

## WORKFORCE DISABILITY EQUALITY STANDARD ACTION PLAN (2022/23)

Metric Number	Standard	Narrative	Actions	Timescales
1	<b>Percentage of staff in AfC (Agenda for Change) 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.</b>	Data highlights that although the percentage of staff who have declared a disability on the Trust electronic record system has increased in comparison to the previous year there are still banding outliers to be targeted for improvement. This includes both clinical and non-clinical band 7 and above. It is also recognised that the percentage of 'unknown' declarations for disability remains significantly high across the Trust workforce, including AfC and medical and dental subgroups.	Relaunch a Trust wide communication plan regarding equality and diversity monitoring information. This will include: <ul style="list-style-type: none"> <li>Information on how to complete the process on ESR.</li> <li>Targeted reminders where the compliance has passed the 12-month review period.</li> <li>Information on why equality and diversity monitoring is collected with examples of action taken.</li> </ul>	March 2024
			Targeted monitoring of local action (by Care Group) to improve declaration rate. Monitored on a bi-annual basis at the Workforce EDI Sub-Committee.	July 2023
			Implementation of a disability pay gap report which is triangulated against gender, ethnicity and other protected characteristics.	March 2025
			Development of an internal EDI dashboard to support real-time monitoring of information (percentages declared), at local level.	December 2023

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2	<b>Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.</b>	Data in 2022/23 indicates that non-disabled staff are more likely to be appointed from shortlisting compared to Disabled applicants. The data also highlights a deterioration in comparison to the previous year.	Review of Recruitment and Selection training to support managers competency in inclusive recruitment.	July 2023
			Working with DFN Project SEARCH launch a supported internship programme, supporting young adults with a learning disability, or autism spectrum condition, or both into employment.	September 2023
			Evaluate and apply lessons learned from the supported internship programme into recruitment practices across the Trust.	August 2024
			Identify opportunities to work in partnership with local voluntary, community, faith and social enterprises to increase employability opportunities and support across the local boroughs.	March 2025
			Continue to embed processes aligned to the Disability Confident Leader accreditation with monitoring completed against projected timeframes to support reaccreditation.	March 2024
3	<b>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal</b>	There is no difference between the relative likelihood of Disabled staff entering the formal capability	Engagement between the Disability Awareness Network / other Staff Networks and the HR Business Partnering Team on the development of Trust policies and procedures – including capability and supporting attendance.	December 2024

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	<b>capability process, as measured by entry into the formal capability procedure.</b>	process compared to non-disabled staff.	Review of the Workplace Passport to ensure that it is used as a tool to support people with a disability, long-term health condition or neurodiversity to remain in work and access reasonable adjustments.	March 2024
			Introduce Staff Network representatives as part of the workforce policies and procedures working group, ensuring lived experience supported policy development.	July 2023
4-9a	<b>Staff Survey questions associated with:</b> <ul style="list-style-type: none"> <li>• Harassment, bullying or abuse from patients, managers and other colleagues</li> <li>• Equality of access to career progression</li> <li>• Feeling of pressure to be in work</li> <li>• Satisfaction</li> </ul>	The Staff Survey 2022 found that 3 of the questions linked to the WDES deteriorated in comparison to the 2021 results. There were improvements in comparison to 2021 for 5 of the questions. Areas which improved include: <ul style="list-style-type: none"> <li>• Harassment, bullying or abuse from managers and other colleagues</li> <li>• Equality of</li> </ul>	Embedding new processes into Freedom to Speak Up to increase recording of equality and diversity information. Working in conjunction with the Disability Awareness Network and HR Business Partnering Team to increase reporting of incidents.	November 2023
			Annual review of Freedom to Speak Up equality and diversity information by the Freedom to Speak Up Guardian and Head of Workforce EDI to identify any disproportionate gaps in information.	March 2024
			Analysis of reported incidents on DATIX, including measures to ensure that where incidents are reported, comprehensive psychological support is provided for all individuals.	March 2024
			Review of Staff Survey data for 2023, applying reduction targets for staff with a long-term health condition who experience bullying, harassment, discrimination and violence.	March 2024

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	<p><b>with work</b></p> <ul style="list-style-type: none"> <li>• <b>Staff engagement</b></li> <li>• <b>Reasonable adjustments</b></li> </ul>	<ul style="list-style-type: none"> <li>• access to career progression</li> <li>• Feeling of pressure to be in work</li> </ul> <p>Areas which declined include:</p> <ul style="list-style-type: none"> <li>• Harassment, bullying or abuse from patients</li> <li>• Reporting of harassment, bullying or abuse</li> <li>• Satisfaction with work</li> </ul>	<p>Develop listening workshops to gather qualitative information from staff who have declared a disability to identify areas for improvement based on the Staff Survey 2022 results.</p>	July 2023
			<p>Development of the disability and long-term health condition “lived experience space” on the Extranet. Collating a bank of staff stories to support peer networking, organisational training and promotion of the social model of disability.</p>	March 2024
			<p>Develop and embed personalised equality and diversity related objectives for Executive Board members appraisals, to commence from financial year 2023/24.</p>	October 2023
			<p>Develop and embed a series of equality, diversity and inclusion related objectives for all staff to be featured as part of the updated appraisal process.</p>	December 2023
			<p>Implement an Access to Work standard operating procedure for managers, including bespoke training where required to increase access to reasonable adjustments.</p>	December 2023
			<p>Review of the Access to Work financial process to ensure that there are no barriers to access of reasonable adjustments.</p>	April 2024

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			Promotion and implementation of specific learning and development support to staff with a disability or long-term health condition.	March 2024
			Development of a workforce accessible information standards review to support accessibility with policies and procedures, in conjunction with the Disability Awareness Network.	November 2024
			Work with the Disability Awareness Network to improve guidance and support for managers on holding health and wellbeing conversations as part of the Trust Appraisal process.	October 2023
			Continue to review opportunities to implement accessibility software or raise awareness of accessibility features as best practice to support the wider workforce in their daily roles.	March 2024
			Work with the Disability Awareness Network to encourage clinical champions as part of the network leadership, including medical, nursing and AHP.	December 2023
<b>10</b>	<b>Percentage difference between the organisation's Board voting</b>	The data demonstrates that in terms of the representation of the Board in relation to the	Development of a series of board related EDI training and development programmes, including cultural appreciation, analysis and competency across all characteristics.	Review to be completed annually from March 2024

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	<p><b>membership and its organisation's overall workforce.</b></p>	<p>wider workforce, the total difference is - 3.22% in comparison to the previous year at 3.35%.</p> <p>It is noted that at time of reporting the Board make up was 16 people in comparison to 2021/22 at 17.</p>	<p>Implementation of an insourced Reciprocal Mentoring programme to commence between executive members, senior and aspiring leaders representing all characteristics.</p> <p>Review of executive recruitment resources through an inclusive lens, to ensure that the Trust's commitment to inclusivity is recognised by diverse candidates.</p>	<p>January 2024</p> <p>June 2024</p>