



# University Hospitals Dorset

NHS Foundation Trust

## NHS Workforce Disability Equality Standard (WDES)

Annual Report 2020

University Hospitals Dorset NHS Trust

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## 1 Introduction

The Workforce Disability Equality Standard (WDES) was launched in 2019 and aims to improve the workplace and career experiences of disabled colleagues in the NHS.

This report is a combined report for the new University Hospitals NHS Foundation Trust, which was formed on the 1 October 2020 with the merger of Poole, Christchurch and Royal Bournemouth hospitals.

The data reports were prepared on the 31 March 2020 and reflect the information from both legacy trusts.

The action plan is an opportunity to align the implementation of the WDES across the whole organisation and bring together workforce data collection to provide consistent and accurate reporting for the whole workforce.

The [WDES national annual report 2019](#) report is available online and the joint action plan for Poole, Royal Bournemouth and Christchurch hospitals is highlighted on page 56 as including in the action plan engagement and collaboration across the Dorset NHS sector.

Overall, we have made insufficient progress against the key indicators. Covid-19 has presented many challenges both nationally and locally, and has brought into focus the lack of workforce data relating to our people who have a disability and an underlying health condition.

The data has now been collected for two years and there are some differences in the way this was reported for 2019 for both legacy trusts. The data reports are now aligned for 2020 and will be further interrogated through the equality, diversity and inclusion committee to ensure accurate and consistent reporting for future years.

## 2 WDES progress in 2019/20

The 2019/20 action plan included the development of a staff network. The Pro Ability Network was started in October 2019 and its aim is to:

- Create a sense of safety and openness with our diverse workforce
- nurture and develop our staff with diverse abilities to reach their full potential
- Understand the personal stories and organisational barriers from those living with physical disabilities, long-term health conditions, special needs and mental health challenges

The network has been pro-active in engaging with staff, sharing their lived experiences to fully understand issues and barriers and developing interventions:

- Appointing an Executive Director as sponsor (Medical Director, Alyson O'Donnell)
- Developing a Health Passport to support staff in holding positive conversations with their Line Managers
- Commissioning deaf awareness/communication and signing courses
- Providing expert knowledge and input for support services for staff who were shielding at home and/or returning to the workplace during the pandemic
- Raising awareness of the barrier created by mask wearing for those who are deaf or have a hearing impairment

The Reverse Mentoring programme for 2019/20 was widened to include all staff from under represented groups. It is an aspiration in our next programme for 2021 more mentors who have a disability or long term health condition will have the opportunity to participate.

The numbers of staff declaring their disability in the electronic staff record is still low and in line with the national average of <5%.

### 3 Conclusion and next steps

In conclusion, bringing two large data sets together has been challenging and we will continue to review our systems and reporting to ensure a consistent and accurate approach.

Covid-19 has presented challenges and opportunity to improve the lived experience of our people and develop supportive wellbeing initiatives.

Close working with the Freedom to Speak Up team, staff side representatives and staff networks will ensure we are listening, engaging and acting on what we hear.

For 2020/21 our focus will be to ensure our workforce data systems are consistent, to produce accurate and aligned reporting.

An Executive Director has been appointed as Board Champion for equality, diversity and inclusion.

A non-Executive Director has been appointed as the Health Inequalities lead and will be the Chair for the equality, diversity and inclusion committee (EDIC) that monitors and reports on the progress against our workforce standards and statutory requirements within the Equality Act (2020)

As self service ESR is rolled out across all three hospitals this will be an idea opportunity to promote the importance of workforce data, how it is used and encourage all staff to update their records.

Education and awareness workshops will be developed with the education and training team to support the action plan on improving the experience of our people.

- This report and action plan is interim and will be reviewed by the Board and equality, diversity and inclusion committee in November 2020

## Appendix 1a WDES metrics report

Detailed below is the organisation's (POOLE) WDES data which was submitted in August 2020 covering the period 31 March 2019-31 March 2020

**Metric 1** Percentage of staff in 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.

(Data source: ESR).

