



**WORKFORCE DISABILITY EQUALITY STANDARD
2022/2023
ANNUAL REPORT**

1 Purpose

The purpose of this report is to meet our compliance requirement under the NHS Workforce Disability Equality Standard. This report provides an analysis of the Trust's workforce data relating to disabled and non-disabled staff. This data driven annual self-assessment provides the opportunity for the Trust in line with the Equality Diversity and Inclusion Agenda to consistently improve, to fulfil its commitment to diminishing inequalities experienced by staff with disabilities within the workforce. The collection of this data was carried out in accordance with the WDES guidance provided by NHS England for the period 1st April 2022 to 31st March 2023. The summary report provides the organisational narrative and strategic actions to be taken forward in the WDES Action plan.

The WDES Annual Report measures the progress as well as actions adopted to fulfil its objectives against all 10 metrics under WDES while identifying areas for improvement. The key areas of improvement that emerged from the WDES Data around inequalities experienced by colleagues with disabilities included: shortlisting in employment, harassment and bullying, opportunities for learning and development, and presenteeism. These specific areas requiring improvement mirror the expectations set out in the NHS People Plan, the [People Promise](#), and [NHS Long Term Plan](#) and are part of the Trust's Strategic Objectives as well as the Equality, Diversity and Inclusion Agenda. The Trust consistently seeks to improve in all 10 metrics of the WDES. This is really important for us as we aim to achieve our objective of being an Employer of Choice, who is inclusive and actively supports staff with disabilities and long term health conditions. Furthermore, we are bound to ensure compliance with the Equality Act, 2010. Discrimination under any form is not tolerated and the Trust has been actively working with its ESNable Staff Disability Network to further develop the WDES action plan and has taken progressive steps to improve employee experience for staff with disabilities or underlying health condition, most notably:-

- Maintaining momentum of the ESNable Staff Disability Network with staff campaigns currently under design
- Membership of [PurpleSpace](#) a global professional development hub for disability provided for employees, leaders, networks, allies and advocates driving change on disability from the inside out
- Successfully attained Disability Confident Level 2 (March 2022) and pushing to achieve Level 3 by January 2024
- New Recruitment and Selection Training mandated for all recruiting managers with sections on writing roles for inclusion and interviewing for inclusion (commencing Autumn 2023)

The WDES provides the opportunity for the Trust in line with the Equality, Diversity and Inclusion Agenda to act upon the learning we can take from the data. It is instrumental to fostering the understanding within the Trust that we all have a part to play in cultivating an inclusive and compassionate culture where all feel a sense of belonging and empowerment that they can reach their highest potential and to thrive within the organisation. The Trust will continue to push forward its robust WDES Action Plan (Appendix 2) to ensure not only representation of employees with disabilities in the workforce, equal opportunities but also to safeguard the wellbeing, rights, choices and freedoms of all staff while recognising and valuing the diverse pool of talents, skills and knowledge to deliver the best possible care to our patients.

We recognise the requirements set out in the Code of Governance for NHS Provider, which came into effect on 1 April 2023, where significant attention is paid to the requirement for Boards to reflect the diversity of the workforce and the communities it serves. The action plan focusses on the importance of disclosure so that the Trust is able to accurately understand the diversity of its

workforce in respect of disability as well as ensuring training and scrutiny of recruitment panels and encouraging applications from a diverse background.

2 Background - Workforce Disability Equality Standard (WDES)

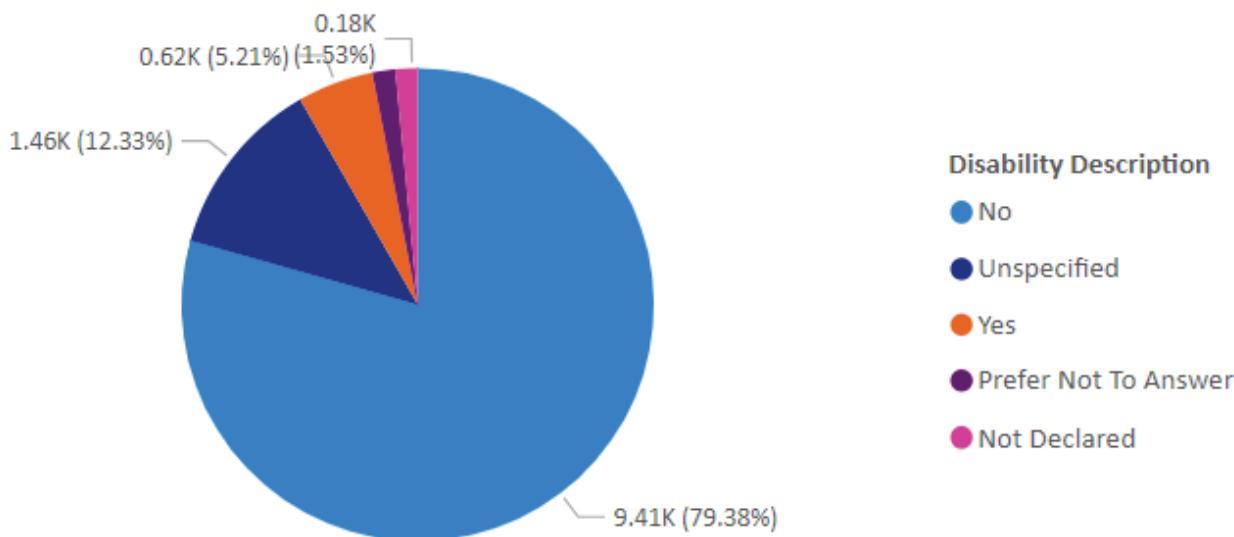
The NHS Workforce Disability Equality Standard (WDES) is designed to improve workplace experience and career opportunities for people with disabilities or long term health conditions working for or seeking employment within the NHS. The WDES follows the NHS Workforce Race Equality Standard (WRES) as a tool and an enabler of change. The Workforce Disability Equality Standard (WDES) is a set of ten specific measures that enable NHS organisations to compare the experiences of disabled and non-disabled staff. The ten Workforce Disability Metrics are:

