survey results (%)
Male	2	0
Female	3	1
Disabled	3	0
White British	2	1
Black and Minority Ethnic (BME)	5	3
16-30	0	0
31-40	2	2
41-50	5	2
51+	3	1

There has been an increase from 2% to 3% in the number of violent incidents experienced by staff from other work colleagues, as reported in the survey.

When we consider this data alongside formal cases of violence, abuse, bullying and harassment, we have found no correlation between these records and findings from the staff survey.

	2014 score	2012 score	Change	Statistically significant?
<b>Violence and harassment</b>				
* KF16. % experiencing physical violence from patients, relatives or the public in last 12 mths	14	13	1	No
* KF17. % experiencing physical violence from staff in last 12 mths	3	2	1	No
* KF18. % experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 mths	29	30	-1	No
* KF19. % experiencing harassment, bullying or abuse from staff in last 12 mths	28	23	5	No

	Change since 2013 survey	Ranking, compared with all acute trusts in 2014
<b>Violence and harassment</b>		
* KF16. % experiencing physical violence from patients, relatives or the public in last 12 mths	• No change	• Average
* KF17. % experiencing physical violence from staff in last 12 mths	• No change	• Average
* KF18. % experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 mths	• No change	• Average
* KF19. % experiencing harassment, bullying or abuse from staff in last 12 mths	• No change	! Highest (worst) 20%

The Trust scored either average for 3 out of 4 of these key findings and has moved into the bottom 20% when compared with other acute trusts for KF19.

These findings are consistent with the incidents reported on DATIX (incident reporting tool for NHS organisations) and the Equality Delivery System- EDS2.

The Trust needs to ensure that it protects its entire workforce from violence, abuse, harassment and bullying regardless of the perpetrator and in particular those with protected characteristics in order to uphold our public sector equality duty.

**Reports**

A copy of the 2014 sample key findings reports (weighted and benchmarked) and the 2014 sample and census frequency (or raw data) report is provided here for further interrogation:

[Benchmarked Report](#)

[Frequency Data Report – Census](#)

**Action Plans**

The analysis for each of the divisions has now taken place and the HR Best Practice Managers are tasked with presenting the results to each of their divisional boards and consideration as to how to take forward required actions to improve the results in 2015. There will be a number of actions the trust will take at an organisational level to address the Trust’s results and these are currently being proposed and need to be agreed by the executive team.

A RAG rated report which looks at each of the questions in the survey is helpful in highlighting those departments where discrimination and violence and abuse may be evident. This information has been provided to the divisional HR Best Practice Managers. A copy of the RAG report is available [here](#).

### **Dignity and respect at work listening service**

In January this year the Trust launched the listening service with the support of volunteer listeners. The aim of the listening service is to engender trust, that the Trust is taking harassment and bullying seriously and to provide support to staff members. Intelligence from the listening service, which will be anonymised will be shared with the HR and Workforce Committee and inform further actions going forward. This was an initiative which originated in the health and wellbeing action group which supports staff to stay well at work.

### **Datix Report**

The Trust has an incident reporting mechanism in place (DATIX) where staff including managers can record incidents of abuse, harassment or bullying or violence perpetrated by patients, service user or visitors, or staff on staff. We have extrapolated data from the reports from the H&S committee to correlate the findings from the staff survey. A total number of 318 incidents were reported in 2014 of which 200 were recorded as violence, and 118 as harassment and bullying were recorded in 2014. Quarter 3 saw a sharp increase with 119 incidents being reported compared to 76 in Q1, 67 in Q2 and 59 in Q4. Unfortunately the system doesn't allow reporting by the protected characteristics so we need to find a way to analyse the data further so that more meaning can be derived so that this helps correlating it to other findings.

### **Correlation of findings between staff survey results and EDS2**

The Equality Delivery System 2 (EDS2) framework is a national tool developed by the NHS to aid the delivery of personal, fair and diverse services. EDS2 is an assessment of performance undertaken by our patients, public and staff and includes the opportunity for staff to feedback in the form of a survey. In February 2015 a survey was undertaken in which 549 staff participated; sharing their views on specific questions to outcomes 3 "a representative and supportive workforce", namely:

1. Fair NHS recruitment and selection processes lead to a more representative workforce at all levels
2. The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations
3. Training and development opportunities are taken up and positively evaluated by all staff
4. When at work, staff are free from abuse, harassment, bullying and violence from any source
5. Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives
6. Staff report positive experiences of their membership of the workforce

There is some overlap between areas covered in the EDS and the Staff Survey; although the quantitative evidence is not directly comparable, the narrative covers some common themes in relation to Training & Development, Bullying & Harassment at Work.

The EDS2 survey questions covered a number of themes; namely training and development (appraisal) and harassment and bullying. As a result of the survey a number of actions have been identified in the equality objectives action plan around staff and leadership:

- To further develop robust evidence for the uptake and evaluation of training by staff and by protected characteristic in line with outcome 3.1.
- To review opportunities to progress robust evidence that meets requirements to demonstrate fair and equal pay in line with outcome 3.2
- To see an improved response from staff to outcome 3.4 on bullying and harassment

Whilst it is difficult to find direct comparisons in the staff survey and EDS2 surveys, there are some clear associations, particularly when we consider the narrative feedback from both surveys.

