

Disability Report 2023

We are committed to creating an environment for members, staff and the public that is as accessible and inclusive as possible and advocating on behalf of people living with disabilities.

This means embedding our focus on disability into every aspect of our culture as a college so that we can fully live out our value of Respect, promote diversity and challenge inequalities.

RCPsych Disability Confident Employer Scheme (DCES) journey:



Supporting members and staff

Some of the actions the College are taking to support staff and members with disabilities are:

Staff

Reviewing policies and procedures with a local Disabled People's User Led Organisation (DPULO) to ensure they are inclusive of Disabled employees

- Introducing a new shortlisting criteria for all staff recruitment which states if someone declares they have a disability and meet the minimum requirement for the role they are applying for, they will automatically be entitled to an interview
- Introducing Disability Awareness Training – mandatory for line managers, HR and available to all employees
- Offering recruitment documents in 'Easy Read' format
- Putting in place Easy Read training
- Continuing to encourage employees to update their demographic data on the HR System to ensure the data the College holds is an accurate reflection of the true staff demographic
- Renaming health review meetings to health support meetings to better reflect the purpose of the meetings. These meetings are led by HR and are in place to support individuals with managing work alongside any health conditions they have
- Launching a Disability Forum with the aim to provide a place of discussion and support by those with disabilities, or those who are keen to support those with disabilities, with a view to bring these issues to the attention of the wider workforce
- Listening to employee feedback and holding ad hoc awareness raising training on specific disabilities when requested. For example, autism awareness training
- Holding Reflective Conversations – one more recently being 'Putting Disability at the Heart of the College' which was held in December 2022
- Celebrating International Day of People with Disabilities. Throughout the month of December we:
 1. Held a webinar on Neurodiversity chaired by members of RCPsych
 2. Interviewed various members of RCPsych who have physical and mental disabilities
 3. Shared various podcasts, webinars and reflective conversations throughout the College, for both members and employees
- Carrying out an access audit in July 2022. Following the access audit the below actions were implemented straight away:
 1. Disability awareness training for all of the events team
 2. Review of numerous internal procedures relating to disabled accessibility, e.g. evacuating disabled persons and accessibility parking
 3. Fitting induction loop at reception
 4. Improving the disabled toilets at RCPsych head office in London
- Supporting staff through implementing reasonable adjustments and using services such as access to work, Posturite and Occupational Health
- Rolling out our second year of the Work Experience and Internship placements for students with disabilities within the local borough of Tower Hamlets

Members

- Making reasonable adjustments to exams for candidates with disabilities or other needs that are not inconsistent with the practice of Psychiatry. The exams team are working with neurodivergent members to see what more we can do to support neurodiverse candidates.
- Developing a new ADHD resource
- Issuing a statement on Panaroma's mental health day programme
- Partnering with NHS England to create a new guidance on intercultural dementia care, looking at how to support those from ethnic minority backgrounds with dementia
- Creating a 'you are not alone' podcast series, which includes an episode on doctors with disabilities that was created by the Psychiatric Trainee Committee
- Launching a wellbeing hub and Psychiatrists' Support Service, where we also have a specific help sheet on Dealing with Exams and are in the process of creating further resources specific for doctors with a disability.
- Considering and acting on suggestions from Autistic doctors for accommodations at Congress and other College events to be more inclusive
- Providing learning resources for medical students, trainees and psychiatrists in intellectual disability psychiatry and neuropsychiatry
- Creating a member working group, representative of people with lived experience of physical and mental health disability, as well as neurodiversity, to consider how to improve workplace experiences of members with both visible and
 - invisible disabilities.

