

**Workforce Disability Equality Standard (WDES)
Action Plan 2020/2021**

	Objective	Action	Lead	Timescales	Why	Current Progress
	Actions Carried over from 2019/20 Action Plan					
Metric 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					
	To increase self-declaration of disability and long term health conditions and dispel myths as to why we collect this data	Develop a 'Myth Busting' guide about equality monitoring information, and people of RDaSH speaking out about the importance of self-declaration . The guide is currently being produced by the EDI team.	Head of EDI&P	October 2020 People of RDaSH November – December 2020	To dispel myths about sharing equality monitoring information to encourage staff to update ESR to enhance data collection and support analysis	x
		Collation of localised data analysis to ascertain declaration rates and target actions	EDI Leads	March 2021		x
Metric 2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts					
	Increase Awareness of Hidden Disabilities	Implementation of Disability Awareness Training. Awareness training sessions were planned and booked, but due to the pandemic were postponed. We are currently working with Kerry Pace from Diverse Learners on how this could be delivered effectively virtually.	Head of EDI&P	To be held virtually when external consultant finalises the details	To give Managers and staff a greater understanding of Hidden Disabilities and the options and resources to make informed decisions. This action will also address concerns which have been raised through FTSU and Staff Side.	x

Not Started On Track Completed Overdue

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Metric 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					
	Reduce the relative likelihood of Disabled colleagues entering the capability process (on the grounds of performance) from 3.57 in 2019 to 7.06 in 2020	Review cases of Disabled staff currently in formal performance management.	Head of Employee Relations	November 2020	To increase the confidence of staff entering into the capability process that they will be treated fairly	x
		Should issues be identified hold engagement meeting with Disabled staff networks and trade union partners to explore how any bias in the performance management system can be removed. If no issues are identified, determine how the current practice can be maintained.		January 2021		x
		Develop and deliver any actions agreed at engagement meeting. Reporting progress to partners and senior leadership team.		March 2021		x
		Monitoring of capability cases by disability		Six monthly		x
Metric 4	1. % of staff experiencing harassment, bullying or abuse from managers in the last 12 months 2. % of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months					
	Reduce the number of staff experiencing harassment, bullying, or abuse from managers. The last 12 months has seen a slight increase from 13.5% in 2019 to 14.6% in 2020.	Develop case studies for use in management training to help build understanding of action they can take to help reduce incidents. (Ask for case studies at a Big Conversation event and at DAWN)	Head of EDI&P	December 2020	Part of the overall organisational goal to create an inclusive culture Ensure all staff are aware of the behaviour	x

Not Started	On Track	Completed	Overdue
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					expected and how to deal with bullying and harassment should it occur	
		Information on acceptable behaviour at work (Bullying and harassment) to be incorporated into the staff induction pack.	FTSU and Learning and Development	February 2021		x
		FTSU is cascading Bullying and Harassment Awareness Sessions to FTSU Champions, The Staff Networks and teams across the Trust to promote inclusive teams. FTSU are incorporating the recommendations from the NHS People Plan and the Trust Values to create a safe and fair work culture. Looking to do some targeted work around areas that have FTSU concerns raised around Bullying and Harassment.	FTSU Guardian	Continuous		x
		Continued promotion and usage of the Trusts mediation service to promote issues being addressed in a timely basis and prior to escalation	Head of Employee Relations	Continuous		x

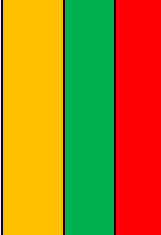
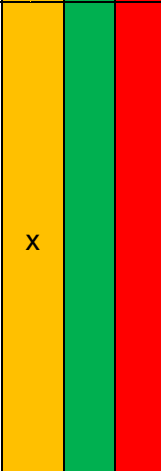
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	Increase the number of staff saying they or a colleague reported this behaviour in the last 12 months. This has substantially decreased from 60.3% in 2019 to 53.8% in 2020.	Develop a Respect for People Charter with the Staff Network	Head of EDI &P	February - March 2021		x
Metric 5	Percentage of Disabled staff compared to non-disabled staff believing that Trust provides equal opportunities for career progression or promotion.					
	Further reduce inequality in career progression opportunities between Disabled and non-disabled colleagues. This has decreased from 87.7% in 2019 to 84.5% in 2020.	Offer career review/development coaching to individuals in preparation for any new programmes	Leadership & OD Facilitator	January – February 2021	To improve career progression prospects for Disabled Staff	x
		Hold a Big Conversation to communicate about the WDES and engage with Disabled staff to ascertain their experiences.	Head of EDI&P	November 2020		x
Metric 10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: By voting membership of the Board By Executive membership of the Board					
	Reduce the gap between Board representation and overall representation of Disabled staff in the workforce. This has decreased from -3.8% in 2019 to -4.8% in 2020.	Review the Nominations Committee documentation to establish if there are any potential barriers (criteria, language, process) which need improving for Non-Executive Director appointment	Director of Corporate Assurance	To be discussed	To demonstrate visible leadership in this area at senior levels	x

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		In partnership with the Disabled staff network, organise a board development day about the WDES and inequalities experienced by Disabled Staff.	Head of EDI&P	2021		<div style="display: flex; align-items: center; justify-content: center;"> x  </div>
		As a demonstration of the Trust's commitment to 'Nothing about us without us' and inclusion, the Disabled Staff Network members will be provided with an opportunity to partake in the reverse mentoring programme with Board members and the Senior management team. From hearing insights and lived experiences, Board members will be better informed in making decisions that benefit all staff and patients.	Head of EDI&P	2021		<div style="display: flex; align-items: center; justify-content: center;">  </div>

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