

Workforce Disability Equality Standard

Action Plan 2020/21



Theme		WDES Indicators	
1	<p>Representation, Recruitment and Retention</p> <p>Just under 3.5% of employees have declared that they are disabled, and the percentage of the workforce not declaring whether or not they are disabled (at 18%) undermines the reliability of WDES data. 17% of disabled people and 21% of non-disabled people were appointed after shortlisting. This is close to parity, but nevertheless shows a marginal disadvantage for disabled people.</p>	<p>1, 2 and 10</p> <p>Key Indicator: WRES Indicator 2, Recruitment ratio (where 1 = parity)</p> <p>Targets:</p> <ul style="list-style-type: none"> By March 2022 – the ratio should be less than 1.15 <p>Currently only 82% of staff declare whether or not they are disabled; the Trust aims to increase this rate in 2020/21, and raise it above 90% by 2022</p>	
Actions		Responsibility/Contributors	When will this be achieved?
1.1	Review of the recruitment process (in line with the NHS People Plan), from vacancy to on boarding, incorporating the principles of Disability Confident Employer	Group Head of Resourcing/ Head of Resourcing, Head of Equality and Inclusion	31 October 2020
1.2	Improve the attractiveness of the Trust as an employer of choice, by focusing on inclusivity, for example by ensuring there are visible and practical signals that the Trust is serious about valuing diversity	Chief People Officer/ Director of Communications, Head of Equality and Inclusion	31 March 2021
1.3	Review and roll out recruitment and retention training to all those who sit on appointment panels, including [un]conscious bias awareness and cultural competence	Head of Resourcing and Head of Equality and Inclusion, Head of Culture and Engagement	30 November 2020 (review), roll out from December 2020
1.4	Communications Campaign to all staff, ensuring accessibility, to increase the level of disability declaration, in order to make WDES data more accurate and reliable.	Head of Head of Equality and Inclusion/ Head of Workforce Intelligence	31 December 2020

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2	<p>Staff Experience</p> <p>This Theme brings together the perception indicators from the Staff Survey 2019, reporting on the levels of bullying/harassment staff receive from various sources (patients/public, managers, staff), as well as whether they have felt pressure to come to work when not well, their satisfaction with their employer as an equal opportunity employer. The survey also asks disabled staff to survey also has a staff engagement score.</p> <p>Disabled staff consistently reported a poorer experience than their non-disabled colleagues; however, in all but one indicator, there had been an improvement on the previous year. The one indicator where performance had not improved was the percentage of disabled staff reporting bullying and harassment by other staff.</p>	4 to 9	<p>Key indicators:</p> <ul style="list-style-type: none"> • 4a.iii - percentage of disabled staff reporting bullying and harassment by other staff • 9 – Staff Engagement Score (out of 10) <p>By March 2022 Indicator 4a.iii - - gap to be narrowed to <7% Indicator 9 to increase to 8</p>
		Responsibility/Contributors	When will this be achieved?
2.1	<p>Continue to promote the Trust's behaviour and values, and incorporate national guidance on respect into the Trust's Culture programme. (By March 2021, NHS Improvement will provide a toolkit on civility and respect to support the a positive workplace culture. And by December 2020, an NHS violence reduction standard will be launched, to establish a systematic approach to protecting staff.)</p>	Head of Culture and Engagement/ Head of Equality and Inclusion, Freedom to Speak Up Guardian	Current and ongoing, with reviews following NHSE/I's new toolkits and standards
2.2	<p>The Trust will appoint a wellbeing guardian at Non-Executive Director level to look at the Trust's activities from a health and wellbeing perspective and act as a critical friend. (The primary responsibility for people's health and wellbeing lies with chief executive officers or other accountable officers.)</p>	The Trust's People Committee	November 2020

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3	<p>Capability Procedures</p> <p>Just 12 people were involved in capability procedures, other than sickness absence, so it is not possible to consider the performance on indicator 3 as statistically significant. However, no disabled people were in these procedures.</p> <p>The WDES does not measure sickness absence related procedures, but the Trust will monitor sickness absence procedures by disability demographics.</p>	3	Key indicator – WDES Indicator 3. Performance in 2020, not relevant
Actions		Responsibility/Contributors	When will this be achieved?
3.1	A Local Indicator on the proportion of Disabled Staff and Non-Disabled staff in sickness procedures to be investigated and developed.	Head of Employee Relations/ Head of Equality and Inclusion	31 March 2021