### **Violence, abuse, harassment and bullying**

In the staff survey, the percentage of staff experiencing violence at work from patients, service users, relatives or other members of the public remained consistent with the results in 2013 and in this key finding we are ranked as average when compared nationally. The picture is a little different when you ask the question in relation to staff as the perpetrators of violence. Our results deteriorated slightly in 2014 though we are still consistent with the national average. Interestingly, slightly fewer staff said they or a colleague had reported the violence.

When we look at the percentage of staff experiencing harassment and bullying at work from patients service users, relatives or other members of the public, the 2014 results again showed a slight improvement and a consistency with the national average (29%). However the number of staff experiencing harassment and bullying from staff deteriorated, in 2013 we had been consistent with the national average but our results deteriorated by some 4% in 2014. It was again interesting to see the statistics on reporting; more staff said they or a colleague had reported the harassment and bullying.

By comparison in the EDS2 survey when staff were asked “when at work staff are free from abuse, harassment, bullying and violence from any source” 46% of staff agreed, whilst 44% disagreed. This question, by far, elicited the largest number of responses some 225 comments. There was to some degree of pragmatism with staff some saying that in the NHS violence, abuse, harassment and bullying was to be expected when dealing with member of the public. Around a third of the comments cited these unwanted behaviours coming from patients/visitors, just over a quarter cited these behaviours were experienced from staff and around 15% cited examples of this behaviour from both patients/visitors and staff.

The narrative responses from both surveys cited “a culture of bullying both in the NHS and in the Trust, bullying behaviours that continue to go unchecked, some of which is subtle”. Specifically in the EDS survey there was feedback about lack of support available to staff around violence, harassment and bullying (lack of support from managers/lack of clinical supervision) as well as a lack of visible security in the hospital sites and a view from some that community staff are vulnerable as lone workers. When we review the number of, and location of incidents of this nature, as recorded on Datix, there are clearly some areas where this is more prevalent (hot spots) and this data would support some of the narrative views recorded.

### **Equal Opportunities**

In 2014 the percentage of staff saying the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age dropped from 89% in 2013 to 84% in 2014 (the national average for this question is 87%) (Q22).

In the EDS2 survey when reviewing the results around the question on whether or not recruitment and selection processes were fair, 78% agreed/strongly agreed, whilst 10% disagreed/strongly disagreed and 11% were not sure. There were 54 narrative comments on this question which indicated a feeling that decisions to appoint is already taken before interview – it’s not what you know it’s who you know and there were concerns expressed about some of the basic skills in recent overseas recruitment, e.g. lack of English and other skills and also around centralising of the appointment process.

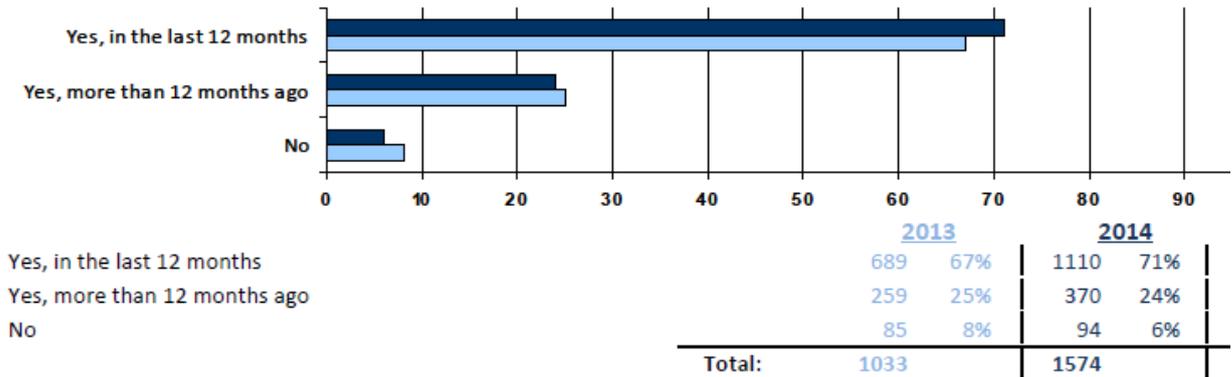
### **Frequency Data Report - Census**

The frequency data census report is not organised into key findings like the benchmarked report and is **unweighted**. Instead it provides the actual number of respondents to the questions in the survey and compares the questions with the responses to the same question from the previous year. This is helpful

because it is actual, raw data; however it does not facilitate a break down for equality monitoring purposes. A copy of the report has been provided for interrogation purposes, however, we have summarised some of the key questions below. It's worth noting that all staff within BHT were invited to participate in the survey and 29% of staff participated (which includes those 373 staff members who responded to the sample).