WDES Metrics	Metric description
Metric 1	Percentage of staff in 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.
Metric 2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts.
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
National NHS Staff Survey Metrics	
Metric 4	Percentage of disabled staff, compared to non-disabled staff, experiencing harassment, bullying or abuse from: patients/service users, their relatives or other members of the public, managers and other colleagues. 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.
Metric 5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
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.
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
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work.
Metric 9	The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. Has your trust taken action to facilitate the voices of disabled staff in your organisation to be heard?
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 / Executive and non-executive membership of the Board

3 Data analysis – Disclosure

Our workforce data indicates that we have significantly improved on the proportion of our staff where their disability status remains unknown, 12.3% compared to 41% the previous year. The number of staff disclosing a disability increased to 5.21% and represents the equivalent of 618 out of a workforce of 11,859 staff. This has improved from last year where disclosure of a disability was 3%. We have achieved this improvement through continued communications to encourage disclosure across all protected characteristics by the Workforce Information Team.

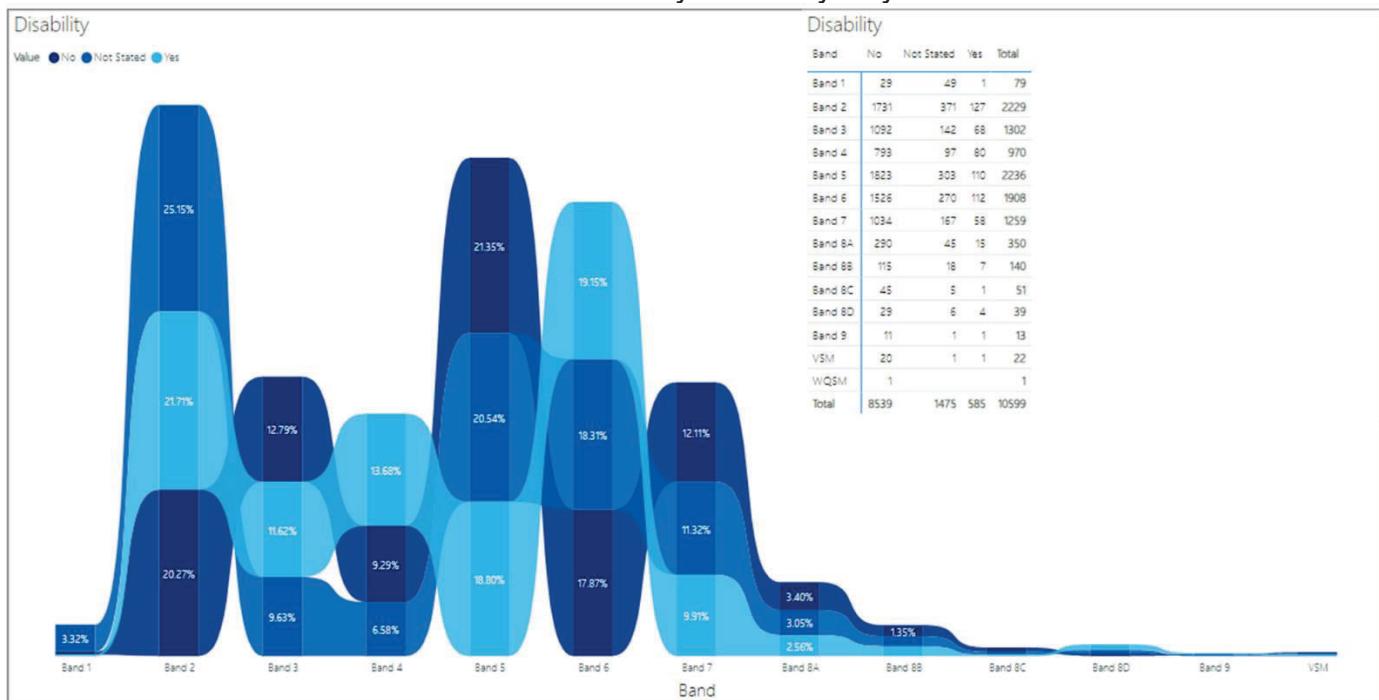
Workforce Profile by Disability Disclosure



4 Data Analysis – Comparison Data

Metric 1: Percentage of staff in 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.

