

Workforce Disability Equality Standard (WDES) Annual Report 2023

Introduction

The Workforce Disability Equality Standard (WDES) is a comprehensive set of measures designed to assess and compare the work experience of disabled and non-disabled staff within NHS organisations. This annual report aims to present an overview of the WDES findings for the year, highlighting the progress made in improving the work experience of disabled staff and fostering a more inclusive environment.

WDES comprises ten key measures that allow NHS Trusts to effectively monitor and compare the experiences of disabled and non-disabled employees. By gathering and analysing the data, NHS organisations can identify areas for improvement and develop targeted action plans to enhance the work experience of disabled staff members. This not only promotes disability equality but also creates a positive working environment for all staff.

The data for indicators 1 to 3 and 10 have been derived from the Trust's workforce data as of 31 March 2023. This includes information on disability-related demographics, workforce representation, and disability declaration rates. Indicators 4 to 9 have been obtained from the Trust's National Staff Survey results for the year 2022. These measures cover aspects such as workplace adjustments, perceived discrimination, bullying and harassment, career development opportunities, and satisfaction levels among disabled staff.

The data presented in this report facilitates better understanding of the experiences of our disabled colleagues and highlights areas of success and areas requiring further attention. This leads to the development of action plans aimed at enhancing disability equality within our Trust. These comprehensive plans will include specific strategies, initiatives, and policies to further support disabled staff, promote inclusive practices, and create a positive work environment for all.

Overall, the WDES Annual Report 2023 demonstrates our commitment to disability equality and improving the work experience of disabled staff. By continuing to prioritise inclusivity, we aim to create an environment that fosters equal opportunities and positive change for all staff.

WDES 2023 Data Summary Table

Indicator number and description	2020	2021	2022	2023	Trend	↕
Disabled Staff Representation in the Workforce						
Disabled Staff Representation in the Workforce - Overall	5.5%	8.8%	8.6%	8.0%		↓
Disabled Staff Representation in the Workforce - Non-Clinical Staff	7.8%	10.9%	11.5%	11.1%		↓
Disabled Staff Representation in the Workforce - Clinical Staff	4.9%	8.3%	8.0%	7.8%		↓
Indicator 1: Disabled Staff representation in the workforce by pay band						
Agenda for Change (AfC) Workforce Breakdown						
Cluster 1: AfC Bands - Under 1, 1, 2, 3 and 4	5.5%	9.1%	9.0%	8.5%		↓
Cluster 2: AfC Bands - 5, 6 and 7	7.0%	11.0%	11.3%	9.6%		↓
Cluster 3: AfC Bands - 8a and 8b	4.3%	7.8%	7.6%	7.6%		↔
Cluster 4: AfC Bands - 8c, 8d, 9 and VSM (including executive board members)	6.2%	8.3%	7.2%	8.2%		↑
Cluster 5: Medical and Dental staff, Consultants	6.9%	6.8%	6.7%	7.7%		↑
Medical and Dental Workforce Breakdown						
Cluster 6: Medical and Dental staff, Non-consultant career grade	4.9%	6.7%	6.2%	5.7%		↓
Cluster 7: Medical and Dental staff, Medical and dental trainee grade	3.1%	5.8%	5.9%	5.5%		↓
Cluster 7: Medical and Dental staff, Medical and dental trainee grade	5.3%	12.3%	8.1%	11.9%		↑
Cluster 7: Medical and Dental staff, Medical and dental trainee grade	6.2%	6.8%	6.2%	5.4%		↓
Indicator 2: likelihood of appointment from shortlisting						
likelihood ratio Non-Disabled / Disabled *	1.02	1.54	1.26	1.18		↓
Indicator 3: likelihood of entering formal capability proceedings						
likelihood ratio Disabled / Non-Disabled *	0.00	0.00	1.23	0.40		↓
Indicator 4a: harassment, bullying or abuse from patients, relatives or the public in last 12 months						
Disabled	30.5%	30.3%	26.1%	37.0%		↑
Non-Disabled	26.7%	24.2%	21.9%	25.3%		↑
Indicator 4b: harassment, bullying or abuse from Managers in last 12 months						
Disabled	17.5%	17.8%	15.3%	20.5%		↑
Non-Disabled	10.3%	10.7%	8.8%	9.5%		↑
Indicator 4c: harassment, bullying or abuse from other colleagues in last 12 months						
Disabled	27.9%	25.4%	24.7%	28.9%		↑
Non-Disabled	17.5%	17.8%	15.6%	16.6%		↑
Indicator 4d: harassment, bullying or abuse at work reported by themselves or a colleague						
Disabled	49.0%	43.2%	47.0%	47.9%		↑
Non-Disabled	43.9%	42.7%	45.5%	42.6%		↓
Indicator 5: belief that the trust provides equal opportunities for career progression or promotion						
Disabled	60.4%	54.2%	53.6%	53.7%		↑
Non-Disabled	65.5%	61.8%	58.8%	58.6%		↓
Indicator 6: pressure from their manager to come to work, despite not feeling well enough						
Disabled	31.1%	29.9%	27.7%	31.9%		↑
Non-Disabled	21.4%	21.1%	23.8%	18.9%		↓
Indicator 7: satisfied with the extent to which their organisation values their work						
Disabled	39.1%	38.8%	35.1%	33.1%		↓
Non-Disabled	53.3%	50.7%	45.0%	40.0%		↓
Indicator 8: PHU has made adequate adjustment(s) to enable them to carry out their work						
Disabled	75.7%	78.5%	73.9%	70.8%		↓
Indicator 9a: staff engagement score						
Disabled	6.8	6.7	6.5	6.3		↓
Non-Disabled	7.1	7.1	6.9	6.8		↓
Indicator 9b						
Has your organisation taken action to facilitate the voices of your Disabled staff to be heard?	Yes	Yes	Yes	Yes		↔
Indicator 10: Disabled representation on the board minus Disabled representation in the workforce						
Total Board Members	0.0%	0.0%	0.0%	0.0%		↔
Voting members	0.0%	0.0%	0.0%	0.0%		↔
Non-Voting members	0.0%	0.0%	0.0%	0.0%		↔
Executive members	0.0%	0.0%	0.0%	0.0%		↔
Non-Executive	0.0%	0.0%	0.0%	0.0%		↔
Overall Workforce	-5.0%	-9.0%	-9.0%	-8.0%		↑
Difference (Total Board - Overall Workforce) **	-5.0%	-9.0%	-9.0%	-8.0%		↑