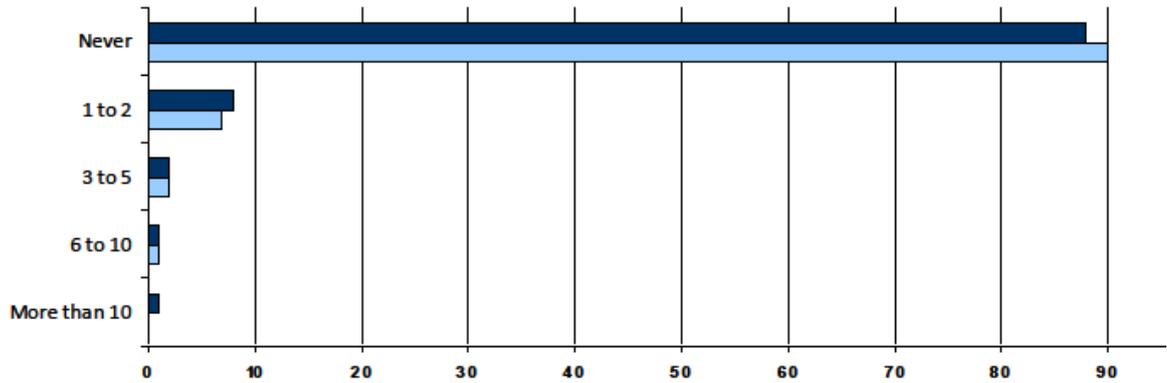
**1 Have you had any training, learning or development (paid for or provided by your organisation) in the following areas?**

*b. Equality and diversity training*



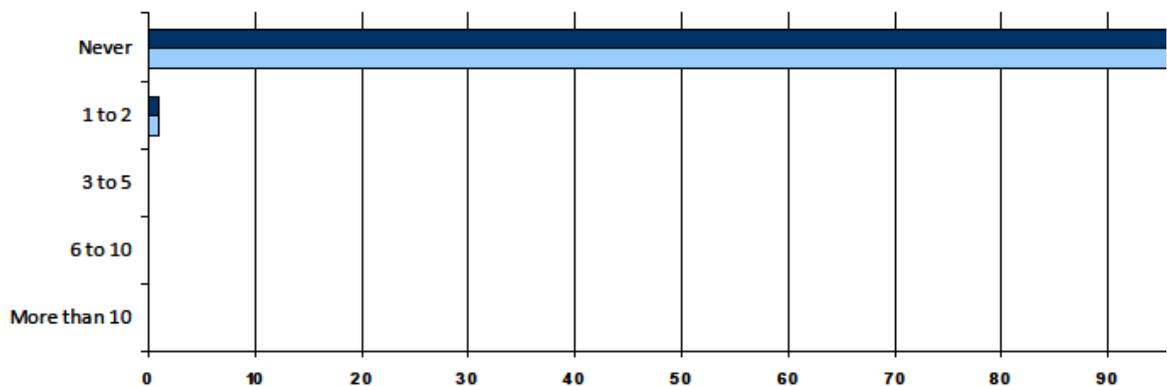
**20 In the last 12 months how many times have you personally experienced physical violence at work from...?**

*a. Patients / service users, their relatives or other members of the public*



	2013		2014	
Never	952	90%	1415	88%
1 to 2	78	7%	128	8%
3 to 5	18	2%	40	2%
6 to 10	7	1%	14	1%
More than 10	5	0%	12	1%
<b>Total:</b>	<b>1060</b>		<b>1609</b>	

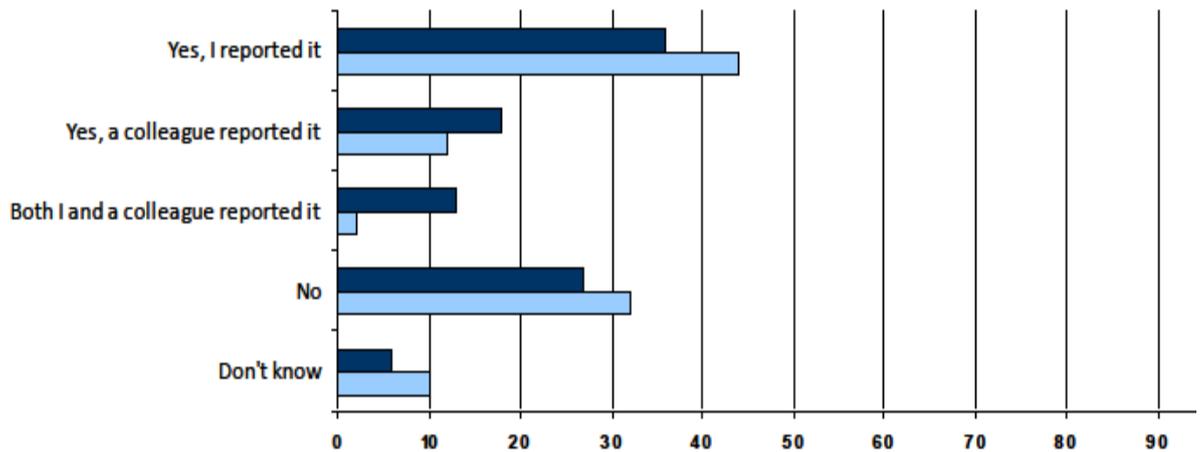
*b. Managers / team leader or other colleagues*