% of Staff Disability Status by Pay Band



Analysis: Due to the higher rates of disclosure as outlined in point 3, the non-disclosure of a disability status has reduced by 28.7% as a direct result of the ongoing disclosure reminder communications. The unknown disclosure rate for clinical and medical cohorts remains an area of concern and will be included in the targeted work planned.

Metric 2: Relative likelihood of Disabled staff compared to non-disabled/undeclared staff being appointed from shortlisting across all posts.

The table below shows the relative likelihood of disabled applicants compared to non-disabled applicants being appointed from shortlisting across all posts. The data shows that non-disabled applicants are slightly less likely to be appointed from shortlisting compared to disabled applicants:

	Disabled	Non-disabled	Disability Unknown
Number of shortlisted applicants	773	11338	11
Number of appointed applicants	62	805	60
Likelihood of shortlisting / appointing	0.08	0.07	5.45
Relative likelihood of Non-Disabled staff being appointed compared to Disabled staff	0.88		

Metric 3: Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process.

The table below shows data relating to staff who have entered the formal capability process:

	Disabled	Non-Disabled	Disability Unknown
Average No. of staff entering formal capability process over the last 2 years (Total divided by 2)	2.5	10	10
Of these, how many were on the grounds of ill-health	1.5	7.5	6.5
Likelihood of staff entering formal capability process	0.001618	0.000266	0.001916
Relative likelihood of Disabled Staff entering formal capability	6.08		

Analysis: There are a number of specific causes contributing to the rise in the likelihood of disabled staff entering formal capability when compared to the previous year. This year's data set now includes those entering a formal process due to ill health and it should also be noted that there has been significant work undertaken over the past year from our Employee Relations and Occupational Health teams to support divisions in reviewing long term sickness cases which have impacted on the number of formal cases this year.

Metric 4: Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse in the last 12 months

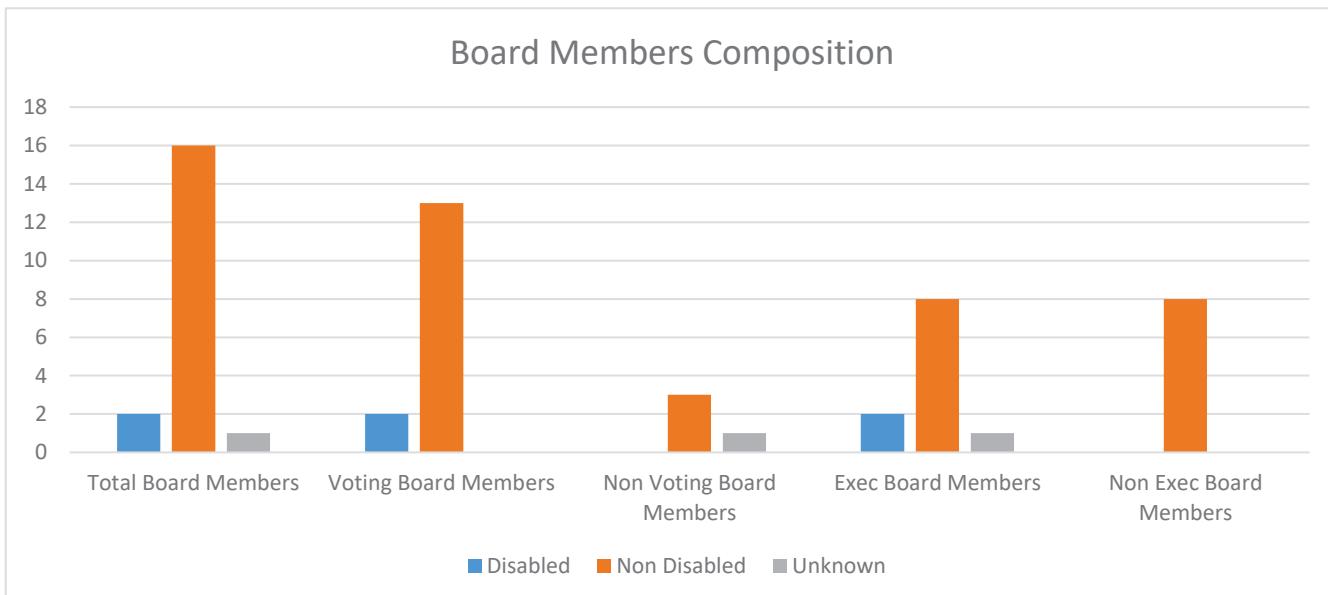
*Please note metrics 4 to 9a are sourced from the latest publication of the NHS Staff Survey 2022. The followings are included by the Trust to provide a more comprehensive data set concerning experiences as well as representation of staff with disabilities within ESNEFT.

