Workforce Disability Equality Standard (WDES)

The Robert Jones and Agnes Hunt Orthopaedic Hospital
NHS Foundation Trust

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Indicator 1 Percentage of Ethnic Minority staff in each of the Agenda for Change bands 1-9, medical & dental subgroups and very senior managers (VSM), including executive board members compared with the percentage of staff in the overall workforce.
Indicator 2 Relative likelihood of Ethnic Minority staff being appointed from shortlisting across all posts.
Indicator 3 Relative likelihood of Ethnic Minority staff entering the formal disciplinary process, compared to that of white staff.
Indicator 4 Relative likelihood of white staff accessing non mandatory training and Continuous Professional Development (CPD) as compared to Ethnic Minority staff.
Indicator 5 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.
Indicator 6 Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.
Indicator 7 Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.
Indicator 8 In the last 12 months have you personally experienced discrimination at work from any of the following? Manager, team leader or other colleague.
Indicator 9 Percentage difference between the organisations' board voting membership and its overall workforce.

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Area and Objective	Action	Indicator	Lead	Outcome and impact
Inclusive Culture	Reverse Mentoring Appointment of FTSU champions Promotion of Developing Aspirant Ethnic Minority Nursing and Midwifery Leadership Programme. Reverse Mentoring Galvanise cohort place offered to RJAH from SaTH.	6 9	EDI Team	➢ Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur. ➢ Staff feel more confident to speak to FTSU champions with protected characteristics. ➢ Improvement in staff survey results for 2025. ➢ Greater understanding of workforce experience. ➢ Pulse Survey. ➢ More colleagues promoted and gained in confidence to apply for new roles. ➢ Improved career progression metric on staff survey.
Belonging	Staff Network Groups Culture/compassionate training Global majority staff listening events. Launch of "Everyone Belongs Here" Campaign.	4	EDI Team Staff Network Groups	➢ Improvement in access to CPD and non-mandatory training: collect demographic data on applicants. ➢ To bring this campaign to life across services, we're calling for colleagues to help shape the visual identity of the campaign, through promotion of adding add the infographic to email signatures .
Eliminating Discrimination	Implement Anti Racist Journey Strategy (anti Racist Practice) Zero tolerance posters Ethnicity Pay Gap	8	EDI Team	➢ Create zero tolerance through an Anti- Racism Journey Strategy and guidance. ➢ Improvement in Staff Survey scores for 2025 on bullying and harassment . ➢ Improved sense of belonging and reduction in discrimination cases. ➢ EDI Objectives for board members set by the Chair as part of the annual appraisal process.
Diverse Workforce	Recruitment open days/interviews Equal opportunities for career progression. HR & Disciplinary Processes. Ethnic Diverse Network Group.	7	Recruitment Team/EDI Team	➢ Undertake a review of talent management programmes and identify opportunities to support the development of ethnic minority leaders of the future. ➢ Fewer formal processes. Promoting fair and equitable practice with Just Culture principles. ➢ To understand if any learning to improve staff experience and practice.

Key Links/references

NHSE EDI Improvement Plan [NHS England » NHS equality, diversity, and inclusion improvement plan](#)

BRAP Too Hot to Handle report https://www.brap.org.uk/post/toohottohandle

"Everyone Belongs Here" Campaign https://www.shropshiretelfordandwrekin.nhs.uk/get-involved/campaigns-and-toolkits/everyone-belongs-here/

NHS Long Term Workforce Plan https://www.england.nhs.uk/publication/nhs-long-term-workforce-plan/

National Staff Survey 2024 https://www.nhsstaffsurveys.com/results/national-results/

WRES Data Analysis report 2024 [NHS Workforce Race Equality Standard | NHS Employers](#)
[NHS England » Workforce Race Equality Standard: 2024 data analysis report for NHS trusts](#) Published in June 2025.

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