	2013		2014	
Never	1045	99%	1564	98%
1 to 2	10	1%	18	1%
3 to 5	2	0%	7	0%
6 to 10	1	0%	1	0%
More than 10	0	0%	2	0%
<b>Total:</b>	<b>1058</b>		<b>1592</b>	

**20 In the last 12 months how many times have you personally experienced physical violence at work from...?**

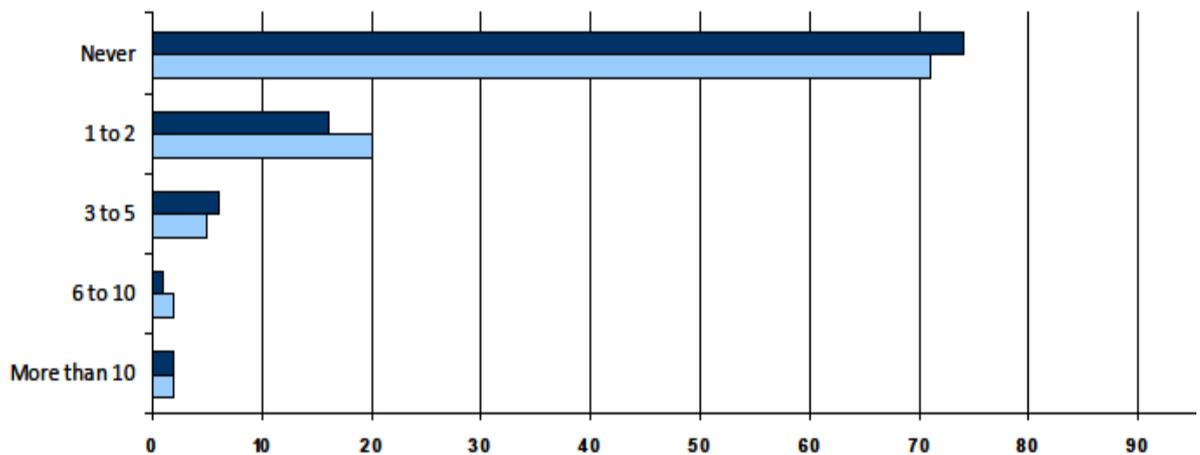
c. *The last time you experienced physical violence at work, did you or a colleague report it?*



	2013		2014	
Yes, I reported it	79	44%	75	36%
Yes, a colleague reported it	21	12%	38	18%
Both I and a colleague reported it	3	2%	27	13%
No	58	32%	56	27%
Don't know	18	10%	13	6%
<b>Total:</b>	<b>179</b>		<b>209</b>	

**21 In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...?**

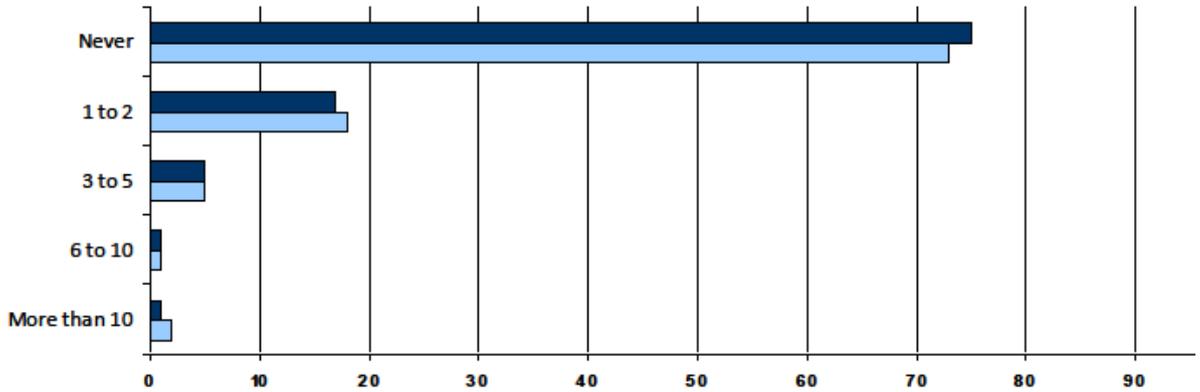
a. *Patients / service users, their relatives or other members of the public*



	2013		2014	
Never	746	71%	1163	74%
1 to 2	209	20%	258	16%
3 to 5	56	5%	100	6%
6 to 10	20	2%	22	1%
More than 10	22	2%	33	2%
<b>Total:</b>	<b>1053</b>		<b>1576</b>	