Metrics 4-9	Staff Survey Results ¹ - 2021 Staff with Disabilities Non-disabled	Staff Survey Results ¹ - 2022 Staff with Disabilities Non-disabled	Analysis
Metric 4a: % of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse in the last 12 months	36.7% 28.7%	34.3% 29.1%	Of the respondents, the data shows a decrease in cases when compared to last year. Disabled staff continue to experience a slightly higher proportion

¹ Local results for every organisation | NHS Staff Survey (nhsstaffsurveys.com)

			of bullying, harassment and abuse from patients and service users than non-disabled colleagues.
Metric 4b: % of staff experiencing harassment, bullying or abuse from managers in last 12 months	20.0% 12.4%	17.7% 11.5%	Of the respondents to this question, this reduced by 2.3% from the previous year. There is ongoing support to Managers from our ER team and EDI element of the leadership development pathway continues to address bullying and harassment in various modules.
Metric 4c: % of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	28.5% 18.5%	25.7% 17.7%	Of the respondents to this question, this reduced by 2.8% for disabled staff compared to last year. However the data shows that disabled staff experience a higher level of discrimination in terms of bullying, harassment and abuse from other colleagues than their non-disabled colleagues.
Metric 4d: % of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	41.4% 40.6%	44.5% 41.1%	Of the respondents to this question, there was a positive increase of 3.1% of the number of staff reporting an incident of bullying, harassment or abuse than non-disabled colleagues.
Metric 5: Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	49.2% 53.3%	48.4% 56.0%	Of the responders of this question, there is a 7.6% gap between disabled staff and non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion, compared to a 4.1% gap last year. The coaching and mentoring to be rolled out for all protected characteristics should help to address this.
Metric 6: Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	31.0% 21.6%	30.0% 20.5%	Of the responders for this question, whilst the % has dropped slightly, there remains a gap of 9.5% where disabled staff feel more pressure to come to work by their manager when unwell than non-disabled staff.
Metric 7: Percentage of staff satisfied with the extent to which their organisation values their work	28.8% 39.8%	29.9% 40.6%	Of the responders of this question, there is a significant gap of 10.7% of staff with disabilities feeling the organisation valued their work less than staff with no disabilities.
Metric 8: Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	71.6%	76.3%	Of the responders to this question, the percentage increased by 4.7% when compared to the previous year. As part of the Equality Act 2010 the Trust must ensure reasonable adjustments are provided to all staff as required either through Occupational Health or Access to Work (DWP). Further work is underway to improve the reasonable adjustment passport and process.
Metric 9a: Staff engagement score (0-10)	6.3 6.8	6.3 6.8	Of the responders to this question, the percentage remained static when compared to the previous year for both groups of employees, with disabled staff still showing slightly less level of engagement within the workforce. The results remain consistent over the past 3 years.

Metric 10: Board representation - Percentage difference between the organisation's board voting membership and its organisation's overall workforce.



Disclosure has improved over the past year. The Board level representation of members with a disability remains higher in comparison to the rest of the organisation.

5 Progress to date

A set of prioritised work has been undertaken over the past year to support the WDES action plan and to support the continued work we are doing across our WDES metrics which is reviewed regularly for progress assurance at the EDI Operational Group, formerly named the EDI Steering Group:

- Review of existing and new policies and processes that will benefit our disabled staff e.g., Bullying & Harassment Policy, Employment of People with Disabilities Policy, extending the Cultural Ambassadors Policy and launch and promotion of the revised Equal Opportunities & Diversity Policy.
- A Raising Concerns Guide has been written to support the refreshed Freedom To Speak Up (FTSU) Policy as well as recognising the routes to raising concerns outside FTSU (e.g. staffside, ER, Wellbeing Hub) and which will identify routes, process, how staff will be supported throughout the process and how the organisation will learn.
- Progress with the work required to attain Level 3 Disability Confident Employer to leader level
- Roll out of Recruitment and Selection training (which includes unconscious bias, writing and interviewing for inclusion) for all interview panel management posts.
- Reverse Mentoring Programme Cohort 2 rolled out in August include all protected characteristics. Regular peer support meetings with mentors will pick up any urgent or emerging issues.
- Increasing the numbers and expanding the remit of Cultural Ambassadors to support all 9 protected characteristics, particularly in formal processes and recruitment processes
- Continue the programme of works with the ESNAble Staff Network leads to promote support available to staff and managers of staff with disabilities.
- EDI Data Dashboard – The EDI Data Group is now meeting monthly to collate and monitor data on all 9 protected characteristics. An EDI Dashboard is in early development which will enable quarterly reporting and track the impact of interventions.
- Early stages of establishing the Staff Experience Reference Group

- Task and finish group formed to review the Reasonable Adjustments Passport and process to ensure there is equity of access and adequate support to both the manager and individual.
- Optimise understanding of the Reasonable Adjustments Passport as well as Department of Work's Access to Work Scheme working closely with Occupational Health colleagues.