### 1a. Non-clinical workforce

	Disabled staff in 2019	Disabled staff in 2020	Disabled staff in 2019/2020	Non-disabled staff in 2019	Non-disabled staff in 2020	Non-disabled staff in 2019/2020	Unknown/null staff in 2019	Unknown/null staff in 2020	Unknown/null staff in 2019/2020	Total staff in 2019	Total staff in 2020
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
<b>Cluster 1 (Bands 1 - 4)</b>	3%	1.5%	-1.5%	81%	43.9%	-37.1%	17%	54.5%	+37.5%	713	1229
<b>Cluster 2 (Band 5 - 7)</b>	4%	1.8%	-2.2%	81%	44.1%	-36.9%	16%	54.0%	+38.0%	141	272
<b>Cluster 3 (Bands 8a - 8b)</b>	0.0%	0.0%	0.0%	81%	46.2%	-34.8%	19%	53.8%	+34.8%	42	78
<b>Cluster 4 (Bands 8c - 9 &amp; VSM)</b>	0.0%	0.0%	0.0%	87%	43.8%	-43.2%	10%	56.3%	+46.3%	20	32

## 1b. Clinical workforce

	Disabled staff in 2019	Disabled staff in 2020	Disabled staff in 2019/2020	Non-disabled staff in 2019	Non-disabled staff in 2020	Non-disabled staff in 2019/2020	Unknown/null staff in 2019	Unknown/null staff in 2020	Unknown/null staff in 2019/2020	Total staff in 2019	Total staff in 2020
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
<b>Cluster 1 (Bands 1 - 4)</b>	3%	3.08%	+0.08%	76%	78.64%	-0.64%	18.0%	18.28%	-0.28%	851	974
<b>Cluster 2 (Band 5 - 7)</b>	3%	2.72%	-0.18%	79%	77.07%	-1.3%	16.0%	20.21%	+4.21%	1575	1727
<b>Cluster 3 (Bands 8a - 8b)</b>	3%	4.27%	+1.27%	77%	73.50%	-3.5%	20.0%	22.22%	+2.22%	105	117
<b>Cluster 4 (Bands 8c – 9 &amp; VSM)</b>	0%	0.00%	0.0%	90.0%	62.50%	-27.5%	10.0%	37.50%	+27.5%	10	16
<b>Cluster 5 (Medical and Dental staff, Consultants)</b>	1.0%	1.32%	+0.32%	63.0%	65.64%	+2.64%	37.0%	33.04%	-3.96%	219	227
<b>Cluster 6 (Medical and Dental staff, Non-consultant career grade)</b>	0.0%	1.00%	+1.0%	59.0%	68.00%	+9.0%	41.0%	31.0%	-10.0%	59	100
<b>Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)</b>	3.0%	2.76%	-0.14%	86.0%	89.40%	+3.40%	12.0%	7.83%	-4.17%	223	217

## Metric 2 – Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts

(Data source: Trust's recruitment data)

	Relative likelihood in 2019	Relative likelihood in 2020	Relative likelihood difference (+-)
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	2.27	1.29	-0.98

**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.**

(Data source: Trust's HR data)

	Relative likelihood in 2019	Relative likelihood in 2020	Relative likelihood difference (+-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	9.01	42.89	+33.88

**Metric 4 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.**

(Data source: Question 13, NHS Staff Survey)

	Disabled staff responses to 2018 NHS Staff Survey	Non-disabled staff responses to 2018 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2018	Disabled staff responses to 2019 NHS Staff Survey	Non-disabled staff responses to 2019 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2019
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
4a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	37.2%	27%	+10.2%	34.1%	28.0%	+6.1%
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	20%	9.3%	+10.7%	18.5%	9.2%	+9.3%
4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	28.4%	15.2%	+13.2%	26.9%	17%	+9.9%
4d) 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	44.2%	44.4%	-0.2%	41.5%	46.5%	-5.0%

## Metrics 5 – 8

(Data source: Questions 14, 11, 5, 28b, NHS Staff Survey)

	Disabled staff responses to 2018 NHS Staff Survey	Non-disabled staff responses to 2018 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2018	Disabled staff responses to 2019 NHS Staff Survey	Non-disabled staff responses to 2019 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2019
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
<b>Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.</b>	86.3%	88.4%	-2.1%	83.1%	90.8%	-7.7%
<b>Metric 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.</b>	40.5%	35.0%	+5.5%	40.5%	35.0%	-5.5%
<b>Metric 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.</b>	41.3%	50.8%	-9.5%	38.3%	54.3%	-16.0%
<b>Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</b>	81.7%	N/A	N/A	79.5%	N/A	N/A

## Metric 9 – Disabled staff engagement

(Data source: NHS Staff Survey)

	Disabled staff engagement score for 2018 NHS Staff Survey	Non-disabled staff engagement score for 2018 NHS Staff Survey	Difference (+/-) between disabled staff and non-disabled staff engagement scores 2018	Disabled staff engagement score for 2019 NHS Staff Survey	Non-disabled staff engagement score for 2019 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2019
a) The staff engagement score for Disabled staff, compared to non-disabled staff.	6.6	7.2	0.6	6.7	7.3	0.6

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

Yes

Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.

