













**WDES data 2021-2022 Action plan for 2022-2023**

<b>WDES Indicator</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022 RBH+GSTT</b>	<b>2022-2023 actions</b>	<b>Timescale and RAG</b>
1. Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (VSM) (including executive board members) compared with the percentage of staff in the overall workforce.	3%	3%	3% 	<ol style="list-style-type: none"> <li>1. Share and declare promotion and benefits campaigns</li> <li>2. visibility of good practice/ examples of adjustments</li> <li>3. Embedding workplace adjustment process/passport in recruitment processes and HR policy- centralising process</li> <li>4. Review of end to end recruitment processes</li> </ol>	<p>Ongoing</p> <p>April 23</p> <p>April 23</p> <p>April 23</p>
2. Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. This refers to both external and internal posts.	1%	1.06	1.17 	<ol style="list-style-type: none"> <li>1. External review of end to end recruitment processes</li> <li>2. Increasing managers awareness and advancing knowledge and competence in supporting staff with disabilities/LTHC/ND</li> <li>3. Using Business Disability Forum membership to advance visibility/support/guidance to managers/employees and candidates.</li> <li>4. Vacancy managers to be supported to conduct inclusive recruitment campaigns/shortlisting/interviews</li> </ol>	<p>April 23</p> <p>Ongoing</p> <p>July 22/ongoing</p> <p>April 23</p>
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	0.64	1.06	3.29 	<ol style="list-style-type: none"> <li>1. Launch new People Managers programme to support the development of managers. The programme will include core modules around managing teams inclusively and psychological safety.</li> <li>2. Monitor and analyse data to develop preventative measures using tools and resources.</li> <li>3. Developing a framework across all disciplines that is consistent with JC principles</li> <li>4. Enabling/encouraging access to, support ie EAP/SWCAY</li> </ol>	<p>Oct 22</p> <p>March 23</p> <p>Oct 22</p> <p>Ongoing</p>

4. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public?	31%	34%	34% 	<ol style="list-style-type: none"> <li>1. Clear visible messaging about discrimination free environment, including zero tolerance approach to abuse/discrimination</li> <li>2. Empowering staff to call out negative/bullying behaviour</li> <li>3. Active bystander/speaking out culture</li> </ol>	<p>April 23</p> <p>Ongoing</p> <p>Ongoing</p>
5. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?	19%	21%	19% 	<ol style="list-style-type: none"> <li>1. Embedding the people managers programme and promoting the NHS Core Managers Inclusive Leadership Programme</li> <li>2. Delivering our Living our values programme - to support and strengthen positive behaviours amongst leaders and staff aligned to our values and behaviours which will include: Healthy Relations toolkit for managers</li> <li>3. Restore and Recover Leadership Support Circles to support leaders to lead compassionately</li> <li>4. Improve/advance Cultural competence, knowledge of micro aggression and removing bias, through sustained Reverse mentoring programme</li> <li>5. Increase visibility of Inclusion Agents in all areas, championing EDI best practice.</li> </ol>	<p>Oct 23</p> <p>April 23</p> <p>Jan 23</p> <p>Ongoing</p> <p>Ongoing</p>
6. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?	28%	29%	31% 	<ol style="list-style-type: none"> <li>1. Increase awareness of support mechanisms within the Trust eg Inclusion Agents, Speaking up, networks, unions, escalation routes</li> <li>2. Workplace Adjustments – mapping and embedding of robust, visible and effective workplace adjustment pathway.</li> <li>3. Maximising the use of advice line to complement Employee Relations and Occupational health offer</li> <li>4. Review and creation of 5 policies with BDF support</li> <li>5. Maximise access and use of an online hub with information, best practice, support for managers and employees</li> <li>6. Working towards Smart assessment with recommendations that will help us to achieve level 3 in the Disability Confident accreditation</li> </ol>	<p>Ongoing</p> <p>April 23</p> <p>Ongoing</p> <p>May 23</p> <p>Ongoing</p> <p>May 23</p>
7. The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?	51%	53%	52% 	<ol style="list-style-type: none"> <li>1. Increase awareness of support mechanisms within the Trust eg Inclusion Agents, Speaking up, networks, unions, escalation routes</li> <li>2. Inclusion Agents that specifically support DLTHC and/or mentor support specifically linked for staff with a DLTHC</li> <li>3. Utilising the BDF knowledge hub</li> </ol>	<p>Ongoing</p> <p>April 23</p> <p>Ongoing</p>

8. Does your organisation act fairly with regard to career progression/promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?	76%	67%	49% 	<ol style="list-style-type: none"> <li>1. Introduction of a suite of Accredited Leadership &amp; Talent Programmes utilising the Apprenticeship Levy,</li> <li>2. Creating a “one stop shop” Careers Hub on the new Learning Management System to provide enhanced career support and resources</li> <li>3. Introducing Career mentors that leverage our staff expertise to inspire and support our staff, develop potential and build networks.</li> <li>4. Working as an early adopter site for the national NHSEI Scope for Growth career conversation tool</li> <li>5. Make all acting up and secondment opportunities available to all via TRAC</li> <li>6. Monitor promotion/recruitment against the disability disclosure</li> </ol>	<p>June 23</p> <p>June 23</p> <p>June 23</p> <p>Mar 23</p> <p>April 23</p> <p>April 23</p>
9. 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.	30%	31%	30% 	<ol style="list-style-type: none"> <li>1. Increase Health &amp; Wellbeing offer focussing on mental health for managers and staff. Increasing EAP and Showing we care about you reach and uptake as in staff survey action plan</li> <li>2. Use of evaluation methods to monitor stress metrics</li> <li>3. Workplace Adjustments - Review of our current process to assess adjustments for staff with the sign up to 1 year membership with Business Disability Forum; review and creation of 5 policies</li> <li>4. Access to an online hub with information, best practice, support for managers and employees</li> <li>5. Smart assessment with recommendations that will help us to achieve level 3 in the Disability Confident accreditation</li> </ol>	<p>Dec 23</p> <p>April 23</p> <p>Ongoing</p> <p>May 23</p>
Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work	49%	44%	40% 	<ol style="list-style-type: none"> <li>1. Through good quality PDR's and opportunity to training and development</li> <li>2. Positive conversations and teams in an inclusive, compassionate and psychological safe working environment</li> <li>3. Reducing the volume of staff wanting to leave</li> </ol>	<p>2023</p> <p>2023</p> <p>2024</p>
Percentage of Disabled staff saying that their employer has	68%	75%	69% 	<ol style="list-style-type: none"> <li>1. Workplace Adjustments – mapping and embedding of robust, visible and effective workplace adjustment pathway.</li> </ol>	<p>April 23</p>

made adequate adjustment(s) to enable them to carry out their work.				<ol style="list-style-type: none"> <li>2. Maximising the use of advice line to complement Employee Relations and Occupational health offer</li> <li>3. Review and creation of 5 policies with BDF support</li> <li>4. Maximise access and use of an online hub with information, best practice, support for managers and employees</li> <li>5. Working towards Smart assessment with recommendations that will help us to achieve level 3 in the Disability Confident accreditation Embedding Workplace adjustment passport</li> </ol>	<p>Ongoing</p> <p>April 23</p> <p>Ongoing</p> <p>May 23</p> <p>Ongoing</p>
The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	7.2%	7.1	6.9 	<ol style="list-style-type: none"> <li>1. Continue to engage and work closely with stakeholders, networks, unions and other to listen, embed and shape programmes of work.</li> <li>2. Enhance and improve communicator channels to ensure information is visible and effective</li> </ol>	<p>2023 ongoing</p> <p>2023 ongoing</p>