6 Next Steps

The data provided in this report was submitted online to NHS England on 31st August 2022 (Appendix 1). In addition to the WDES data submission to NHS England the Trust is required to submit the WDES Summary report. The WDES Action Plan 2021/2022 has been reviewed and updated in collaboration with our Disability and Carer Staff Network, ESNAble (ESNEFT and Able) see Appendix 2. This will help to support the organisation to steer the disability equality agenda forward.

Alongside the network we have identified the following priorities and will work with the Equality, Diversity and Inclusion leads to ensure our revised WDES Action Plan focuses activity on:

- Improving staff disclosure of disability
- Review of the Reasonable Adjustment (RA) Passport and RA process to strengthen support to both managers and staff
- Work with operational areas to better understand their workforce profile in terms of disability and support provision
- Roll out of Disability Awareness training to educate and support all staff and managers
- address the stigma associated with disability disclosure and widen understanding of what constitute as a disability
- Increase the profile and work of the ESNAble Staff Network, enabling disabled staff voices to be heard and valued at ESNEFT
- Roll out of monthly staff listening events to encourage greater staff engagement, participation and remove the stigma of disclosure.
- Supporting the engagement activities for disabled staff and non-disabled staff to learn about barriers
- Continued promotion of resources available via PurpleSpace
- Rollout of new EDI focused learning and development training sessions
- Continuation of work to support Level 3 Disability Confident status

APPENDICES:

Appendix 1 WDES Data Submission
 Appendix 2 WDES Action Plan

APPENDIX 1 - WDES Data Submission

Data should be recorded in the yellow cells which turn white when filled.
Green cells are automatically calculated. Blue cells are for notes.

		Snapshot of data as at 31st MARCH 2023									
Metric	Indicator	Disabled staff			Non-disabled staff			Disability Unknown or Null			Overall
		Measure	# Disabled	% Disabled	# Non-disabled	% Non-disabled	# Unknown/Nu	% Unknown/Nu	# Unknown/Nu	% Unknown/Nu	Total
	1a) Non Clinical Staff										
	Under Band 1	Headcount	0	1.3%	29	36.7%	49	62.0%	0	0	0
Bands 1		Headcount	1	5.1%	802	77.7%	177	17.2%	79	79	1032
Bands 2		Headcount	53	5.1%	498	84.8%	51	8.7%	587	587	
Bands 3		Headcount	38	6.5%	385	82.3%	37	7.9%	468	468	
Bands 4		Headcount	46	7.9%	252	82.6%	29	9.5%	305	305	
Bands 5		Headcount	24	6.2%	133	82.1%	19	11.7%	162	162	
Bands 6		Headcount	10	6.2%	165	86.4%	15	7.9%	191	191	
Bands 7		Headcount	11	5.8%	88	87.1%	8	7.9%	101	101	
Bands 8a		Headcount	5	5.0%	70	85.4%	6	7.3%	82	82	
Bands 8b		Headcount	6	7.3%	31	88.6%	3	8.6%	35	35	
Bands 8c		Headcount	1	2.9%	15	65.2%	4	17.4%	23	23	
Bands 8d		Headcount	4	17.4%	60	83.6%	63	9.6%	658	658	
Bands 9		Headcount	1	12.5%	7	87.5%	0	0.0%	8	8	
VSM		Headcount	1	4.5%	20	90.9%	1	4.5%	22	22	
Other. Please specify in notes -		Headcount	0	0	0	0	0	0	0	0	
Cluster 1: A/C Bands <1 to 4		Auto-Calculated	138	6.4%	1714	79.1%	314	14.5%	2166	2166	
Cluster 2: A/C bands 5 to 7		Auto-Calculated	45	6.8%	550	83.6%	63	9.6%	658	658	
Cluster 3: A/C bands 8a and 8b		Auto-Calculated	11	6.0%	158	86.3%	14	7.7%	183	183	
Cluster 4: A/C bands 8c to VSM		Auto-Calculated	7	8.0%	73	83.0%	8	9.1%	88	88	
Total Non-Clinical		Auto-Calculated			2495		399				
1b) Clinical Staff											
Under Band 1		Headcount	0	0	0	0	0	0	0	0	
Bands 1		Headcount	0	0	0	0	0	0	0	0	
Bands 2		Headcount	74	6.15%	94	77.5%	196	16.28%	1204	1204	
Bands 3		Headcount	30	4.18%	596	83.12%	91	12.69%	717	717	
Bands 4		Headcount	34	6.76%	409	81.31%	60	11.93%	503	503	
Bands 5		Headcount	86	4.44%	1571	81.40%	274	14.15%	1936	1936	
Bands 6		Headcount	102	5.84%	1394	79.79%	251	14.37%	1747	1747	
Bands 7		Headcount	49	4.54%	876	81.11%	155	14.35%	1080	1080	
Bands 8a		Headcount	10	4.02%	202	81.12%	37	14.86%	249	249	
Bands 8b		Headcount	1	1.72%	45	77.59%	12	20.69%	58	58	
Bands 8c		Headcount	0	0.00%	14	87.50%	2	12.50%	16	16	
Bands 8d		Headcount	0	0.00%	14	87.50%	2	12.50%	16	16	
Bands 9		Headcount	0	0.00%	4	80.00%	1	20.00%	5	5	
VSM		Headcount	0	0.00%	1	100.00%	0	0.00%	1	1	
Other. Please specify in notes -		Headcount	0	0	0	0	0	0	0	0	
Cluster 1: A/C Bands <1 to 4		Auto-Calculated	138	5.7%	1939	80.0%	347	14.3%	2424	2424	
Cluster 2: A/C bands 5 to 7		Auto-Calculated	237	5.0%	3846	80.7%	680	14.3%	4763	4763	
Cluster 3: A/C bands 8a and 8b		Auto-Calculated	11	3.6%	247	80.5%	49	16.0%	307	307	
Cluster 4: A/C bands 8c to VSM		Auto-Calculated	0	0.0%	33	86.8%	5	13.2%	38	38	
Total Clinical		Auto-Calculated	386	5.1%	6065	80.5%	1081	14.4%	7532	7532	
Medical & Dental Staff, Consultants		Headcount	14	2.85%	300	61.22%	176	35.92%	490	490	
Medical & Dental Staff, Non-Consultants career grade		Headcount	3	1.30%	179	77.83%	48	20.87%	230	230	
Medical & Dental Staff, Medical and dental trainee grades		Headcount	14	2.73%	375	73.24%	123	24.02%	512	512	
Total Medical and Dental		Auto-Calculated	31	2.52%	854	69.32%	347	28.17%	1232	1232	
Number of staff in workforce		Auto-Calculated			9414		1827				

		Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.	Number of shortlisted applicants	Headcount	773	11338	11
		Note: This refers to both external and internal posts.	Number appointed from shortlisting	Headcount	62	805	60
2		Likelihood of shortlisting/appointed	Auto-Calculated	0.080207	0.071000	5.454545	
		Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	Auto-Calculated	0.885212			
		Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	Average number of staff entering the formal capability process over the last 2 years for any reason. (i.e. Total divided by 2.)	Headcount	2.5	10	10
		Note: This Metric will be based on data from a two-year rolling average of the current year and the previous year (April 2021 to March 2022 and April 2022 to March 2023).	Of these, how many were on the grounds of ill-health?	Headcount	1.5	7.5	6.5
3		Likelihood of staff entering the formal capability process	Auto-Calculated	0.000066	0.001916		
		Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	Auto-Calculated				
		b) Has your organisation taken action to facilitate the voices of your Disabled staff to be heard? (yes) or (no)	Note: For your response to b):				
		If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples can be found in the WDES 2020 Annual Report.	Has your organisation taken action to facilitate the voices of your Disabled staff to be heard? (yes) or (no)				
		Total Board members	Headcount	2	10.53%	16	84.21%
		of which: Voting Board members	Headcount	2	13.33%	13	86.67%
		: Non Voting Board members	Auto-Calculated	0	0.00%	3	75.00%
		of which: Exec Board members	Headcount	2	18.18%	8	72.73%
		: Non Executive Board members	Auto-Calculated	0	0.00%	8	100.00%
10		Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:	Difference (Total Board - Overall workforce)	Auto-Calculated			
		* By Voting membership of the Board	Difference (Voting membership - Overall Workforce)	Auto-Calculated			
		This is a snapshot as of at 31st March 2023.	Difference (Executive membership - Overall Workforce)	Auto-Calculated			