Example 1:

Development of a staff network, Pro-Ability

Example 2:

Monthly online listening events, network meetings and a Board presentation on barriers to supporting disabilities in the workplace. From March 2020 all meetings have been virtual

Example 3:

Inclusion of the Pro-Ability network lead and representatives when developing processes and policies to support staff identified as vulnerable (Covid) and working from home or redeployed

**Metric 10 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce**

(Data source: NHS ESR and/or trust’s local data)

	Disabled Board members in 2019	Non-disabled Board members in 2019	Board members with disability status unknown in 2019	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce	Disabled Board members in 2020	Non-disabled Board members in 2020	Board members with disability status unknown in 2020	% points difference (+/-) Between Disabled and non-disabled Board members in 2020
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)		
<b>Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.</b>	Exec = 0% Non-exec = 39% Voting = 33% Non-voting = 33%	Exec = 100% Non-exec = 21% Voting = 33% Non-voting = 33%	Exec = 0% Non-exec = 39% Voting = 33% Non-voting = 33%	Total Board = 31% Overall workforce = 3% Difference = -3%	Exec = 0% Non-exec = 0% Voting = 0% Non-voting = 0%	Exec = 83% Non-exec = 33% Voting = 58% Non-voting = 0%	Exec = 17% Non-exec = 67% Voting = 42% Non-voting = 0%	Total Board = 0% Overall workforce = 2% Difference = -2% percentage points

## Appendix 1b WDES metrics report

Detailed below is the organisation's (RBCH) WDES data which was submitted in August 2020 covering the period 31 March 2019-31 March 2020

**Metric 1** Percentage of staff in 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.

(Data source: ESR).

### 1a. Non-clinical workforce

	Disabled staff in 2019	Disabled staff in 2020	Disabled staff in 2019/2020	Non-disabled staff in 2019	Non-disabled staff in 2020	Non-disabled staff in 2019/2020	Unknown/null staff in 2019	Unknown/null staff in 2020	Unknown/null staff in 2019/2020	Total staff in 2019	Total staff in 2020
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
<b>Cluster 1 (Bands 1 - 4)</b>	3.0%	4.3%	+1.3%	62.0%	61.9%	-0.1%	35.0%	33.8%	-1.2%	929	948
<b>Cluster 2 (Band 5 - 7)</b>	6.0%	6.0%	0%	66.0%	69.2%	+3.2%	28.0%	24.8%	-3.2%	236	250
<b>Cluster 3 (Bands 8a - 8b)</b>	0%	0.0%	0%	57.0%	62.8%	+5.8%	43.0%	37.2%	-5.8%	74	78
<b>Cluster 4 (Bands 8c - 9 &amp; VSM)</b>	0%	0.0%	0%	43.0%	56.7%	+13.7%	57%	43.3%	-13.7%	28	30

## 1b. Clinical workforce

	Disabled staff in 2019	Disabled staff in 2020	Disabled staff in 2019/2020	Non-disabled staff in 2019	Non-disabled staff in 2020	Non-disabled staff in 2019/2020	Unknown/null staff in 2019	Unknown/null staff in 2020	Unknown/null staff in 2019/2020	Total staff in 2019	Total staff in 2020
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
<b>Cluster 1 (Bands 1 - 4)</b>	5.0%	5.87%	+0.87%	70.0%	70.01%	+0.01%	24.0%	24.12%	+0.12%	1123	1107
<b>Cluster 2 (Band 5 - 7)</b>	4.0%	4.42%	+0.42%	68.0%	71.50%	+3.50%	27.0%	24.08%	-2.92%	1800	1877
<b>Cluster 3 (Bands 8a - 8b)</b>	1.0%	4.49%	+3.49%	58.0%	58.43%	+0.43%	41.0%	37.08%	-3.92%	85	89
<b>Cluster 4 (Bands 8c - 9 &amp; VSM)</b>	0.0%	0.0%	0%	65.0%	62.5%	-2.5%	35.0%	37.5%	+2.5%	17	16
<b>Cluster 5 (Medical and Dental staff, Consultants)</b>	1.0%	0.45%	-0.55%	35.0%	43.05%	+8.05%	64.0%	56.50%	-7.50%	212	223
<b>Cluster 6 (Medical and Dental staff, Non-consultant career grade)</b>	1.0%	2.45%	+1.45%	51.0%	64.42%	+13.42%	48.0%	33.13%	-14.87%	106	163
<b>Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)</b>	4.0%	2.69%	-1.31%	87.0%	87.0%	0%	10.0%	10.31%	+0.31%	241	223

