

WDES ACTION PLAN 2019-20

WDES Metric	What is the data telling us?/narrative	Actions to be taken	Accountable Officer	Deadline date
Metric 1: Percentage of staff in AFC pay bands or medical and dental subgroups and Very Senior Managers) including Executive Board members compared with the percentage of staff in overall workforce	<p>The highest percentage of non-clinical staff that are employed with a disability are Bands with the lowest being at Band 8c-9 AFC pay bands</p> <p>The highest percentage of clinical staff that are employed with a disability are bands with the lowest being medical and dental staff</p> <p>There are still many cases where disability is unknown, with the highest number being within the clinical workforce</p>	<p>To develop an inclusive workplace culture where people feel comfortable to disclose a disability by;</p> <p>Improving disability declaration rates.</p> <p>Action – This will be implemented by raising the visibility of disability, including hidden disabilities and chronic health conditions via messaging to staff through communications and through various staff events and a disabled staff poster campaign (non visible disabilities)</p>	<p>Inclusion Group Health and Wellbeing team Corporate Communications Talent Inclusion and Resourcing Lead</p>	September 2020
Metric 2: Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts	<p>'The relative likelihood of disabled staff being appointed from shortlisting across all posts compared to non-disabled staff being appointed is 0. A figure of below 1.00 would mean that Disabled staff is more likely to be appointed from shortlisting than non-disabled staff.</p>	<p>Disseminate specific guidance on hidden disabilities- guidance for managers dealing with a non-hidden disability through webinars/face to face communication and via other communication methods.</p> <p>Support managers to understand their responsibilities to recruit, attract and retain a diverse workforce which includes disabled staff (link to unconscious bias)</p> <p>Explore options to be part of the NHSE Pilot scheme for the Learning Disability Employment Scheme</p>	<p>Talent, Inclusion and Resourcing Team</p> <p>Corporate Communications HR Advisors</p>	September 2020
Metric 3: Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	<p>The relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process as measured by entry into the formal capability procedure is 0.The data indicates that there is no differential experience for disabled staff when compared to non-disabled staff when entering into the formal capability process.</p>	<p>As part of a suite of HR Operations policy training for managers (e.g. attendance management policy). Raise awareness about sickness and disability and line management responsibilities to demonstrate positive action for disabled staff where applicable and necessary.</p>	HR Advisors	September2020

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<p>Metric 4: a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from</p> <ul style="list-style-type: none"> i.) Patients/Service users , their relatives or other members of the public ii) Managers iii) Other colleagues <p>b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment bullying and abuse at work, they or a colleague reported it.</p>	<p>The percentage of Disabled staff indicating that they had experienced harassment bullying and abuse from:</p> <p>i) patients/service users or other members of the public was (34.9%) compared with (27.8%) of non-disabled staff that responded to this question.</p> <p>The percentage of Disabled staff indicating that they experienced harassment, bullying and abuse from ii) managers was (16.3%) compared with (15.2%) for non-disabled staff</p> <p>The percentage of Disabled staff indicating that they experienced harassment, bullying and abuse from colleagues was (23%) compared to (20.4%) of non-disabled staff</p> <p>b) The percentage of staff saying that the last time they experienced harassment, bullying and abuse at work, they or a colleague reported it was (48.6%) compared to (45.5%) non-disabled staff.</p>	<p>Through The Trust’s Corporate Accountability Framework include specific indicators related to HBA. HR Operations team to raise awareness of the issues within divisional areas</p> <p>Use engagents to brief managers about the importance of eliminating harassment, bulling and abuse in targeted areas (link to EDS2 goals three and four) Using intelligence from the staff survey for specific areas in the Trust, reiterate the Trust’s legal and moral responsibilities in relation to the Equality Act 2010 and developing inclusive and supportive cultures free from harassment, bullying and abuse. Promote consistent messaging regarding the Trust’s organisational values and what inclusive cultures look and feel like.</p>	<p>HR Operations Team Engagents Talent, Inclusion and Resourcing Lead</p>	<p>October 2020</p>
<p>Metric 5: Percentage of Disabled Staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.</p>	<p>The percentage of Disabled staff indicating that they believe the Trust provides equal opportunities was (76%.7) compared to (79.9%) of non-disabled staff</p>	<p>Explore options for career development opportunities for disabled staff via The Midlands Leadership Academy and internal development programmes. Ensure communication of development opportunities to disabled staff.</p>	<p>Learning and Development Team Corporate Communications</p>	<p>October 2020</p>

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Metric 6: Percentage of Disabled Staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well.	The percentage of Disabled staff indicating that they felt pressured to come to work despite not feeling well enough to perform their duties was (33.8%) compared with (21.9%) for non-disabled staff	Facilitate an internal staff survey to find out about disabled staff experiences of coming to work when not well. Improve consistency of the application of the sickness policy through training and development (Poster Campaign)	Inclusion Group	October 2020
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Metric 7: Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	The percentage of Disabled staff indicating that the Trust values their work was 31.4% compared with 42.5% of non-disabled staff	Engagents/Learning and development team to reiterate key messages to managers about the importance of managing diversity and being inclusive leaders through Trust Corporate Training Programmes	Engagents Learning and Development Team	December 2021
Metric 8: Percentage of Disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work	69.8% of disabled staff (169) responded to this question said that Walsall Healthcare Trust has made adequate adjustments to enable them to carry out their work.	As part of the internal survey to be cascaded by the Inclusion Group obtain further details about Disabled staff experiences in relation to reasonable adjustments and report on the findings to the Equality, Diversity and Inclusion Group	Inclusion Group	October 2020
Metric 9: a) The staff engagement score for Disabled staff compared to non-disabled staff and the overall engagement score for the organisation b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (yes) or (no)	The staff engagement score for Disabled staff compare to non-disabled staff is 6.3 compared with an overall staff engagement score of 6.7 for non-disabled staff. For reporting purposes this year, there are no responses to the question regarding whether the Trust has taken action to facilitate the voices of Disabled staff in the organisation as the inclusion group is currently being established.	Implement targeted interventions such as an internal staff survey to gauge further details about disabled staff experiences to increase engagement scores for disabled staff; by offering <ul style="list-style-type: none"> • Offering career development opportunities • Ensuring they have a voice via the Inclusion Group • Consistent messaging regarding the values • Supporting leaders to be 	Inclusion Group Talent, Inclusion and Resourcing Lead	December 2021

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		inclusive and compassionate leaders with the right leadership skills and behaviours		
Metric 10: Percentage difference between the Organisation's Board voting membership and its organisation's overall workforce disaggregated: By voting membership of the Board and by Executive membership of the Bo By Voting membership of the Board and by Executive membership of the Board	The percentage difference between the Organisations Board voting membership and its organisation's overall workforce disaggregated by i) Voting membership is -2% ii) Executive membership of the Board is -14%	Working with partners, explore options to implement regional approaches to talent management and ways to encourage people with visible and non-visible disabilities to apply for Executive and non-Executive roles	Deputy Director of People and Culture	December 2021