Key

	Worsened Position, Improvement Required
	No Change, Improvement Required
	Improvement

Key Findings

The key findings from the WDES 2023 data show:

- Indicator 1: Disabled staff represent 8% of the total workforce, 14% of staff have not declared their disability status.
- Indicator 2: Non-disabled staff are more likely to be appointed from shortlisting than disabled staff.
- Indicator 3: Disabled staff are less likely to enter the formal capability process than non-disabled staff.
- Indicator 4a: Disabled staff are more likely to experience harassment, bullying or abuse from patients, service users, relatives or members of the public than non-disabled staff.
- Indicator 4b: Disabled staff are more likely to experience harassment, bullying or abuse from their manager than non-disabled staff.
- Indicator 4c: Disabled staff are more likely to experience harassment, bullying or abuse from their colleagues than non-disabled staff.
- Indicator 4d: Disabled staff are more likely to report harassment, bullying or abuse than non-disabled staff.
- Indicator 5: Disabled staff are less likely to believe the Trust provides equal opportunities for career progression or promotion than non-disabled staff.
- Indicator 6: Disabled staff are more likely to come to work despite not feeling well enough than non-disabled staff.
- Indicator 7: Disabled staff say they are less satisfied with the extent the organisation values their work than non-disabled staff.
- Indicator 8: 70.8% of disabled staff say that their employer has made adequate reasonable adjustments to enable them to carry out their work.
- Indicator 9a: The disabled staff engagement score is lower than the overall workforce engagement score.
- Indicator 9b: The Trust has taken action to facilitate the voices of disabled staff.
- Indicator 10: No Board member has declared a disability.

WDES 2023 Data

Indicator 1: Percentage of staff in AfC (Agenda for Change) 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. This calculation should be undertaken separately for non-clinical and for clinical staff.

Cluster 1: AfC Bands - Under 1, 1, 2, 3 and 4

Cluster 2: AfC Bands - 5, 6 and 7

Cluster 3: AfC Bands - 8a and 8b

Cluster 4: AfC Bands - 8c, 8d, 9 and VSM (including executive board members)

Cluster 5: Medical and Dental staff, consultants

Cluster 6: Medical and Dental staff, non-consultant career grade

Cluster 7: Medical and Dental staff, trainee grades

Indicator number and description	2020	2021	2022	2023	Trend	↕
Disabled Staff Representation in the Workforce						
Disabled Staff Representation in the Workforce - Overall	5.5%	8.8%	8.6%	8.0%		↓
Disabled Staff Representation in the Workforce - Non-Clinical Staff	7.8%	10.9%	11.5%	11.1%		↓
Disabled Staff Representation in the Workforce - Clinical Staff	4.9%	8.3%	8.0%	7.8%		↓
Indicator 1: Disabled Staff representation in the workforce by pay band						
Agenda for Change (AfC) Workforce Breakdown						
Cluster 1: AfC Bands - Under 1, 1, 2, 3 and 4	5.5%	9.1%	9.0%	8.5%		↓
Cluster 2: AfC Bands - 5, 6 and 7	7.0%	11.0%	11.3%	9.6%		↓
Cluster 3: AfC Bands - 8a and 8b	4.3%	7.8%	7.6%	7.6%		↔
Cluster 4: AfC Bands - 8c, 8d, 9 and VSM (including executive board members)	6.2%	8.3%	7.2%	8.2%		↑
Cluster 5: Medical and Dental staff, Consultants	6.9%	6.8%	6.7%	7.7%		↑
Medical and Dental Workforce Breakdown						
Cluster 6: Medical and Dental staff, Non-consultant career grade	4.9%	6.7%	6.2%	5.7%		↓
Cluster 7: Medical and Dental staff, Medical and dental trainee grade	3.1%	5.8%	5.9%	5.5%		↓
Cluster 7: Medical and Dental staff, Medical and dental trainee grade	5.3%	12.3%	8.1%	11.9%		↑
Cluster 7: Medical and Dental staff, Medical and dental trainee grade	6.2%	6.8%	6.2%	5.4%		↓

