ANNEX 2 WDES ACTION PLAN 2020/21

WRES METRIC	What is the issue to be resolved?	Action to be taken	Accountable Officer	Deadline due date
WRES 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 the overall workforce	Currently only 2.4% of staff has declared their disability status on ESR This data is not consistent with data obtained from the NHS Staff Survey for 2019 and 2018. Colleagues with a disability are more likely to declare their disability status when responding to the NHS Staff Survey	Concerted and proactive efforts to be taken to encourage colleagues with a disability to declare their disability status via ESR self-service. This will be achieved by the carrying out the following activities; Include information on the Staff Inclusion Network Leaflet on how colleagues with a disability can disclose their disability status via ESR and what the benefits are Raise the profile of disabled staff by facilitating a staff positive about disability campaign. Encourage disabled colleagues to put themselves forward for the Trust reverse mentoring programme as part of our positive about disability campaign and positive action development programme for disabled staff	Talent Inclusion and Resourcing Lead Disability Staff Network leads	31st March 2021
WRES Metric 2. Relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff	The relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff is 1.06. The aim is to reduce this figure to 1.00	Develop an in house targeted positive action development programme on how to get the best out of interviews and invite disabled colleagues to attend. Make information available to potential job applicants about the trust's commitment to inclusive recruitment and that we welcome applications from Disabled applicants. Disabled staff to be appropriately trained to participate on recruitment panels. Undertake quarterly review of recruitment activity and present analysis to senior leaders and the Disabled Staff Network leads for feedback	Talent Inclusion and Resourcing Lead Resourcing Team Leader Disability Staff Network leads	30th June 2021

WRES Metric	What is the issue to be resolved?	Action to be taken	Accountable Officer	Deadline due date
WRES Metric 3 .Relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff	The number of Disabled staff entering the formal disciplinary process is currently 0.00	Increase the number of Disabled staff disclosing that they have a disability from 2.4% to 20% by 31st March 2021 Carry out a review of disciplinary cases to ascertain why this figure is below 1.00, review and discuss findings with disabled staff network leads and take appropriate interventions. Hold engagement meeting with Disabled staff, networks and trade union partners to explore how any bias in the performance management system can be removed for people with a disability. Ensure Cultural Ambassadors are representative of staff members with a disability and are involved in any specific cases where disabled staff are subject to disciplinary and grievance.	HR managers Talent Inclusion and Resourcing Lead Staff Side partners Disabled staff network leads	June 2021
WRES Metric 4.) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: i. Patients/Service users, their relatives or other members of the public ii. Managers iii. Other colleagues b)Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced	The percentage of Disabled staff experiencing harassment bullying and abuse from Patients/Service users and their relatives or other members of the public in the 2019 survey is 37.4% compared to 27.4% for non-disabled colleagues ii) from Managers this is 21.2% compared to 16.3% for non-disabled staff iii) Other colleagues this is 28.9% compared with 21.7% for non-disabled staff	Develop case studies for use in management training to help build understanding of action they can take to help reduce incidents of bullying harassment and abuse experienced by Disabled staff. Hold workshops /webinars hosted by disabled staff networks leads to explore what further work can be done to build an inclusive, compassionate and culturally sensitive workplace that supports a zero tolerance policy of harassment, bullying and abuse with a particular focus on Disabled staff. As part of inclusive leadership module develop a managing dis- Ability programme, in partnership with the Disabled staff network leads and staff side.	Talent Inclusion and Resourcing Lead Staff Side partners Disabled staff network leads	31st August 2021

harassment, bullying or abuse at work, they or a colleague reported it	The percentage of disabled staff that said they or a colleague had reported harassment bullying and abuse the last time they had experienced it was 50.4% compared to 48.2% for non-disabled colleagues			
WDES metric 5 Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion	The percentage of Disabled staff believing that the Trust provides equal opportunities for career progression and promotion is 74.0% compared with 76.0% for non-disabled staff	Reduce the percentage gap between Disabled staff and non-disabled staff believing that the trust provides equal opportunities for career progression and promotion by carrying out the following activities Monitor selection processes for acting up and secondment positions to identify any potential adverse impact on Disabled staff. • Review career aspirations outcomes /talent management outcomes via the PDR process and report on outcomes by divisional areas to the Equality Diversity and Inclusion Group Develop a talent management programme that will support Disabled staff to progress up seniority – helping organisation to ensure that the workforce is more representative at middle to senior levels. Target Disabled staff to ensure that there is a good representation on the reciprocal mentoring programme	Talent Inclusion and Resourcing Lead Disabled staff network leads	31st August 2021

