

Reference Number: FOI202425/234
From: Other
Date: 03 September 2024
Subject: Disability Support for staff

Q1 Does your Trust/Board use Bradford Factor score as part of monitoring sickness absence?

A1 No

Q2 Does your Trust/Board's sickness absence policy include a threshold at which sickness absence triggers performance management action?
-If yes, what is the threshold? (either days absent or, if used, Bradford Factor score)

A2

Stage	Trigger
Stage 1	Short term – 3 episodes or 7 calendar days Long term – 28 calendar days or 4 working weeks
Stage 2	Short term – Where absence occurs again within a 12-month period Long term – 2 months
Stage 3	Short term – Where absence occurs again within a 12-month period Long term – 4 months
Stage 4	Short term – Where absence occurs again within a 12-month period Long term – 6 months

Q3 Does your Trust/Board's record disability-related absence separately from sickness absence?

A3 No, absence is managed under the Managing Attendance Policy

Q4 Does your Trust/Board have a disability leave policy?
-If yes, please provide a link to/copy of the policy.

A4 No

Q5 Does your Trust/Board offer paid disability leave?

A5 No

Q6 Does your Trust/Board have the following available to doctors and medical students:

- A disabled staff/student network
- A disability champion at a senior/Board level *
- Disability advocates/champions with lived experience

A6 No, but we do have Health & Wellbeing Champions

- Q7 Do you have anyone who is employed in a paid role specifically to ensure that disabled doctors receive workplace support?
- If yes, please provide a brief description of the job role
- A7 No
- Q8 Does your Trust/Board have a reasonable adjustments policy?
-If yes, please provide a link/copy
- A8 Reasonable Adjustment Passport in place and is in development which will be aligned to the revised Managing Attendance Policy.
- Q9 Does your Trust/Board have a centralised budget for making workplace adjustments for disabled doctors/medical students?
- A9 No
- Q10 Does your Trust/Board have a single point of contact/centralised process for disabled doctors/medical students to request reasonable adjustments?
-If no, please provide brief details of how individual employees can make requests for adjustments (e.g. via their line manager)
- A10 No – employees can make requests for reasonable adjustments through their immediate line manager or by speaking with HR and signposting. The Trust also encourages flexible working applications from employees.