<i>Percentage of total workforce</i>				
	2020	2021	2022	2023
% of Disabled Workforce	5.5%	8.8%	8.6%	8.0%
% of Disabled Workforce Band 7+	5.4%	7.7%	7.2%	7.5%
% of Non-Disabled Workforce	66.1%	71.9%	74.2%	78.0%
% of Unknown Disability Status	28.4%	19.3%	17.2%	14.0%

N.B. As per the WDES Technical Guidance 2023, Non-Executive Directors were not included in the VSM numbers and the Medical Director and Director of Research were counted amongst the ‘Senior Medical Managers’, not VSM.

Disabled staff were represented at 8% in all AfC roles.

Disabled staff were represented at 11.1% in all non-clinical roles.

Disabled staff were represented at 7.8% in all clinical roles.

Percentage of unknown disability status was 14%

Staff on AfC Paybands

At Band 4 and under disabled representation was 9.6%

At Band 5, 6 and 7 disabled representation was 7.6%

At Band 8a and 8b disabled representation was 8.2%

At Band 8c, 8d, 9 and VSM representation was 7.7%

Medical Staff

At Medical and Dental staff, Consultant disabled representation was 5.5%

At Medical and Dental staff, non-consultant career grade disabled representation was 11.9%

At Medical and Dental staff, Medical and Dental trainee grades disabled representation was 5.4%

Disability Disparity Ratio

The disability disparity ratio compares the progression of non-disabled staff through the organisation with the progression of disabled staff through the organisation.

Equity equals ‘1.0’, therefore, if the disability disparity ratio is greater than ‘1.0’ this means that progression favours non-disabled staff, whilst if the disability disparity ratio is below ‘1.0’, this means that progression favours disabled staff. It is presented at three tiers:

- Bands 5 and below ('lower')
- Bands 6 and 7 ('middle')
- Bands 8a and above ('upper')

Non-Clinical Workforce Disability Disparity Ratio (Non-Disabled/Disabled)

Non-clinical		
Disability Disparity Ratio	2022	2023
Lower to Upper	1.85	2.20
Middle to Upper	0.96	1.64
Lower to Middle	1.92	1.34

- Lower to Upper: 2.20
 Progression favours non-disabled staff through lower to upper bands in non-clinical roles, this position has worsened since 2022.
- Middle to Upper: 1.64
 Progression favours non-disabled staff through middle to upper bands in non-clinical roles, this position has worsened since 2022.
- Lower to Middle: 1.34
 Progression favours non-disabled staff through lower to middle bands in non-clinical roles, this position has improved since 2022.

Clinical Workforce Disability Disparity Ratio (Non-Disabled/Disabled)

Clinical		
Disability Disparity Ratio	2022	2023
Lower to Upper	1.06	0.68
Middle to Upper	1.07	0.78
Lower to Middle	0.99	0.87

- Lower to Upper: 0.68
 Progression favours disabled staff through lower to upper bands in clinical roles, this position has worsened since 2022.
- Middle to Upper: 0.78
 Progression favours disabled staff through middle to upper bands in clinical roles, this position has worsened since 2022.
- Lower to Middle: 0.87
 Progression favours disabled staff through lower to middle bands in clinical roles, this position has worsened since 2022.

Indicator 2: Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts.

Indicator number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 2: likelihood of appointment from shortlisting likelihood ratio Non-Disabled / Disabled *	1.02	1.54	1.26	1.18		↓

As of 31 March 2023, non-disabled staff are 1.18 times more likely to be appointed from shortlisting than disabled staff. This position has improved since 2022.

N.B. Data source includes NHS Jobs 2 from April 2022 to May 2022, and NJS Jobs 3 from June 2022 to March.

Indicator 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.

Indicator number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 3: likelihood of entering formal capability proceedings						
likelihood ratio Disabled / Non-Disabled *	0.00	0.00	1.23	0.40		↑

As of 31 March 2023, disabled staff are 0.4 times less likely to enter formal capability proceedings than non-disabled staff. This position has worsened since 2022.