APPENDIX 2 – WDES Action Plan

Workforce Data and Representation – Metrics 1, 2, 3 and 10				
What actions do we need to take and why?	Action to be taken	Responsible owner(s)	Due by date	Outcomes /KPI's
1.1	Ensure that the WDES action plan is embedded into the POD Committee Assurance Framework	Director of People & OD Group	March 2024 – then 6 monthly	<ul style="list-style-type: none"> Twice-annual progress updates to be received by POD, risks identified and mitigation provided by the EDI Strategic Reference Group
1.2	Develop performance data dashboard of WDES indicators for EDI Operational Group with quarterly updates to the EDI Strategic Reference Group. To include workforce data in relation to disability by:	Associate Director of OD and Culture	October 2023 – then quarterly thereafter	<ul style="list-style-type: none"> Dashboard in early stages. Quarterly Chairs Key Issues report to be received by POD Committee for assurance – with a clear analysis of data for WDES metrics undertaken by the EDI Operational/Strategic Reference Group <ul style="list-style-type: none"> Applications/ Shortlisting/ Recruitment • Promotion/career progression/ • Secondment • Employee relations case work • Access to training & development (non- Mandatory) • Leavers/Turnover

Workforce Data and Representation – Metrics 1, 2, 3 and 10

<p>What actions do we need to take and why?</p> <p>The actions within this section of the WDES action plan are focused on improving the workforce data, specifically staff declaration rates. These actions will also focus on supporting the organisation to understand the data which reflects the differences in experience for disabled and nondisabled staff. The data we have indicates that we need to focus on improving the disclosure rates of our disabled staff and representation of disabled staff across the organisation. We will be using our internal governance mechanism to monitor performance and manage any identified risks.</p>	<table border="1"> <thead> <tr> <th data-bbox="346 130 409 2149">Reference</th><th data-bbox="346 130 409 2149">Action to be taken</th><th data-bbox="346 130 409 2149">Responsible owner(s)</th><th data-bbox="346 130 409 2149">Due by date</th><th data-bbox="346 130 409 2149">Outcomes /KPI's</th></tr> </thead> <tbody> <tr> <td data-bbox="409 130 1275 2149">1.3</td><td data-bbox="409 130 1275 2149">Review communications and engagement plan for WDES which is monitored by the EDI Steering Group</td><td data-bbox="409 130 1275 2149">Associate Director of OD & Culture/Associate Director of Comms/Chairs ESNABLE</td><td data-bbox="409 130 1275 2149">January 2024</td><td data-bbox="409 130 1275 2149"> <p><u>Update</u> Review of current plan organisational communication and engagement plan around disability and hidden disabilities as well as disclosure to ensure it has:</p> <ul style="list-style-type: none"> • Increased visibility on disability equality themes – e.g. communications on Mental Health Awareness, Autism, hidden disabilities • Awareness and increase imagery of disabled people on internal external communications (e.g. Team ESNEFT News to feature regular updates on the WDES work underway) • Intranet and Internet webpages update with Trust position on WDES <p><u>Intended Plans/outcomes for future</u></p> <ul style="list-style-type: none"> • Ensure that once the WDES Report is shared, that Head/Senior managers within each Unit have an active role, ie. return with suggested areas for improvement based on the learning taken from the current WDES findings. • Regular review of the above </td></tr> </tbody> </table>	Reference	Action to be taken	Responsible owner(s)	Due by date	Outcomes /KPI's	1.3	Review communications and engagement plan for WDES which is monitored by the EDI Steering Group	Associate Director of OD & Culture/Associate Director of Comms/Chairs ESNABLE	January 2024	<p><u>Update</u> Review of current plan organisational communication and engagement plan around disability and hidden disabilities as well as disclosure to ensure it has:</p> <ul style="list-style-type: none"> • Increased visibility on disability equality themes – e.g. communications on Mental Health Awareness, Autism, hidden disabilities • Awareness and increase imagery of disabled people on internal external communications (e.g. Team ESNEFT News to feature regular updates on the WDES work underway) • Intranet and Internet webpages update with Trust position on WDES <p><u>Intended Plans/outcomes for future</u></p> <ul style="list-style-type: none"> • Ensure that once the WDES Report is shared, that Head/Senior managers within each Unit have an active role, ie. return with suggested areas for improvement based on the learning taken from the current WDES findings. • Regular review of the above
Reference	Action to be taken	Responsible owner(s)	Due by date	Outcomes /KPI's							
1.3	Review communications and engagement plan for WDES which is monitored by the EDI Steering Group	Associate Director of OD & Culture/Associate Director of Comms/Chairs ESNABLE	January 2024	<p><u>Update</u> Review of current plan organisational communication and engagement plan around disability and hidden disabilities as well as disclosure to ensure it has:</p> <ul style="list-style-type: none"> • Increased visibility on disability equality themes – e.g. communications on Mental Health Awareness, Autism, hidden disabilities • Awareness and increase imagery of disabled people on internal external communications (e.g. Team ESNEFT News to feature regular updates on the WDES work underway) • Intranet and Internet webpages update with Trust position on WDES <p><u>Intended Plans/outcomes for future</u></p> <ul style="list-style-type: none"> • Ensure that once the WDES Report is shared, that Head/Senior managers within each Unit have an active role, ie. return with suggested areas for improvement based on the learning taken from the current WDES findings. • Regular review of the above 							