## Metric 2 – Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts

(Data source: Trust's recruitment data)

	Relative likelihood in 2019	Relative likelihood in 2020	Relative likelihood difference (+-)
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	2.19	1.45	-0.74

## 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.

(Data source: Trust's HR data)

	Relative likelihood in 2019	Relative likelihood in 2020	Relative likelihood difference (+-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	0	15.42	+15.42

**Metric 4 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.**

(Data source: Question 13, NHS Staff Survey)

	Disabled staff responses to 2018 NHS Staff Survey	Non-disabled staff responses to 2018 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2018	Disabled staff responses to 2019 NHS Staff Survey	Non-disabled staff responses to 2019 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2019
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
4a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	15.6%	7.2%	+8.4%	19.7%	6.7%	+12.3%
4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	15.6%	7.2%	+8.4%	17%	26.1%	-9.1%
4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	19.2%	15.1%	+4.1%	26.1%	14.3%	+11.8%
4d) 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	40.2%	47%	-6.8%	50.3%	45.6%	+4.7%

## Metrics 5 – 8

(Data source: Questions 14, 11, 5, 28b, NHS Staff Survey)

	Disabled staff responses to 2018 NHS Staff Survey	Non-disabled staff responses to 2018 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2018	Disabled staff responses to 2019 NHS Staff Survey	Non-disabled staff responses to 2019 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2019
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	87.5%	89.6%	-2.1%	82.5%	90.1%	-7.6%
Metric 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.	29.8%	19.2%	+10.6%	26.8%	19.3%	+7.5%
Metric 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.	53.0%	59.7%	-6.7%	53.3%	61.6%	-8.3%
Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	81.4%	N/A	N/A	79.8%	N/A	N/A

## Metric 9 – Disabled staff engagement

(Data source: NHS Staff Survey)

	Disabled staff engagement score for 2018 NHS Staff Survey	Non-disabled staff engagement score for 2018 NHS Staff Survey	Difference (+/-) between disabled staff and non-disabled staff engagement scores 2018	Disabled staff engagement score for 2019 NHS Staff Survey	Non-disabled staff engagement score for 2019 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2019
a) The staff engagement score for Disabled staff, compared to non-disabled staff.	7.3	7.6	-0.3%	7.3	7.6	-0.3%
b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)						
<p>Yes</p> <p>Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.</p> <p><b>Example 1:</b> Development of a staff network, Pro-Ability</p> <p><b>Example 2:</b> Monthly online listening events, network meetings and a Board presentation on barriers to supporting disabilities in the workplace. From March 2020 all meetings have been virtual</p> <p><b>Example 3:</b> Inclusion of the Pro-Ability network lead and representatives when developing processes and policies to support staff identified as vulnerable (Covid) and working from home or redeployed</p>						

**Metric 10 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce**

(Data source: NHS ESR and/or trust’s local data)

	Disabled Board members in 2019	Non-disabled Board members in 2019	Board members with disability status unknown in 2019	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce	Disabled Board members in 2020	Non-disabled Board members in 2020	Board members with disability status unknown in 2020	% points difference (+/-) Between Disabled and non-disabled Board members in 2020
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)		
<b>Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.</b>	Exec = 0% Non-exec = 0% Voting = 0% Non-voting = 0%	Exec = 57% Non-exec = 29% Voting = 43% Non-voting = 0%	Exec = 43% Non-exec = 71% Voting = 57% Non-voting = 0%	Total Board = 0% Overall workforce = -4% Difference = -4%	Exec = 0% Non-exec = 0% Voting = 0% Non-voting = 0%	Exec = 50% Non-exec = 50% Voting = 50% Non-voting = 0%	Exec = 50% Non-exec = 50% Voting = 50% Non-voting = 0%	Total Board = 0% Overall workforce = 4% Difference = -4% percentage points