Indicator 4: Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

- a) Patients/service users, their relatives or other members of the public
- b) Managers
- c) Other colleagues

Indicator number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 4a: harassment, bullying or abuse from patients, relatives or the public in last 12 months						
Disabled	30.5%	30.3%	26.1%	37.0%		↑
Non-Disabled	26.7%	24.2%	21.9%	25.3%		↑
Indicator 4b: harassment, bullying or abuse from Managers in last 12 months						
Disabled	17.5%	17.8%	15.3%	20.5%		↑
Non-Disabled	10.3%	10.7%	8.8%	9.5%		↑
Indicator 4c: harassment, bullying or abuse from other colleagues in last 12 months						
Disabled	27.9%	25.4%	24.7%	28.9%		↑
Non-Disabled	17.5%	17.8%	15.6%	16.6%		↑

In the past 12 months, disabled staff have experienced a significantly higher prevalence of harassment, bullying, or abuse from various sources compared to non-disabled staff. Specifically:

Harassment, bullying, or abuse from patients, relatives, or the public was reported by 37% of disabled staff, which is 11.7% higher than non-disabled staff. This percentage is also higher than the national average of 33.2%. In the ranking of 212 trusts, our Trust ranked 172, indicating significant room for improvement in this area.

Harassment, bullying, or abuse from managers was experienced by 20.5% of disabled staff, which is 11% higher compared to non-disabled staff. The percentage is also higher than the national average of 16.1%. Our Trust ranked 175 among the 212 trusts, suggesting the need for measures to address this issue.

Additionally, 28.9% of disabled staff reported harassment, bullying, or abuse from colleagues, which is 12.3% higher compared to non-disabled staff. The percentage also exceeds the national average of 24.7%. Our Trust ranked 172 out of 212 trusts, indicating consistently the need for improvement in this area.

It is important to note that both disabled and non-disabled staff have experienced worsening conditions in all three areas over the past 12 months.

Indicator 4d: 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.

Indicator number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 4d: harassment, bullying or abuse at work reported by themselves or a colleague						
Disabled	49.0%	43.2%	47.0%	47.9%		↑
Non-Disabled	43.9%	42.7%	45.5%	42.6%		↓

47.9% of disabled staff said the last time they experienced harassment, bullying or abuse at work, they or a colleague reported this. This is 5.3% higher than non-disabled colleagues and lower than the national average, 51.3%. The Trust ranked 149 out of 212 trusts.

This position has not significantly changed for disabled staff and improved for non-disabled staff in the last 12 months.

Indicator 5: Percentage of disabled staff compared to non-disabled staff believing that the organisation provides equal opportunities for career progression or promotion.

Indicator number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 5: belief that the trust provides equal opportunities for career progression or promotion						
Disabled	60.4%	54.2%	53.6%	53.7%		↑
Non-Disabled	65.5%	61.8%	58.8%	58.6%		↓

The percentage of staff who believed that the Trust provided equal opportunities for career progression or promotion was lower for disabled staff, 53.7%, than for non-disabled staff, 58.6%. Reporting for disabled staff is higher than the national average, 52.1%. The Trust ranked 88 out of 212 trusts.

This position has not significantly changed for both disabled and non-disabled staff in the last 12 months.

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.

Indicator number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 6: pressure from their manager to come to work, despite not feeling well enough						
Disabled	31.1%	29.9%	27.7%	31.9%		↑
Non-Disabled	21.4%	21.1%	23.8%	18.9%		↓

The percentage of staff who felt pressure to come to work, despite not feeling well enough was higher for disabled staff, 31.9%, than for non-disabled staff, 18.9%. Reporting for disabled staff is higher than the national average, 27.7%. The Trust ranked 163 out of 212 trusts.

This position has worsened for disabled staff and improved for non-disabled staff in the last 12 months.


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 number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 7: satisfied with the extent to which their organisation values their work						
Disabled	39.1%	38.8%	35.1%	33.1%		↓
Non-Disabled	53.3%	50.7%	45.0%	40.0%		↓

The percentage of staff who are satisfied to the extent to which their organisation values their work was significantly lower for disabled staff, 33.1%, than for non-disabled staff 40%. Reporting for disabled staff was lower than the national average, 35.2%.

This position has worsened for both disabled and non-disabled staff in the last 12 months.

Indicator 8: Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

Indicator number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 8: PHU has made adequate adjustment(s) to enable them to carry out their work						
Disabled	75.7%	78.5%	73.9%	70.8%		↓

The percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work was 70.8%, this is lower than the national average, 73.4%. The Trust ranked 147 out of 212 trusts.

This position has worsened in the last 12 months.


Indicator 9a: The staff engagement score for disabled staff, compared to non-disabled staff.

Indicator number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 9a: staff engagement score						
Disabled	6.8	6.7	6.5	6.3		↓
Non-Disabled	7.1	7.1	6.9	6.8		↓

The staff engagement score is lower for disabled staff, 6.3, than non-disabled staff, 6.8. Reporting for disabled staff is lower than the national average, 6.4. The Trust ranked 154 out of 212 trusts.

