

WDES Action Plan 2019/20

WDES	What we plan to do?	How? Implementation Initiatives?	Lead	Timescale	Success Measure
1.WDES METRIC 1 From the 2018/19 reporting period the data shows that only 2% of our staff have stated they consider themselves disabled. The national figure for ESR is 3% but the figure for the staff survey is 10%	Increase the declaration rates on ESR to increase the quality of data for the Metrics	1.1.1 Publicise in eG You etc. around why we need the protected characteristics data including disability and encourage staff to update using ESR self-service	Diversity and Inclusion	End of November 2019	More staff have declared or updated if they are disabled.
		1.1.2 Work with the disability and wellbeing network to find out what we can further do to increase declaration rates.	Diversity and Inclusion	End of January 2020	
2.WDES METRIC 4a From 2018/19 reporting period for staff experiencing harassment, bullying or abuse from managers and colleagues is: Managers: Disabled staff: 24.3% Non-disabled staff: 15.3% Colleagues: Disabled staff: 30.2% Non-disabled: 22.2%	Reduce the numbers of disabled staff experiencing bullying and harassment from managers and colleagues	2.1.1 The Trust has launched a poster campaign around tackling Bullying & Harassment and has recently re-written the Dignity at Work Policy, and also developed a Bullying & Harassment listening service.	Operational HR Team	On-going	More staff are aware via the posters and other communications how to get help/ advice if they are experiencing bullying and harassment.
		2.1.2 Training on Dignity at Work is offered to managers as part of the passport to management training	Operational HR Team	On-going	All managers feel confident in dealing with bullying and harassment concerns and are aware of their

					own behaviours.
3.WDES Metric 4b From 2018/19 reporting period % of staff that experienced harassment bullying and abuse stating that they or a colleague reported it was Disabled staff: 41.3% Non-disabled staff 43.9%	Encourage staff to report incidences.	3.1.1 As in 2.1.1.	Operational HR Team	On-going	In the 2020 survey the number of staff that reported the harassment, bullying and abuse they experienced has increased.
		3.1.2 Encourage staff to speak with Freedom to Speak Up Guardians and champions.	Freedom to Speak up Guardian	On-going	
4.WDES Metric 5 From 2018/19 reporting period for staff believing that the Trust provides equal opportunities for career progression or promotion: Disabled staff: 64.7% Non-disabled staff: 74.4%	Levelling the interview playing field Opportunities for stretch assignments	4.1.1 Review current recruitment and selection methods to determine if any further inclusive practices can be adopted.	Recruitment Manager/Diversity and Inclusion	March 2020	Staff believe the Trust provide equal opportunities for career progression or promotion and the results for the staff survey improve.
		4.1.2 Coaching and mentoring to be offered to staff.	Associate Director of Workforce – Education & Development	March 2020	
		4.1.3 Work shadowing offered to unsuccessful internal candidates.	Recruitment Manager/Divisional Management	March 2020	
		4.1.4 Develop systems to ensure that access to staff development and support is fairly shared especial acting up, secondments, shadowing and taking part in projects	Divisional Management	September 2020	
5.WDES Metric 6 From 2018/19 reporting period for staff saying that they have felt pressure from their manager to	Commit to improving staff feeling pressured to attend	5.1.1 Ensure all managers are aware of the passport to management programme.	HR Managers/Advisors in conjunction with the Divisional Management Teams	December 2019	A reported reduction for 2020 staff survey in the staff who feel pressure to attend work from their line

come to work, despite not feeling well enough to perform their duties: Disabled staff 33.3% Non-disabled staff 26.4%	work when not well	5.1.2 Ensure all managers are aware of the Trusts policy on The employment of disabled people and are aware of reasonable adjustments	HR Managers/Divisional teams	On-going	manager, despite not feeling well enough to perform duties.
6. WDES Metric 7 From 2018/19 reporting period for staff saying the extent to which their organisation values their work: Disabled staff 32.1% Non-disabled staff 43.7%	Ensure that disabled staff feel their work is valued.	6.1.1 Disability and wellbeing network up and running with meetings and events planned and promoted.	Director of People and Diversity and Inclusion	December 2019	In the 2020 staff survey, more staff confirm that the organisation values their work.
		6.1.2 Ensure that all managers live the Trusts values	Divisional Level	On-going	
7. WDES Metric 8 From the 2018/2019 reporting period to address that only 66.4% of disabled staff said the Trust had made adequate adjustments to enable them to carry out their work.	All staff have reasonable adjustments to their roles where necessary	7.1.1 As 5.1.2	HR Managers/Divisional Senior Teams	On-going	In the 2020 staff survey, more staff state that the Trust makes reasonable adjustments to enable them to carry out their work
		7.1.2 Encourage managers to have discussions with staff about what if any reasonable adjustments can be made during appraisals and regular 121's	Divisional Level	On-going	
8. WDES 9a From the 2018/19 reporting period it identifies that the staff engagement score for Disabled staff is 6.4 compared to non-disabled staff as 6.9.	Improve the engagement of disabled staff	8.1.1 Promote the staff disability and wellbeing network.	Diversity and Inclusion	December 2019	In the 2020 staff survey the engagement score for disabled staff improves
		8.1.2 Elect an executive team for the network, develop terms of reference, and ensure regular meetings are arranged.	Diversity and Inclusion /Director of People and OD	January 2020	