

Reference Number: FOIAH2425/295
From: Private Individual
Date: 03 September 2024
Subject: Disability Support

Q1 Sickness absence
The Bradford factor is a formula used by HR departments to calculate the impact of employees' absences on an organisation.

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

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)

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

A1 Q1: No
Q2: Yes, the threshold is episodes of 10 days or more, episodes of 3 or more absences in a rolling 12 months and a pattern of sickness.
Q3: No

Q2 Disability Leave
Disability leave is a period of time off work for a reason related to an employee's disability; for example, to attend hospital appointments or to receive treatment, usually agreed in advance.

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

Q5: Does your Trust/Board offer paid disability leave?

A2 Q4: No
Q5: No

Q3 Championing disability
Disability champions are people in roles that provide a personal lead and commitment to championing accessibility and opportunity for disabled people within their organisation.

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

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

A3 Q6: The Trust has an active staff network, and Board level sponsorship of the network.
Q7: No

Q4 Reasonable adjustments process

Q8: Does your Trust/Board have a reasonable adjustments policy?

-If yes, please provide a link/copy

Q9: Does your Trust/Board have a centralised budget for making workplace adjustments for disabled doctors/medical students?

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)

A4 Q8: Yes, please see attached Reasonable Adjustments Policy
Q9: No, this would be supported on a case by case basis
Q10: No, this would be done via their line managers