This position has worsened for both disabled and non-disabled staff in the last 12 months.








Indicator 9b: Have you taken action to facilitate the voices of disabled staff in your organisation to be heard? (Yes) or (No)

Indicator number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 9b						
Has your organisation taken action to facilitate the voices of your Disabled staff to be heard?	Yes	Yes	Yes	Yes		↔

The Trust facilitate the voices of disabled staff by supporting the DisAbility Staff Network with time and a safe space to have supported conversations; putting mechanisms in place so that staff networks are consulted with when processes and initiatives are being developed or reviewed; the EDI Team providing continuous support to enhance and strengthen staff networks to increase their maturity level to develop their reach and effectiveness.

Indicator 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-Executive membership of the board.

Indicator number and description	2020	2021	2022	2023	Trend	↑↓
Indicator 10: Disabled representation on the board minus Disabled representation in the workforce						
Total Board Members	0.0%	0.0%	0.0%	0.0%		↔
Voting members	0.0%	0.0%	0.0%	0.0%		↔
Non-Voting members	0.0%	0.0%	0.0%	0.0%		↔
Executive members	0.0%	0.0%	0.0%	0.0%		↔
Non-Executive	0.0%	0.0%	0.0%	0.0%		↔
Overall Workforce	-5.0%	-9.0%	-9.0%	-8.0%		↑
Difference (Total Board - Overall Workforce) **	-5.0%	-9.0%	-9.0%	-8.0%		↑

As of 31 March 2023, no Board member has declared a disability therefore the percentage difference between the Trust’s voting and non-voting membership and the overall workforce is -8%. Similarly,

the percentage difference between the Trust's executive membership and the overall workforce is - 8% as well.

What are we doing to improve the work experience of disabled staff?

At Portsmouth Hospitals University NHS Trust, we are deeply committed to enhancing the work experience of disabled staff and fostering a more inclusive environment. In April 2022, we launched our first Equality, Diversity, and Inclusion (EDI) Strategy, a three-year plan that aims to address inequalities for our people, patients, and communities with genuine purpose and actionable steps. This strategy was developed by actively listening to the feedback of our staff, patients, partners, and local communities, forming the foundation of our equality aims and objectives.

We understand that EDI should be seamlessly integrated into every aspect of our operations, becoming second nature for everyone involved. To ensure this vision becomes a reality and makes a tangible difference to the health and well-being of our workforce, patients, and communities, we have embraced the concept of 'Working towards Intentional Inclusion' as our EDI strategy aim.

Our Trust is dedicated to improving the work experience, employment practices, and equal opportunities for individuals. We are committed to addressing and reducing health inequalities by taking decisive actions that will have a meaningful impact. Over the past 12 months, a considerable amount of effort and activity has been invested in increasing the visibility of EDI, and we have already begun working towards achieving our goals in alignment with our three EDI strategic objectives for the coming year.

To facilitate improvement, we are actively strengthening existing relationships with the community and the Hampshire and Isle of Wight (HIOW) Integrated Care Board, as well as forging new partnerships. This collaborative approach ensures that we work together with our partners to drive positive change and meet the requirements of the NHS EDI Improvement Plan, published in June 2023. Our EDI Team is also collaborating with NHS Employers to highlight future activities and initiatives aimed at enhancing the experience of disabled staff.

We are pleased to note that the unknown disability declaration rate has decreased by 3.3% in the last 12 months, now standing at 14%. Furthermore, our disability declaration rate of 8% is higher than the national average of 4.9%. However, we acknowledge that there has been a decrease in these numbers across clinical, non-clinical, and medical and dental roles over the past year, and it is concerning that no Board member has declared a disability, which places us at the bottom nationally for this indicator. It is crucial that we strive to accurately assess and monitor the disability representation within our workforce. We will continue to monitor declaration rates monthly in our 'Integrated Performance Report – Workforce Dashboard' and share the EDI metrics dashboard with divisional leads to allow them to view equality data within their teams and filter this by trust level applicant data, staff in post, starters and leavers. Divisional leads are supported by the Head of EDI to understand their data and develop actions for improvement. We understand that some may choose not to disclose their disability status, and we remain committed to fostering an environment where openness and trust can flourish.

Given these challenges, declaration rates remain a key focus for the Trust. We are determined to make improvements by targeting the Medical and Dental workforce, which has the lowest declaration rates. This includes incorporating disability declaration conversations in induction and appraisal processes and promoting the use of our ESR Employee Self Service to update disability status. We are actively sharing a Trust video that highlights the importance of declaring a disability

and providing guidance on 'My Equality and Diversity Information on ESR' through staff networks, Trust-wide communications, and our quarterly staff network newsletter, 'EDIT.' By prioritising these measures and continuously engaging with our workforce, we aim to create a culture of openness and inclusion, where disabled staff feel supported, valued, and empowered to contribute to their fullest potential.