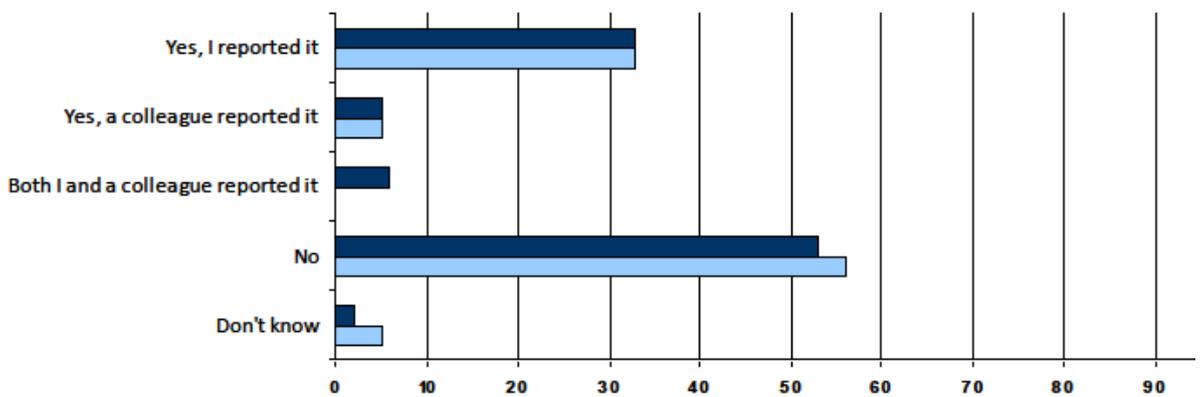
**21 In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...?**

*b. Managers / team leader or other colleagues*



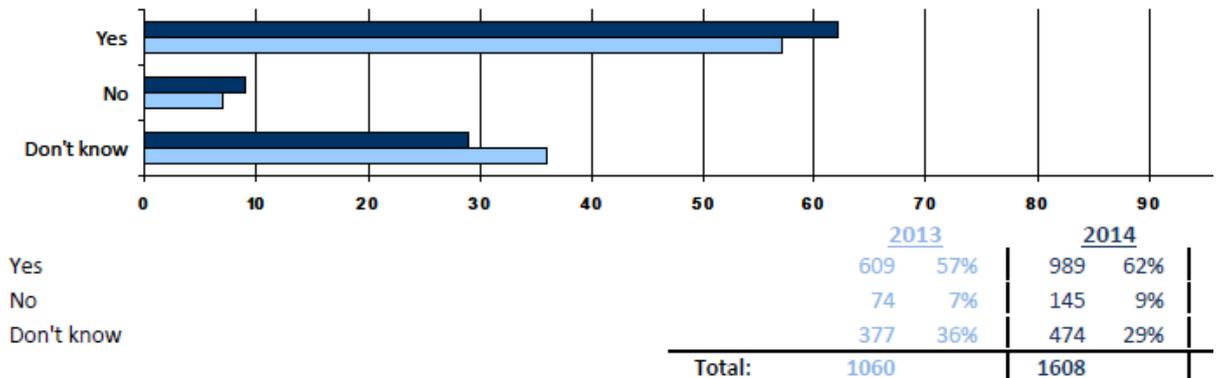
	<u>2013</u>		<u>2014</u>	
Never	772	73%	1186	75%
1 to 2	190	18%	272	17%
3 to 5	56	5%	77	5%
6 to 10	15	1%	18	1%
More than 10	20	2%	18	1%
<b>Total:</b>	<b>1053</b>		<b>1571</b>	

*c. The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?*



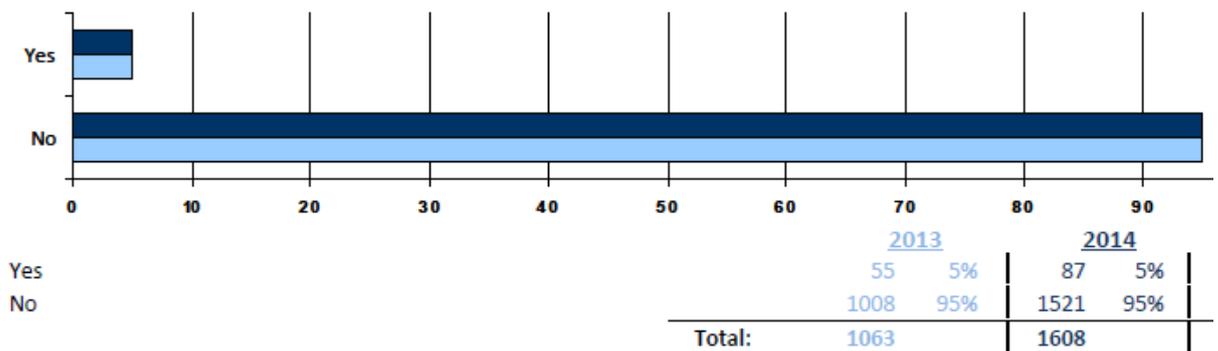
	<u>2013</u>		<u>2014</u>	
Yes, I reported it	156	33%	192	33%
Yes, a colleague reported it	26	5%	29	5%
Both I and a colleague reported it	2	0%	38	6%
No	270	56%	313	53%
Don't know	25	5%	14	2%
<b>Total:</b>	<b>479</b>		<b>586</b>	