## APPENDIX 2 - WDES action plan 2020/21

Objective	Action/s	Timescales	Lead/s	Why
<b>Improve workforce data representation</b>	<p>Enable self-service ESR (electronic staff record) access across all three hospital sites.</p> <p>Promote the Health Passport and related wellbeing assessments and encourage these as opportunities to update ESR.</p> <p>Continue to promote the importance of updating personal details and take all opportunities to encourage staff to self-disclose for example at induction for new employees and through the Occupational Health team.</p> <p>Review and align data set for WDES from previous trusts (RBCH &amp; Poole) to ensure consistency and accuracy on reporting (capability, shortlisting).</p>	<p>June 2021</p> <p>June 2021</p>	<p>Human Resource workforce team</p> <p>Equality, diversity and inclusion committee (EDIC)</p> <p>Workforce Committee (WFC)</p> <p>HR recruitment teams/Occupational Health</p> <p>HR Workforce teams Information Analyst (workforce) Diversity &amp; Inclusion Lead</p>	<p>Data which reflects a true picture of staff living and working with a disability is vital to ensure the Trust is meeting its requirements under the Equality Act (2010) and providing appropriate and responsive services to support its people.</p> <p>Ensure the data we have is collected and reported in the same way.</p>
<b>Recruitment and selection</b>	<p><b>Disability Confident</b> Update the Disability Confident certificate for the new organisation.</p> <p><b>Reasonable Adjustments</b> Develop guidance and training on reasonable adjustments for managers and staff, including the arrangements to progress and act on Access to Work assessments.</p>	<p>June 2020</p> <p>June 2021</p>	<p>Human Resources Occupational Health EDIC WFC Diversity &amp; inclusion lead Pro-ability network leads</p>	<p>An accreditation process to assure our recruitment practices show best practice and comply with the Equality Act (2010) with a guaranteed interview scheme in place.</p> <p>To ensure the appropriate support and reasonable adjustments are made available to ensure the trust is retaining staff with disability and recruiting staff at all levels in the organisation.</p>

<p><b>Staff Experience</b></p>	<p><b>Freedom to Speak Up Team</b> Continue to raise awareness of the Freedom to Speak Up team, and ensure staff are encouraged to report incidents and are supported in the process.</p> <p><b>Staff Network</b> Continue to support and endorse the Pro-Ability staff network in engaging and representing the workforce members at all levels in the organisation: both staff with disability and allies to the network.</p> <p><b>Communication</b> Develop a communications action plan with the staff networks, supporting significant events and dates, raising awareness of lived experience and digital story telling.</p> <p>Develop micro-aggression workshops in collaboration with (all) staff networks. Consider and deliver other related activities to support an informed understanding of disability and the experience of staff with disability.</p>	<p>June 2021</p>	<p>EDIC WFC FTSU Guardian Diversity &amp; Inclusion Lead Network leads Communication team</p>	<p>Create a culture of safety and compassion.</p> <p>The staff networks provide additional support to staff members and can provide expert opinion based on feedback and lived experiences of their members.</p> <p>Promoting a supportive and inclusive workplace where staff with disabilities are welcomed and valued. Sharing local and national events, learning and self development opportunities.</p> <p>Raising awareness of bias and empowering staff to challenge and speak out.</p>
<p><b>Career promotion and progression</b></p>	<p><b>Talent Management</b> Continual review of leadership and talent management offers, internal and external, to ensure we positively promote and support applications from under represented staff groups including those with disability.</p>	<p>June 2021</p>	<p>EDIC WFC Diversity &amp; Inclusion Lead Talent Management programme Leads (organisational development)</p>	<p>Promote the opportunity to take positive steps for career progression and remove any barriers perceived or otherwise.</p>
<p><b>Staff wellbeing</b></p>	<p><b>Health and Wellbeing conversations</b> The Health and Wellbeing strategy is being developed and will include actions to ensure wellbeing conversations are embedded across the organisation.</p> <p><b>Health Passports</b> To be promoted through Pro-Ability network events, by HR and OH teams to all staff, particularly those absent from work due to sickness and /or requesting reasonable adjustments.</p>	<p>June 2021</p> <p>June 2021</p> <p>June 2021</p>	<p>Human Resources Occupational Health EDIC WFC Network Leads Health and Wellbeing team (Organisational Development)</p>	<p>A supportive toolkit for staff who may need to discuss their health and wellbeing and/or require workplace adjustments.</p> <p>Create a healthier workplace and improve wellbeing for all staff.</p>