Findings from the National Staff Survey have shed light on the significant impact of inequality and discriminatory behaviours within our Trust. The results unequivocally indicate that disabled staff are more likely to encounter bullying, harassment, and abuse from patients, relatives or the public, colleagues, and managers as compared to their non-disabled counterparts. Unfortunately, these percentages have exhibited an upward trend over the past year, raising concerns. Our Trust's metrics for harassment, bullying, and abuse experienced by disabled staff surpass the national average in all areas. Conversely, non-disabled staff reported a similar percentage to the national average.

Acknowledging these concerns, we recognise the need for focused attention and deliberate action. One step we will take is the development of a comprehensive reporting system, making it easier for staff members to report incidents of bullying and harassment. This system will prioritise confidentiality and security, providing a safe space for employees to come forward with their concerns. To ensure inclusivity, we will implement various reporting methods, including anonymous channels, face-to-face mechanisms, and online platforms. By offering diverse options, we aim to ensure that all employees feel comfortable reporting incidents in their preferred manner.

Early intervention is crucial in effectively addressing bullying and harassment. As part of our planned action, we will adopt a proactive approach to promptly address reported incidents. This may involve implementing mediation or conflict resolution measures, providing support for victims, or implementing disciplinary actions against perpetrators. We firmly believe that a zero-tolerance policy towards bullying and harassment must be established at all levels of our Trust, and our executive leaders are fully committed to this endeavour.

As part of our overarching EDI improvement plan, we prioritise the meaningful involvement of our executive leaders in addressing the metrics surrounding bullying and harassment. They will take specific actions linked to the Workforce Race Equality Standard and WDES metrics, ensuring their active involvement in creating a supportive and inclusive work culture. The engagement of senior leaders guarantees that this critical issue receives the attention and resources necessary to drive meaningful change effectively. By implementing these comprehensive measures, we are confident in our ability to provide a safe and supportive environment for all staff members, regardless of their abilities or backgrounds.

It is disheartening to learn that disabled staff members encounter higher incidents of harassment, bullying, and abuse. This underscores the urgent need to enhance safeguarding measures whilst promoting a culture of respect and understanding throughout our Trust. We are determined to create a safe and supportive working environment for all. Education, training and development is fundamental when tackling discriminatory behaviours and the EDI Team continue to support departments with bespoke training and development in areas where staff are subject to this. Over the last year the Trust has partnered with Diversity and Ability, an award-winning social enterprise led by and for disabled people, to deliver a programme of work to strengthen the EDI training offer for managers and staff to increase awareness on disability and provide knowledge and strategies to help build a positive inclusive work environment. Recordings of Diversity and Ability webinars

have been made accessible to all staff via our new EDI Resources Library along with recommended eLearning programmes, workshops, reading lists, videos, guidance and much more – all of which is there to support staff work towards intentional inclusion and enhance their learning and knowledge. As well as providing a series of Deaf Awareness and Sign Language workshops to raise awareness and to implement positive methods of communication and offer an equal service to deaf and hard of hearing people. In addition to this, the Trust collaborated with the HIOW Health and Wellbeing Employee Disability and Neurodivergent Advice Service (EDNA) to deliver a bespoke Autism Awareness Session to educate staff on how best to support staff and patients with Autism. EDNA offer support and advice to NHS employees on access, reasonable adjustments, information and signposting, advocacy, provision of manager training and more. The Trust actively promotes and encourages all staff to access this valuable service.

The data shines a light on certain disparities that require our utmost attention. We acknowledge that disabled staff may face challenges during the recruitment process, and we are committed to addressing any biases within our selection procedures to ensure equal opportunities for all candidates and will continue to guarantee interviews to applicants who declare a disability and meet the essential criteria. We know that capturing equality monitoring information helps identify and address any areas of inequality which is why the Trust has significantly invested in a recruitment system with suitable data reporting capabilities to monitor candidate profiles at all stages of recruitment. We hope to be in a position to launch the new system by the end of the year. In addition to this, we are pleased to continue our partnership with Choices College (formerly known as Project Choice) to provide supported internships for young adults aged 16-24 with disabilities, learning disabilities/ difficulties and/ or Autism. The programme gives young people work experience and get interns job ready by the end of the programme. Our partnership first began in September 2021 when six interns joined the Trust and started placements across a range of departments. Cohort two, which consisted of ten interns, successfully graduated in July 2023, and we look forward to welcoming the arrival of cohort three in September 2023. We are so proud of how our interns have progressed, four have moved on to further education and four have secured employment, two of which are based here at the Trust. Furthermore, we recognise that disabled staff may have concerns regarding career progression and promotion, and we are dedicated to providing equal opportunities for professional growth. By evaluating our existing practices and refining our strategies, we aim to ensure that disabled staff members feel supported, valued, and encouraged to pursue their goals within our Trust.

