

## WDES ACTION PLAN 2023

WDES Metric	Action	Progress/ Issues/ Risks	Target date	Status	Committee	Lead
1,2	<b>Inclusion Strategy and Action Plan launched September 2023</b>	Action Plan to be reviewed at each EDI monthly meeting	Ongoing March 2024	Launched ongoing	People & Culture	CPO & Associate CPO
9a, 9b	<b>NED EDI lead</b>	To be agreed by Board	Dec-23	In Progress	Board	Chair
All	<b>Dedicated EDI Lead, resource and expertise</b>	Trust People Services structure revisited to include EDI lead and OD and Inclusion Team	Complete Review 31.08.24	Appointment of Associate CPO on secondment for 12 months Workstream lead on EDI for Trust and with ICS	People	CPO/ CEO
9a, 9b	<b>EDI Committee</b>	Review of Terms of Reference Representation across Trust on monthly meetings. Chaired by Associate CPO	Complete	In Progress	People & Culture	CPO
7	<b>System EDI network</b>	Associate CPO attends System EDI network meeting for the Trust  Link in with System Disability network group	Ongoing	In Progress	People & Culture	CPO

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4,8,9a, 9b	<b>Set up Disability and Neuro-Diverse Staff Network</b>	Set up to meet monthly Staff Chair appointed Executive sponsor/ally Deputy Chief Executive Encourage allies to join the network	Complete	Ongoing	People & Culture	CPO
5, 9b	<b>Staff Listening Events to develop Inclusion Strategy and Action Plan</b>	Staff attending events to provide ideas and views for the Inclusion Strategy Action Plan  Guest speaker ICS Disability Network Chair	Jun-23	Completed	People & Culture	CPO
2,5	<b>Leadership development programme</b>	A Leadership Development Programme with various cohorts, and staff with protected characteristics encouraged to attend	Mar-24	In Progress	People & Culture	CPO
2	<b>Review of Induction process</b>	Ensure induction process has sufficient focus on E,D&I	Dec-23	Under Review	People & Culture	CPO
9b	<b>Review calendar of events to celebrate</b>	Communications team and OD and Inclusion Team have developed relevant national and local events relating to protected characteristics.	Mar-24	Ongoing	People & Culture	CPO
1,2,3,5,6	<b>Improve recording of disability data</b>	Trust Workforce Information Lead has identified actions to improve capture of disability data.	Mar-24	In Progress	People & Culture	CPO
5,6,9a, 9b, 10	<b>Encourage staff to complete Staff Survey</b>	Improve on 52% completion rate of 2022 staff survey. Associate CPO visiting teams and managers Drop in sessions for staff to complete during work time Looking for improvement rate on staff engagement score	Nov-23	In progress	People & Culture	CPO

WDES Metric	Action	Progress/ Issues/ Risks	Target date	Status	Committee	Lead
9b	<b>EDI newsletter</b>	Draft in place for roll out to staff Links to ICS newsletter and events	Mar-24	First newsletter due in November 2023	People & Culture	CPO
8,9a, 9b	<b>Social Re-charge battery badges</b>	to be discussed further with network if this is an initiative to take forward on awareness and understanding.	Mar-24		People & Culture	CPO
10	<b>Disabled representation at Board</b>	Currently 0% Review turnover and where vacancies exist, ensure adverts have a statement of welcome of applicants with protected characteristics	Mar-24		People & Culture	CPO
9b	<b>Celebrate Disability History month</b>	November to December 2023 Include in newsletter Encourage staff sharing stories in lived experiences Explain reasonable adjustments and what it means Stories of valuing differences	Dec-23		People & Culture	CPO

## WDES metrics



### **Metric 1**

Percentage of staff in Agenda for Change (AfC) pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

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### **Metric 2**

Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

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### **Metric 3**

Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure.

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### **NHS Staff Survey**

The question or theme from the NHS Staff Survey which is used to calculate each metric is shown in brackets underneath the title.

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### **Metric 4**

(Relates to Q14a-d in the NHS Staff Survey)

**Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:**

1. Patients/Service users, their relatives or other members of the public
  2. Managers
  3. Other colleagues
  4. **Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.**
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**Metric 5**

(Relates to Q15 in the NHS Staff Survey)

**Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.**

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**Metric 6**

(Relates to Q11e in the NHS Staff Survey)

**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.**

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### **Metric 7**

(Relates to Q4b in the NHS Staff Survey)

**Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.**

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### **Metric 8**

(Relates to Q30b in the NHS Staff Survey)

**Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.**

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### **Metric 9a**

(Relates to the staff engagement theme of the NHS Staff Survey, made up from Q2a, Q2b, Q2c, Q3c, Q3d, Q3f, Q23a, Q23c and Q23d in the NHS Staff Survey)

**The staff engagement score for Disabled staff, compared to non-disabled staff.**

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### **Disabled staff engagement**

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### **Metric 9b**

**Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes or No)?**

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### **Board representation**

For this metric, compare the difference for Disabled and non-disabled staff.

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### **Metric 10**

**Percentage difference between the organisation's board voting membership and its organisation's overall workforce, disaggregated:**

- by voting and non-voting membership of the board
- by executive and non-exec membership of the board.

**Looking after**  
our people

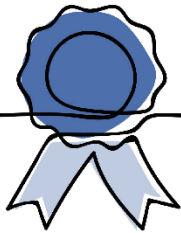
**Belonging**  
in the **NHS**

**Growing** for  
the **future**

**New ways** of  
**working** and  
**delivering care**



We are **compassionate**  
and **inclusive**



We are **recognised**  
and **rewarded**



We each have  
**a voice that counts**



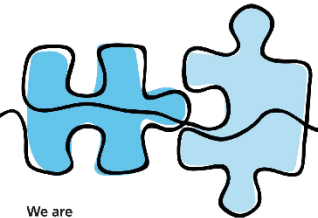
We are **safe** and  
**healthy**



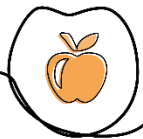
We are  
**always learning**



We work  
**flexibly**



We are  
**a team**



Prioritising the  
**Health & Wellbeing** of  
all **Our People**



Creating a  
**Great Employee Experience**



Ensuring  
**Inclusion & Belonging**  
For all



**Supporting & Developing** the  
**People Profession**



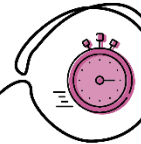
**Harnessing** the  
**Talents** of all  
**Our People**



Leading  
**Improvement, Change & Innovation**



Embedding  
**Digitally Enabled Solutions**



Enabling new ways  
of **Working & Planning** for  
the **Future**