**22 Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?**

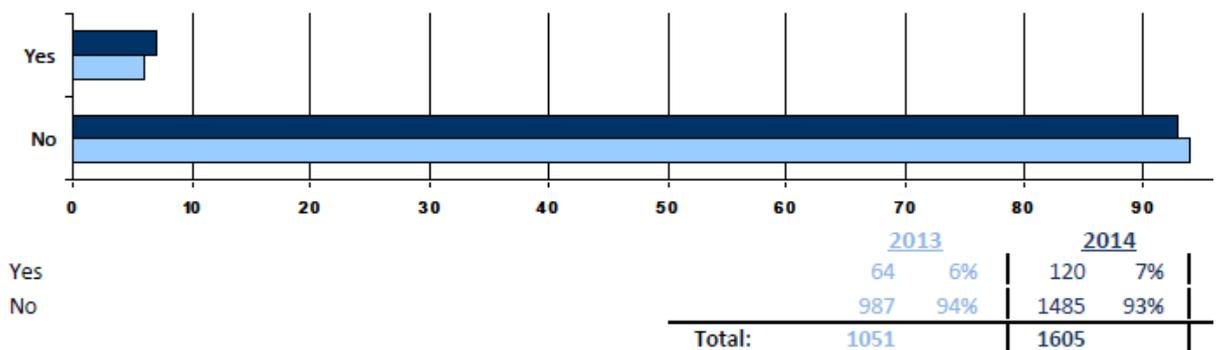


**23 In the last 12 months have you personally experienced discrimination at work from any of the following?**

a. Patients / service users, their relatives or other members of the public

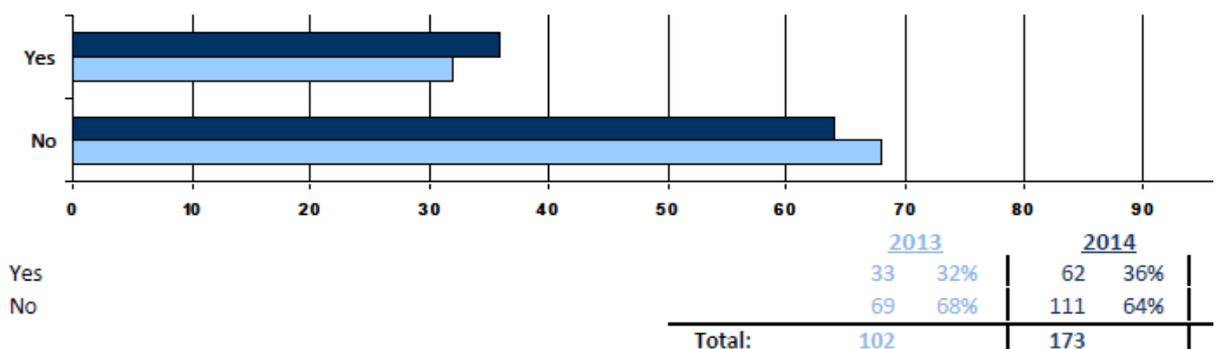


b. Manager / team leader or other colleagues



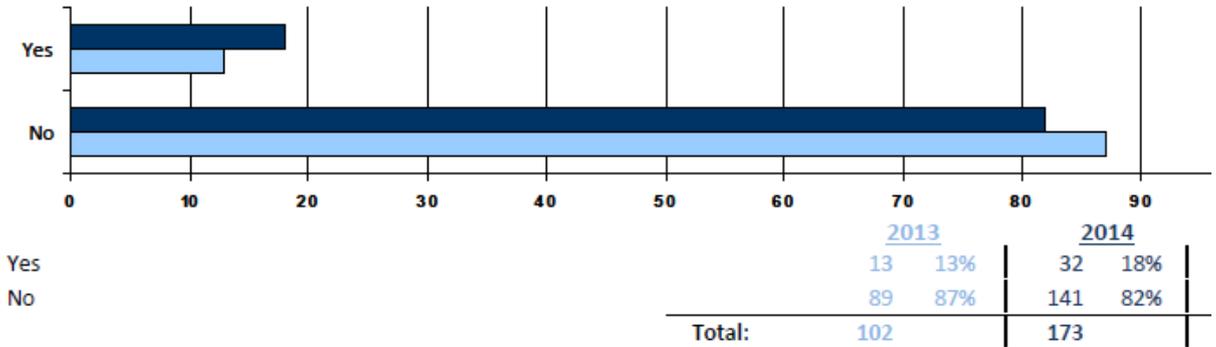
c. On what grounds have you experienced discrimination?