The report also highlights the challenges faced by disabled staff who come to work despite not feeling well enough. We are committed to better understanding their individual needs and providing the necessary support and accommodations to prioritise their well-being. We take pride in our ongoing initiatives aimed at improving the work experience of disabled staff members. These efforts have helped create a more inclusive and supportive environment within our Trust. We value and appreciate the contributions of our disabled staff, recognising that their unique perspectives and talents enrich our Trust. Our 'Disability Confident Leader' working group, who are passionate about developing authentic actions that will hold the Trust to account, enhance staff with disabilities work experience and move us towards leader status, have made significant progress in the development of a reasonable adjustments policy. The policy has an end to end process to monitor the reasonable adjustments process i.e., from referral to procurement. It also includes guidance on access to work and a catalogue of equipment that is regularly used so it is easier to request and purchase. Additionally, the group have been successful in securing a centralised budget for adjustments. The implementation of this policy will help to address the pressure disabled staff feel to come to work

despite not feeling well enough and the percentage of disabled staff saying their employer has made adequate adjustments to enable them to carry out their work.

The findings from this year's WDES data reveal both areas of commendable performance and areas where we can focus on improvement. We recognise the importance of promoting inclusivity and ensuring the well-being of all our staff members, particularly those with disabilities. We are providing focused support in areas across the Trust who are experiencing the greatest pressure, low engagement and high sickness levels. The Trust has an extensive health and wellbeing offer for staff which includes the recent replacement Employee Assistance Programme that provides a 24/7 telephone counselling service, amongst a whole host of other employee benefits, advice and support. The Mental Health Nursing Team increased staffing to continue providing support to people through Occupational Health, but also actively supporting teams throughout the Trust to manage trauma, stress, anxiety and burnout. Furthermore, the 'REACT' mental health mandatory training has been revamped to provide a more holistic overview and practical session to increase awareness and equip staff with skills to be able to talk to each other about their mental health. The implementation of Wellbeing Champions across the organisation promote wellbeing initiatives and encourage staff to access what's on offer, and Flexperts continue to promote the benefits of flexible working. The Trust is also proud to offer staff a service where they can receive a basic health check, lifestyle advice, signposting and access to the on-site gym and swimming pool via the recently launched Healthy You Scheme. These initiatives aim to improve staff engagement and motivation and support staff wellbeing enabling staff to achieve a better work/life balance.

In line with our commitment to fostering an inclusive environment, we acknowledge the importance of valuing and recognising the work of our disabled staff members. We understand that their contributions are invaluable to our organisation's success, and we are committed to ensuring that they feel appreciated and acknowledged at all levels. By providing staff with time and a safe space for employees to have real, honest conversations on work-life experience, highlights areas for improvement. Our active DisAbility Staff Network have mechanisms in place to shape organisational strategies, policies and processes to improve staff experience on a wide range of issues. In December 2022, the network launched the Sunflower Scheme Trust wide to support patients and staff with hidden disabilities. The project included the development of an eLearning training module for all staff and upon completion staff receive a certificate and a pin badge to demonstrate their allyship and commitment to the scheme. To help promote initiatives, inclusivity schemes, celebrate staff, share stories and raise awareness of issues that can impact underrepresented groups, our staff network leads continue to work hard to produce a quarterly staff network newsletter 'EDIT'. This is shared with all staff and available on the Trusts external facing website.

Lastly, we must address the underrepresentation of disabled staff in leadership positions. We aspire to create a diverse and representative Board that encompasses the voices and perspectives of all staff members, including those with disabilities. It is only through this inclusivity that we can make well-informed decisions that truly benefit our entire Trust.

WDES Action Plan

The Trust is committed to improving individuals work experience, employment practices and advance equal opportunities. We want all staff to feel happy at work where their individual and team experiences are positive ones. Ensuring everyone has fair and equal access to jobs, training and promotion and given the opportunity to maximise their potential is a key priority. In addition to the activity that is already underway to achieve this there are further initiatives in the pipeline, these include:

