

WDES ACTION PLAN 2024/25



Aspiring to deliver world class patient care

Workforce Disability Equality Standard (WDES)



- **Indicator 1:** Percentage of disabled staff in each of the Agenda for Change (AfC) bands 1 to 9, very senior managers (including executive board members), medical, dental and other staff, compared with the percentage of non-disabled staff in these categories
- **Indicator 2:** Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts
- **Indicator 3:** Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process
- **Indicator 4:** Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse in the last 12 months
- **Indicator 5:** Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression
- **Indicator 6:** 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 (“presenteeism”)
- **Indicator 7:** Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work
- **Indicator 8:** Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work
- **Indicator 9:** Staff engagement score
- **Indicator 10:** Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce

Area and Objective	Action	Indicator	Lead	Outcome and impact
Inclusive Culture	Increase Board representation Introducing Disability passport	10	EDI Team	➤ Continue to ensure that the recruitment process for Non Executive Board members and Governors is inclusive
Belonging	Increase and encourage staff disability declaration on ESR Promote Staff Network Group and NeuroDiverse Friends	1	EDI Team Staff Network Groups	➤ Host a range of campaigns aimed at updating personal details on ESR, to ensure the Trust's workforce profile is as accurate as it can be and reflects the true picture of our workforce
Eliminating Discrimination	Disability pay gap Identification and promotion of relevant awareness events	7	EDI Team	➤ Improved staff survey scores relating to violence, bullying and harassment from colleagues and managers
Diverse Workforce	Debiasing recruitment processes Opportunities to understand, engage, develop and progress our differently abled talent	2	EDI Team	➤ improvement on key workforce metrics relating to EDI ➤ Improvement and culture of allyship at events

Key links/references



- NHSE EDI Improvement Plan [NHS England » NHS equality, diversity, and inclusion improvement plan](#)
- NHS Long Term Workforce Plan <https://www.england.nhs.uk/publication/nhs-long-term-workforce-plan/>
- National Staff Survey 2023 <https://www.nhsstaffsurveys.com/results/national-results/>
- WDES report findings 2023 <https://www.nhsemployers.org/articles/workforce-disability-equality-standard-2023-report-findings>