i. Ethnic background

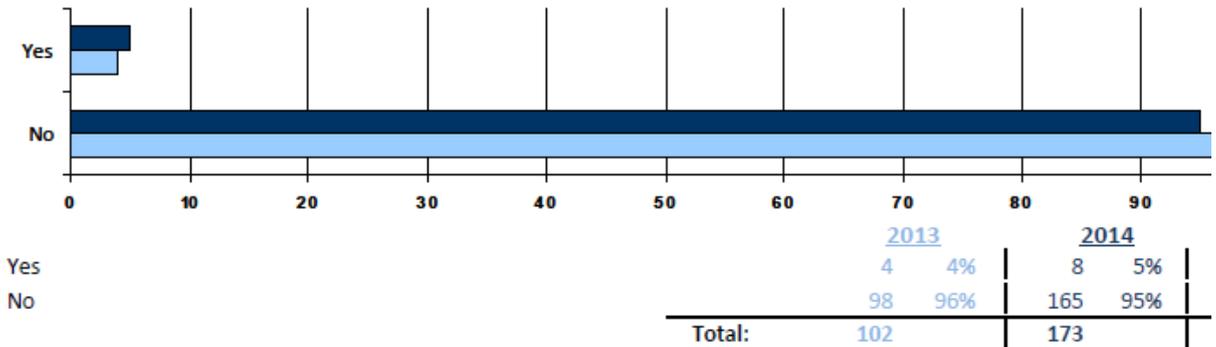


**23 In the last 12 months have you personally experienced discrimination at work from any of the following?**

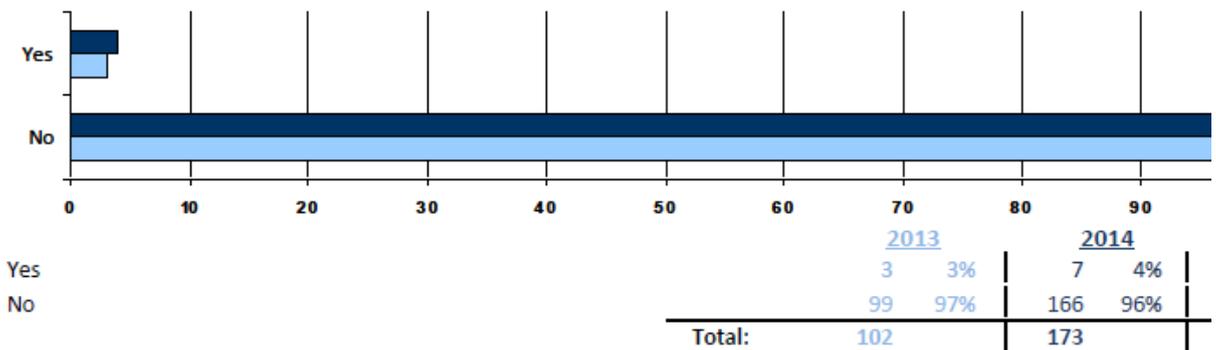
*ii. Gender*



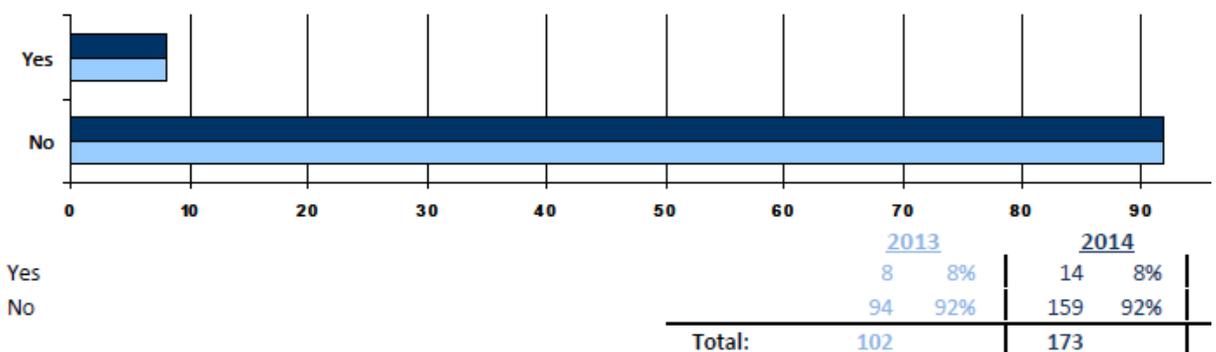
*iii. Religion*



*iv. Sexual orientation*

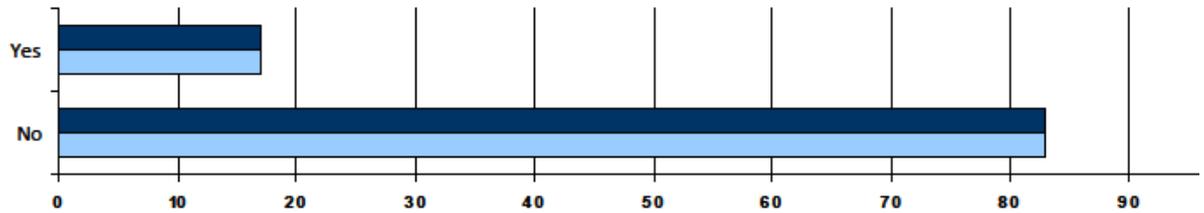


*v. Disability*



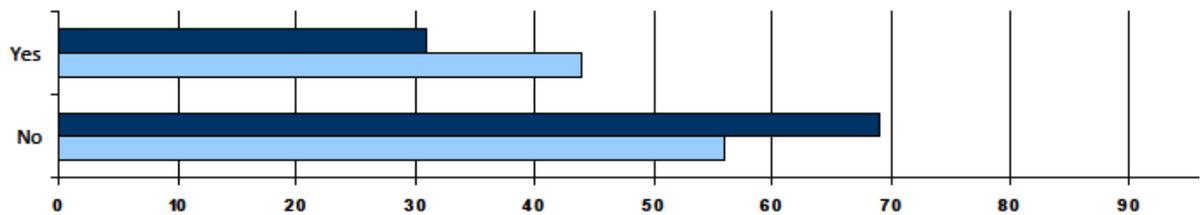
**23 In the last 12 months have you personally experienced discrimination at work from any of the following?**

*vi. Age*



	2013		2014	
Yes	17	17%	30	17%
No	85	83%	143	83%
<b>Total:</b>	<b>102</b>		<b>173</b>	

*vii. Other*



	2013		2014	
Yes	45	44%	53	31%
No	57	56%	120	69%
<b>Total:</b>	<b>102</b>		<b>173</b>	

**24 About you**

*a. Gender:*

	2013		2014	
Male	173	17%	234	15%
Female	872	83%	1352	85%
<b>Total:</b>	<b>1045</b>		<b>1586</b>	

*b. Age:*

	2013		2014	
16 to 20	3	0%	6	0%
21 to 30	126	12%	183	11%
31 to 40	188	18%	298	19%
41 to 50	300	28%	460	29%
51 to 65	415	39%	607	38%
66+	25	2%	42	3%
<b>Total:</b>	<b>1057</b>		<b>1596</b>	

**26 What is your ethnic background?**

	<u>2013</u>		<u>2014</u>	
<b>White</b>				
White - British	855	81%	1274	80%
White - Irish	24	2%	34	2%
White - Other White background	46	4%	89	6%
<b>Mixed</b>				
Mixed - White and Black Caribbean	2	0%	5	0%
Mixed - White and Black African	1	0%	0	0%
Mixed - White and Asian	2	0%	2	0%
Mixed - Any other Mixed background	9	1%	5	0%
<b>Asian / Asian British</b>				
Asian/Asian British - Indian	33	3%	47	3%
Asian/Asian British - Pakistani	11	1%	15	1%
Asian/Asian British - Bangladeshi	2	0%	1	0%
Asian/Asian British - Other Asian background	29	3%	43	3%
<b>Black / Black British</b>				
Black/Black British - Caribbean	8	1%	24	2%
