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Workforce Disability Equality Standard(WDES) Action Plan 2019 – 2020

This document has been prepared to support the organisation to address any gaps identified through the Workforce Disability Equality Standard (WDES) Reporting process. These gaps are indicated within the WDES and therefore this document should be read in conjunction with this WDES Report 2019

The following action plan will set out how we will address and/or monitor these gaps over the next year to ensure that we maintain and encourage equity between disabled and non-disabled staff.

This action plan will be monitored and reviewed by the Equality and Diversity Sub-Committee.

The key element of the work will be to conduct focus groups to gain the narrative to the statistics we are currently working from.

WDES Indicator		Summary	Action
1	Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2019	<p>Disabled staff are underrepresented in the workforce at all levels. However, high numbers of staff shown as 'unknown' or 'null' on ESR makes meaningful analysis of the data difficult. SOS results show higher numbers of disabled staff compared to the total workforce and this is consistent with the national position.</p> <p>Disabled - 1.68% Non-Disabled - 56.99% Do not wish to disclose - 19.42 % Prefer not to say - 0.09% Unknown /Null (Unspecified) - 21.81%</p>	<ul style="list-style-type: none"> • Review of recruitment processes. • Review parameters of positive action and prepare guidance for recruiting managers. • Apply for NHS Employer Partner programme. • Review Disability Confident Status and apply for Disability Leader Status • Launch 'self-declaration' campaign to approve disability data on ESR
2	Relative likelihood of Disabled staff compared to non-disabled staff	<p>Disabled staff are less likely to be appointed from shortlisted across all posts.</p>	<ul style="list-style-type: none"> • Review and launch Equality in Employment policy • Complete EIA for training programme. • Review JDs to ensure EDI section is included for all line manager



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	being appointed from shortlisting across all posts.		posts.
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.	The overall number of staff entering the capability process is too low to be able to statistically analysis the results. No staff recorded as disabled entered the formal capability process during the reporting procedure.	Review of Improving People Practices and Fair processes for all report
4	<p>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 or abuse at work, they or a colleague reported it. The data for this Metric should be a</p>	<p>The experience of disabled staff as reported through the SOS is less favourable than that of non-disabled staff.</p> <p>Less disabled staff reported incidents of harassment, bullying or abuse at work than non-disabled staff.</p>	<p>Launch of zero tolerance campaign</p> <p>Sign up to 'Call for Action' on bullying and harassment</p>



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	snapshot as at 31 March 2019		
5	Career promotion and progression Are there any issues with the data for this Metric	The difference in experience between disabled and non-disabled staff is not statistically significant	The Trust does not currently provide any targeted career development opportunities for disabled staff. However, the Trust is reviewing it's talent management strategy as part of the overall People Strategy and also plans to review leadership development programmes as part of the E,D&I strategy work programme. The Trust is awaiting the outcome of a funding bid with the NW Leadership Academy to support development of this programme.
6	Presenteeism, Are there any issues with the data for this Metric?	More disabled staff than non-disabled staff report feeling pressure to come to work despite not feeling well enough to perform their duties. (29% compared to 21%).	Roll out of E,D&I managers training.
7	Staff satisfaction. Are there any issues with the data for this Metric	Less disabled staff than non-disabled staff report being satisfied with the extent to which their organisation values their work.(35% compared to 48%).	EIA of Trusts retention initiatives.
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	71% of disabled staff reported that their employer has made adequate adjustment(s) to enable them to carry out their work.	Ensure reasonable adjustments are covered in the Essential Manager Training
9	<p>a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.</p> <p>b) Has your Trust taken action to facilitate the voices of Disabled staff in</p>	<p>The overall engagement score for disabled staff was 6.5 compared to 7.0 for non-disabled staff.</p> <p>Yes, focus groups have been undertaken during 2018/19 and Warrington Disability Partnership is represented on the Trust's E,D&I sub-committee.</p>	<ul style="list-style-type: none"> • Set up Disabled staff network • Develop calendar of cultural events • Participation on community events such as DAD event



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	<p>your organisation to be heard? (yes) or (no)</p>	<ul style="list-style-type: none"> In addition, a representative from WDP was part of the interview panel for the appointment of the E,D&I Specialist post. 	
10	<p>Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:</p> <ul style="list-style-type: none"> By Voting membership of the Board 	<p>Disabled staff are under represented at Board level</p>	<p>Participation in the NHS Leadership Academy Shadow leadership programme</p>

Should you have any questions regarding the WDES Action Plan, or require this document in a different format, then please contact the Equality and Diversity Specialist for the Trust: Kirby Hussain on Kirby.hussain@nhs.net