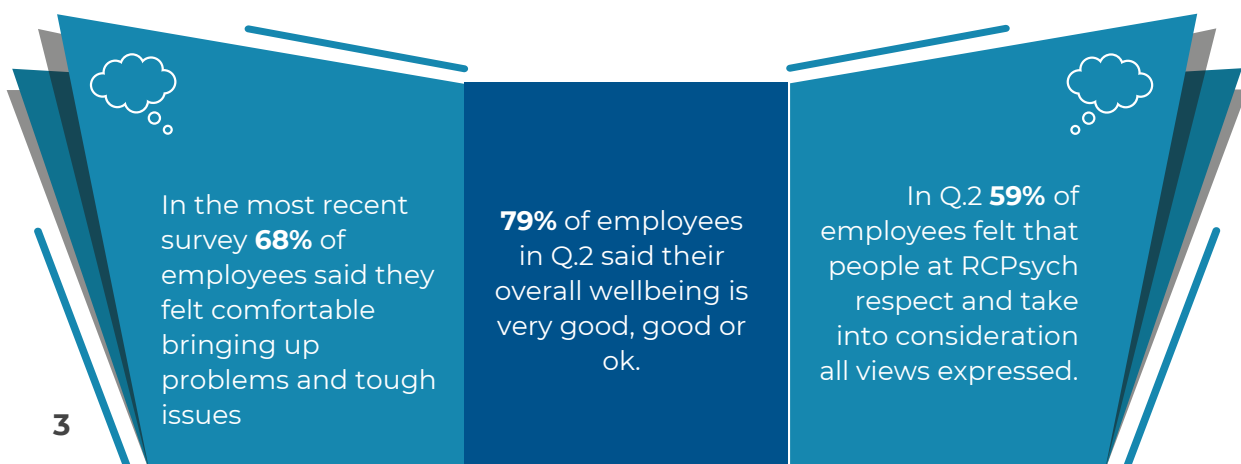
Wellbeing survey

The College carries out a wellbeing survey every quarter, which around a third of employees complete.

The wellbeing survey is open for two weeks. Once the two weeks is up, a small working group will review the feedback, and create an overview document which is available for all employees to view.

Actions are then put in place as a result of the feedback received.

Q.2 2023 results



Disability figures for employees – as at November 2023:

Based on our data gathering systems within the College*:

- 12% of employees have declared they have a disability
- 10% of workers have declared they have a disability
- 8% of members have declared they have a disability

Some of the steps the College is taking to encourage staff to update their sensitive information is by:

- HR sending annual reminder emails to staff highlighting the importance of people keeping their sensitive information, such as disability status, up to date
- Inviting all new employees to EDI Inductions, led by HR, where the importance of updating sensitive information, and how to do so, is covered

We will continue taking steps to encourage a more open workplace culture.

****These numbers are based on information provided by individuals and does not account for all staff, workers and members***

How the Disability Confident Employer Scheme is driving an inclusive workplace

One of the actions that has had the greatest impact is introducing the DCES shortlisting criteria.

This criteria means if a candidate declares they have a disability, and meets the minimum requirements needed for the role they are applying for, they are entitled to an interview.

As well as the shortlisting criteria, there have been several other new measures which the College has implemented since joining the scheme, including expanding the number of disability focused job sites our roles are advertised on and offering our application forms in easy read format.

All of these changes have had a positive impact on the number of candidates with disabilities, who are reaching the interview stage of the College’s recruitment process. This is reflected in the figures below.

Between June’21 – April’22 RCPsych:	Between June’22 – April’23 RCPsych:
<ul style="list-style-type: none"> • Received 848 applications for vacant roles • of which 240 were shortlisted • 39 applicants declared they have a disability • of which 8 were shortlisted 	<ul style="list-style-type: none"> • Received 676 applications for vacant roles • of which 244 were shortlisted • 63 applicants declared they have a disability • of which 21 were shortlisted

Trends

Between June'21-April'22 **20%** of disabled candidates were shortlisted. This increased year on year to **33%**, once the new shortlisting criteria was in place. **Showing a 13% increase.**

There was an 4.8% increase year on year in the amount of applications received from those with a disability.