WDES Metric	What is the issue to be resolved?	Action to be taken	Accountable Officer	Deadline/ due date
WDES 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 enough to perform their duties	Reduce level of presenteeism experienced by Disabled staff from 28.5% so it is comparable with that of non-disabled colleagues or less	Review of Attendance Management Policy in line with feedback from Disability Staff Network Leads Host a joint webinar with the Business Disability Forum Disability Staff Network Leads and Staff side to explore presenteeism in the workplace Review Working from Home policy to ensure that it is fully supportive of disabled colleagues who wish to work from home and report on outcomes to the EDIG Work with the Disability Network Leads to develop an e learning disability equality training module . Communicate and disseminate to all staff.	Talent Inclusion and Resourcing Lead Disabled staff network leads Staff side	31st August 2021
WDES 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 saying that they are satisfied with the extent to which the organisation values their work is 32.9% compared to 42.4% of non-disabled staff.	Establish a task and finish group, with Disabled staff and other key partners, to explore issues and identify interventions to improve the satisfaction rate. Develop a series of webinars for middle managers to explore their responsibility in relation to workplace disability equality: what they should be doing about it and how they can effectively	Talent Inclusion and Resourcing Lead Disabled staff network leads Staff side	31st August 2021

		manage diversity and expectations for leadership. •Work with Disabled staff network leads to produce a positive about disability staff campaign,highlighting staff who are positive about working in the trust and feel valued		
WDES Metric 8 Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: • By voting membership of the Board. • By Executive membership of the Board	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: • By voting membership of the Board. is -2% • By Executive membership of the Board is -2%	Ensure the process for appointment of nonexecutive directors encourages diverse applicants, including those who identify as Disabled. Work with specialist recruitment agencies to advertise positions to disabled applicants As part of our commitment to being an anchor employer work with partners such as WHG to ensure we attract recruit and retain disabled staff. Monitor progress and share outcomes at the EDIG. Ensure any themes from the reciprocal mentoring scheme is about the experiences of disabled staff are fed back to the Board for action and communication across the organisation	Talent Inclusion and Resourcing Lead Head of OD and Culture Resourcing Team Leader Placements Lead	31st August 2021

WDES Metric	What is the issue to be resolved?	Action to be taken	Accountable Officer	Deadline /due date
WDES Metric 9 Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	69% of disabled staff responding to the NHS Staff Survey said that their employer as made adequate adjustments to enable them to carry out their work compared to 73.5%	Review and develop a more supportive and effective approach to the management of requests for reasonable adjustments. Develop guidance for line managers on how to arrange reasonable adjustments for their staff. Adopt the reasonable adjustments passport created by NHS Employers. Arrange a webinar with the Business Disability Forum on the duty to make reasonable adjustments in the workplace and invite middle managers, staff side and disability staff network leads and Disabled staff to attend	Talent Inclusion and Resourcing Lead Disability Staff Network leads HR managers	September 2021
WDES Metric 10 The staff engagement score for Disabled staff, compared to non-disabled staff. 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 scores or disabled staff is 6.2 compared to 6.7 for non-disabled staff. The aim is to reduce the gap in the engagement score	Hold a workshop session with Disabled staff network leads to explore the data and develop actions to reduce the gap in staff engagement scores. Develop an engagement plan that will provide opportunities for all staff to	Talent Inclusion and Resourcing Lead Disability Staff Network leads HR managers	August 2021

		provide input into the inclusive leadership module People framework (targeting all staff recognising that there are some Disabled colleagues who have not yet declared their disability/long-term condition).		