Black/Black British - African	19	2%	25	2%
Black/Black British - Any other Black background	2	0%	2	0%
<b>Chinese and other Ethnic background</b>				
Chinese	4	0%	12	1%
Any other ethnic group background	5	0%	6	0%
<b>Total:</b>	<b>1052</b>		<b>1584</b>	

**27 Which of the following best describes how you think of yourself**

*Which of the following best describes how you think of yourself?*

	<u>2013</u>		<u>2014</u>	
Heterosexual (straight)	958	92%	1430	90%
Gay man	4	0%	9	1%
Gay woman (lesbian)	3	0%	4	0%
Bisexual	4	0%	5	0%
Other	5	0%	6	0%
I would prefer not to say	69	7%	134	8%
<b>Total:</b>	<b>1043</b>		<b>1588</b>	

**28 What is your religion?**

	<u>2013</u>		<u>2014</u>	
No religion	272	26%	422	27%
Christian	652	62%	964	61%
Buddhist	5	0%	12	1%
Hindu	23	2%	23	1%
Jewish	1	0%	2	0%
Muslim	17	2%	23	1%
Sikh	4	0%	5	0%
Any other religion	8	1%	10	1%
I would prefer not to say	63	6%	124	8%
<b>Total:</b>	<b>1045</b>		<b>1585</b>	

**29 Disability**

a. Do you have a long-standing illness, health problem or disability?

	<u>2013</u>		<u>2014</u>	
Yes	178	17%	328	21%
No	885	83%	1260	79%
<b>Total:</b>	<b>1063</b>		<b>1588</b>	

**29 Disability**

*b. Has your employer made adequate adjustment(s) to enable you to carry out your work?*

	<u>2013</u>		<u>2014</u>	
Yes	62	35%	109	34%
No	30	17%	40	12%
No adjustment required	84	48%	176	54%
<b>Total:</b>	<b>176</b>		<b>325</b>	

More staff reported they had a long standing illness, health problem or disability 21% compared with 17% in the 2013 survey. The proportion of staff reporting having had adequate adjustments was unchanged from 2013, however, more staff said no adjustment was required and fewer staff reported that no adjustment were made.