

Workforce Disability Equality Standard (WDES) – ACTION PLAN 2023

The WDES monitors NHS organisations' performance against nine indicators (see table 1 for the Trust's performance against the indicators). As required by NHS England, the Trust submitted the data onto the national portal by 31 May 2023. As recommended, we have developed this WDES Action Plan which highlights the issues identified in the data, and our recommendations in addressing disparities.

Approach to developing and implementing the WDES Action Plan

The results of the WDES data for 2023 has been shared with our Disability Equality Staff Network and the subsequent action plan has been socialised with them and their input and feedback considered. Amendments to this action plan made in line with their recommendations.

The NHS England 'NHS Equality, Diversity and Inclusion Improvement Plan' released in June 2023 has been a valuable tool in influencing our action plan, and we have opted to use the 'high impact actions' as a framework in developing the plan to ensure that our actions broadly reflect the current areas of focus nationally. [NHS England » NHS equality, diversity, and inclusion improvement plan](#). Where we have incorporated these high impact actions, the implementation dates quoted are those set by NHS England within the improvement plan itself, therefore are not able to be moved. The Task and Finish Group will review these timescales as part of their monitoring of the action plan and adjust timescales accordingly to ensure they are realistic and achievable.

In 2023, changes were made to the reporting schedule for WDES, with the submission date for data being brought forward to the 31st May, but with the date for publication of the WRES Action Plan remaining at 31st October. In future years, these changes to the reporting window will allow additional time to develop and socialise action plans in a more robust manner. It is recommended that we form a WDES Action Plan Task and Finish Group, led by the Disability Equality Staff Network, to consult upon future action plans, and that a SOP be developed which outlines a procedure and timescale for consultation and feedback.

The WRES Action Plan will be socialised at the People and OD Committee in September 2023, with feedback invited ahead of the publication date of 31 October 2023.



WDES ACTION PLAN – table showing the specific actions and the indicators they should directly improve (cell shade in dark green) and those that they should indirectly but positively affect (in amber)		WDES Indicators								
		1	2	3	4	5	6	7	8	9
1	<p>HIGH IMPACT ACTION 1: both by March 2024</p> <p>Every Board and Executive Team Member must have EDI objectives that are specific, measurable, achievable, relevant and timebound and be assessed against these as part of their annual appraisal process.</p> <p>NHS Boards must review relevant data to establish EDI areas of concern and prioritise actions. Progress will be tracked and monitored via the Board Assurance Framework. (*March 2024).</p>	Dark Green	Dark Green			Dark Green		Amber		
2	<p>HIGH IMPACT ACTION 2:</p> <p>Create and implement a talent management plan to improve diversity of executive and senior leadership teams (*by June 2024) and evidence progress of implementation (*by June 2025).</p> <p>Implement a plan to widen recruitment opportunities within local communities, aligned to the NHS Long Term Workforce Plan. This should include the creation of career pathways into the NHS such as apprenticeship programmes and graduate management training schemes (*by October 2024). Impact should be measured in terms of social mobility across the integrated care system footprint.</p> <p>Implement recommendations from the inclusive recruitment and promotion practices programme and ensure each stage of the recruitment pathway is accessible, does not discriminate and encourages people with disabilities to apply for roles in the NHS. This can be tracked via the WDES and using Trac data.</p>	Dark Green	Dark Green			Dark Green		Amber		
3	<p>HIGH IMPACT ACTION 4:</p> <p>Line Managers and supervisors should have regular effective wellbeing conversations with their teams, utilising resources such as the national NHS health and wellbeing framework (*by October 2023)</p>				Dark Green		Dark Green	Dark Green	Dark Green	Amber

4	<p>HIGH IMPACT ACTION 6:</p> <p>Review data by protected characteristic on bullying, harassment, discrimination, and violence. Reduction targets must be set (*by March 2024) and plans implemented to improve staff experience year-on year.</p> <p>Review disciplinary and employee relations processes. This may involve obtaining insights on themes and trends from trust solicitors. There should be assurances that all staff who enter into formal processes are treated with compassion, equity and fairness, irrespective of any protected characteristics. Where the data shows inconsistency in approach, immediate steps must be taken to improve this (*by March 2024)</p> <p>Create an environment where staff feel able to speak up and raise concerns, with steady year-on-year improvements. Boards should review this by protected characteristic and take steps to ensure parity for all staff (*by March 2024)</p> <p>Provide comprehensive psychological support for all individuals who report that they have been a victim of bullying, harassment, discrimination, or violence (*by March 2024)</p> <p>Have mechanisms to ensure staff who raise concerns are protected by the organisation.</p> <p>Ensure our Reasonable Adjustments Policy is effective and efficiently implemented and achieves year-on-year improvement in NHS Staff Survey metrics relating to reasonable adjustments at work.</p> <p>Create a centralised budget for Reasonable Adjustments for the Trust to ensure a consistent, fair, and cost-efficient process in requesting reasonable adjustments.</p>									
5	<p>Demonstrate year-on-year improvement in disability declaration rates so that ESR data is accurate about people with a disability, as measured by WDES.</p> <p>Continue to promote the importance of accurate personal data at Corporate Induction with our new members of staff. Promote during CARE Week in November 2023 how to update your personal data on ESR, and how accurate data helps the organisation gain an accurate picture of the representation in its workforce and identify trends and accommodate needs.</p>									
6	<p>Roll out in-house Allyship Training with gives sets out the local, regional, and national landscape of inclusion, and provides tangible actions of allyship.</p> <p>Commence delivery by November 2023 with 6 sessions to be delivered within a year.</p>									
7	<p>Any member of staff involved in Recruitment decisions must attend a Recruitment Training Module.</p> <p>Encourage having EDI Representatives on interview panels and monitor take up.</p>									

8	Publish a 2-year Equality, Diversity, and Inclusion Strategy using EDS2 as a template. Data to be gathered from October 2023 onwards. EDS2 publication by March 2024.									
9	Continue to train more staff within the HR and OD Teams and Trade Union Representatives in 'Just and Restorative Culture', as further funded places arise through NHS England in line with the Civility and Respect toolkit									