

**Workforce Disability Equality Standard (WDES)**  
**Action Plan 2019/2020**

APPENDIX 1

| Metric | Action  | Lead   | Timescales    | Comments | RAG |        |       |
|--------|---|--|---------------|----------|-----|--------|-------|
|        |   |  |               |          | Red | Yellow | Green |
| 1      | Re-launch the My ESR app so staff are more easily able to access their records and change their equality monitoring information | Lisa Earnshaw, Head of Workforce Information and Transactional Services                            | December 2019 |          | Red | Yellow | Green |
|        | Develop a 'Myth Busting' guide about equality monitoring information  | EDI Workstream   | December 2019 |          | Red | Yellow | Green |
|        | EDI Care Group Leads and managers to promote the benefits of self-declaration therefore supporting an inclusive culture         | EDI Care Group Leads and Managers  | On-going      |          | Red | Yellow | Green |
|        | HR Advisors to work with managers in raising awareness with their staff as to the benefits of self-declaration                  | Carlene Holden, Head of Employee Relations   | On-going      |          | Red | Yellow | Green |
|        | Identify an Executive Sponsor for disability to support the Disabled Staff Network and champion disability issues               | Virginia Golding, Head of EDI  | October 2019  |          | Red | Yellow | Green |
| 2      | Unconscious bias training incorporated into management and leadership development programmes and EDI training.                  | Virginia Golding, Head of EDI and Sue Statter, Learning and Organisational Development Facilitator | January 2020  |          | Red | Yellow | Green |
|        | Implementation of Disability Awareness Training   | Virginia Golding, Head of EDI and Andrew Parker,   | February 2020 |          | Red | Yellow | Green |

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|        |   | Head of Learning and Development   |                              |   |     |  |  |
| 3      | Conduct a 6 monthly review to identify any changes in figures   | Carlene Holden, Head of Employee Relations                                     | February 2020                | Amount of staff entering formal capability is low, historically we haven't captured this.   |     |  |  |
| 4      | Bullying and Harassment training incorporated in Freedom to Speak Up training for advocates to create Bullying and Harassment Officers                  | Jude Graham, FTSU Guardian   | September 2019               |   |     |  |  |
|        | Care Groups and Corporate Services to analyse their data and submit an action plan addressing the findings.   | Carlene Holden, Head of Employee Relations, Care Groups and Corporate Services | August 2019                  |   |     |  |  |
|        | Acceptable behaviour at work incorporated into Equality Diversity and Inclusion training for staff.   | Virginia Golding, Head of EDI<br>Carlene Holden, Head of Employee Relations    | January 2020                 |   |     |  |  |
| 5, 7   | Engage with Disabled staff to learn about their reasons for not believing that the Trust provides equal opportunities and that their work is not valued | Virginia Golding, Head of EDI and EDI Workstream                               | December 2019- February 2020 | <ul style="list-style-type: none"> <li>• Using staff stories</li> <li>• Ihub</li> <li>• Big conversations</li> <li>• Staff network</li> </ul> |     |  |  |

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| 7      | Raise awareness about the development opportunities available                                      | Andrew Parker, Head of Learning and Development and Virginia Golding, Head of EDI  | April 2020    |          | Red | Yellow | Green |
| 6      | Raise aware about the disability leave section in the Sickness Absence Policy.                     | Carlene Holden, Head of Employee Relations   | December 2019 |          | Red | Yellow | Green |
| 8      | Implement the RCN's Disability Passport  | Virginia Golding, Head of EDI and EDI Workstream                                   | April 2020    |          | Red | Yellow | Green |
| 9      | Launch a Disabled Staff Network  | Virginia Golding, Head of EDI  | October 2019  |          | Red | Yellow | Green |
| 10     | Board Development about EDI  | Jude Graham, Deputy Director of Workforce and OD and Virginia Golding, Head of EDI | October 2019  |          | Red | Yellow | Green |
| All    | Implement a Reverse Mentoring programme to increase awareness of the experiences of disabled staff | Virginia Golding, Head of EDI  | April 2020    |          | Red | Yellow | Green |

**Workforce Disability Equality Standard Indicators (WDES)**

- 1** Staff in AfC paybands or medical and dental subgroups and very senior managers (Including Executive Board members) compared with the of staff in the overall workforce
- 2** Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all 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

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| <b>4</b>  | Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: <ol style="list-style-type: none"> <li>I. Patients/service users, their relatives or other members of the public</li> <li>II. Managers</li> <li>III. Other colleagues</li> </ol>                               |
| <b>5</b>  | Percentage of Disabled staff compared to non-disabled staff believing that Trust provides equal opportunities for career progression or promotion.  |
| <b>6</b>  | 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.  |
| <b>7</b>  | Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work  |
| <b>8</b>  | Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work  |
| <b>9</b>  | <ol style="list-style-type: none"> <li>a. The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation</li> <li>b. Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)</li> </ol> |
| <b>10</b> | Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: <ul style="list-style-type: none"> <li>• By voting membership of the Board</li> <li>• By Executive membership of the Board</li> </ul>   |