Action	Updates	Completion Date
Support the Occupational Health Team to monitor staff wellbeing and recovery following on from the impact of COVID-19 on staff.	Facilitated wide stakeholder engagement including DisAbility Staff Network members during the completion of the Equality Delivery System and highlighted areas of focus in relation to 'Domain 2: Workforce Health and Wellbeing' and its four outcomes. The EDI Team will continue to offer guidance, support, and signposting.	Current and ongoing
Support the implementation of the staff health and well-being improvement plan to ensure that staff are provided with the necessary support and advice to manage physical and mental health conditions.	Ongoing collaborative working with the health and wellbeing team to support the improvement plan. Activities include EDI representation and involvement at training and educational events such as World Health Day and Festival of Flexibility. In addition to this the EDI Team help to ensure that staff networks are well informed about what support is available by sharing key messages via email, network meetings and features in the staff network quarterly newsletter, EDIT.	Current and ongoing
Working in partnership with Diversity and Ability to complete a diagnostic to comprehensively measure workplace inclusion and to identify opportunities to improve people management practices and line management capability.	Successfully completed an Inclusion Maturity Review with Diversity and Ability that identified areas for improvement in recruitment, staff support, leadership and organisational culture, disability, neurodiversity and mental health awareness and EDI training.	Current and ongoing
Partnership working with Choices College (formerly known as Project Choice) to offer young people with learning disabilities, difficulties and/or Autism supported internships to gain valuable skills in a working environment.	Ongoing partnership with Choices College to offer young adults supported internships. The Trust will welcome it's third cohort of interns September 2023.	Current and ongoing
Celebrate and recognise Disability History Month in November which will include targeted interventions to raise awareness.	Complete for 2022. The EDI Team will continue to work in collaboration with the DisAbility Staff Network to promote and raise awareness of Disability History Month.	Current and ongoing

<p>Implement the inclusivity 'Sunflower Scheme' to raise awareness and support staff and patients with visible and invisible disabilities.</p>	<p>The Sunflower Scheme officially launched December 2022. Staff are invited to complete ESR training to learn how to support patients and staff with hidden disabilities. They are provided with a white 'Proud to support the sunflower' badge to increase visibility of their commitment to the scheme. Staff with hidden disabilities are provided with green badges or lanyards for free.</p>	<p>December 2022</p>
<p>Explore the possibility of a central funds budget for reasonable adjustments supported by a reasonable adjustments policy.</p>	<p>With support from the EDI Project Manager, the Disability Confident Working Group are developing a reasonable adjustments policy with a new end to end process to monitor the reasonable adjustments process i.e., from referral to procurement. The policy and process also include guidance on access to work and a catalogue of equipment that is regularly used so it is easier to request and purchase. A centralised budget has been approved as part of this project.</p>	<p>January 2023</p>
<p>Introduce recruitment system for monitoring equality information/values based.</p>	<p>The Trust has been successful in acquiring a new recruitment system, once in place will be much more agile than NHS jobs. The expected roll out of the system was June 2023 however due to IT issues it is now expected to be later in the year.</p>	<p>June 2023 <i>Completion date has been revised to December 2023</i></p>
<p>Strengthen recruitment practices to require greater diverse recruitment panel membership and selection training.</p>	<p>Work has begun to scope an Inclusion Ambassadors Programme where ambassadors will be trained to sit on recruitment panels.</p>	<p>December 2023</p>
<p>Develop an Inclusion Ambassadors programme that will support employment practices to become more inclusive.</p>	<p>Work has begun to scope what the programme will look like.</p>	<p>December 2023 <i>Completion date has been revised to April 2024</i></p>
<p>Expand on the reverse mentoring pilot with staff from minority ethnic groups by introducing reciprocal mentoring across all protected characteristics, with the aim of developing empathy and understanding of staff experience.</p>	<p>Plans in place to explore this with the Organisational Development Team in December 2023.</p>	<p>December 2023 <i>Completion date has been revised to April 2024</i></p>
<p>Strengthen the EDI training offer for managers and staff to increase awareness and provide knowledge and strategies to help build a positive inclusive work environment.</p>	<p>Series of 10 disability awareness workshops delivered by Diversity & Ability - complete. Deaf awareness and BSL workshops available for staff. New Leadership Insights Module - Compassionate and Inclusive Leadership (Intentional Inclusion)</p>	<p>December 2023</p>

	commenced beginning of September 2023. Scope of an Inclusion Ambassadors Programme has begun.	<i>Completion date has been revised to April 2024</i>
* Implement the reasonable adjustments policy and central funds budget.		December 2023
Explore the implementation of a disability leave policy or strengthen existing policies to support this.	The Disability Confident Working Group have paused this action to focus on the development of a reasonable adjustments policy. The aim will be to strengthen existing policies.	January 2023 <i>Completion date has been revised to January 2024</i>
Review the recruitment policy to ensure consistency and governance of unfair practices.	Currently on hold and work will commence in January 2024.	January 2023 <i>Completion date has been revised to January 2024</i>
* Increase the disability declaration rate by targeting the Medical and Dental workforce, induction of new staff and incorporating declaration conversations in appraisal.		January 2024
* In collaboration with the DisAbility Staff Network and Occupational Health review and update the Health Passport in accordance with the new Reasonable Adjustments Policy and process.		March 2024
* Streamline reporting of bullying and harassment by developing a comprehensive reporting system that makes it easier for staff members to report incidents of bullying and harassment.		April 2024
* Senior leaders will have specific actions linked to WRES and WDES metrics and take responsibility for setting a zero-tolerance policy towards bullying and harassment and are actively involved in creating a supportive and inclusive work culture.		September 2024

* New action added to WDES Action Plan