Workforce Data and Representation – Metrics 1, 2, 3 and 10

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Workforce Data and Representation – Metrics 1, 2, 3 and 10

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2.2	<p>Develop an Action Plan to achieve Disability Confident Leader Level 3</p> <p>Staff Network Administrator/ESNABLE Chair/Head of Recruitment/Head of Communications and Engagement</p>
2.3	<p>Design & deliver Disability Awareness training</p> <p>Assistant Director of Training and Development/Head of EDI</p>
2.4	<p>Identify a Board level Executive and Non-Executive sponsor for Disability to champion WDES and support the Disability Staff Carers' Network</p> <p>Director of People & OD</p>
	<p>Responsible owner(s)</p> <p>January 2024 ongoing</p> <p>Due by date</p> <p>Outcomes /KPI's</p>
	<p>Disability Confident Employer status Level 2 attained.</p> <p><u>Intended Plans:</u></p> <ul style="list-style-type: none"> • Set up a working group of key stakeholders from across the Trust including relevant external engagement to start the work towards attaining Disability Confident Leader Level 3 • Regular updates provided to EDI Operational Group • Divisions to provide positive stories to the EDI Steering Group and POD Committee on the recruitment and career progression of disabled staff for internal and external communication
	<p>Disability Awareness Trial session arranged for October 2023.</p> <p><u>Intended Plans:</u></p> <ul style="list-style-type: none"> • Exploration of train the trainer sessions to enable sustainable training provision going forward • Staff trained across the organisation to include Cultural Ambassadors capturing all protected characteristics • Capture feedback from local community organisations to improve future programme of work
	<p>Board Executive SRO was sought.</p> <p><u>Intended plans:</u></p> <ul style="list-style-type: none"> • Further work required to support: • Senior leaders to demonstrate visible commitment to disability equality through internal and external communications

Staff Survey Indicators & Staff Engagement – Metrics 4, 5, 6, 7, 8, 9

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2.5	<p>Deliver a series of FTSU/Wellbeing Listening Events for staff to discuss disability, carer's concerns</p> <p>Ensure that within ESNEFT every member of staff, whatever geographical location, knows how to access Freedom to Speak Up Guardian</p> <p>Identify a recording tool allowing input from multiple agencies protecting confidentiality for individuals to allow oversight of use of service as well as identify hotspots and triangulation with other risk tools (Datinx/Greatix)</p>	<p>FTSU Guardian, Head of Wellbeing, Head of EDI and Head of Communications & Engagement, ESNable Staff Network Chairs</p> <p>Freedom to Speak Up Guardian</p> <p>Associate Director of OD & Culture, Head of Wellbeing, Head of EDI, Freedom to Speak Up Guardian</p>	<p>November 2023</p> <p>Completed and embedded as BAU</p> <p>Completed and embedded as BAU</p>	<p>Outcomes /KPI's</p> <ul style="list-style-type: none"> Senior leaders trained and competent to discuss and promote inclusion for disabled staff at Board and other senior-level committees in the Trust <p>Update:</p> <ul style="list-style-type: none"> Long Covid Support Group commenced ESNEFT FTSU policy now aligned with revised National Guardian Strategy. Raising concerns Guide drafted and going through approval process for launch in October 2023 FTSU intranet page refreshed with contact details of the 7 Assistant FTSUs Recruitment drive underway for more Assistant FTSU Guardians Poster campaign targeting all departments with contact details and related support agencies Regular input through ESNEFT News will continue Themes reviewed as part of monthly MDT meeting including OH to ensure we are identifying trends, hotspots and any links to Sis, etc. Data now being collated across MDT which is reviewed and discussed with identified actions at monthly MDT meetings <p><u>Intended Plans</u></p> <p>Webinars to commence to gain:-</p> <ul style="list-style-type: none"> Greater understanding of the challenges our disabled staff and those that are carers are experiencing

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Reference	<p>Action to be taken</p> <p>Provide better access to the Department of Work Access to Work: Workplace Accommodations (previously Reasonable Adjustments) programme</p>

Responsible owner(s)	Due by date	Outcomes /KPI's
<p>AD of Culture and OD, Head of Occupational Health, Head of EDI, AD of Communications, ESNable Staff & Carers' Network</p>	<p>March 2023</p>	<p><u>Update:</u></p> <ul style="list-style-type: none"> Improved staff experience and capture of staff stories to share with Trust Board, the POD Committee and the EDI Groups <p><u>Intended Plan</u></p> <ul style="list-style-type: none"> Produce business case for Reasonable Adjustments central fund so that monitoring of requests and process timeframes can be maintained as well as collaborative work with Procurement to reduce costs Process designed and communicated for provision of workplace accommodations and associated support mechanisms (e.g. Flexible working) Targeted training to be provided to HRBPs and Managers to support staff with reasonable adjustments in the work place and signposting staff with disabilities to provisions provided by DWP Reviewing pilot role with ICS for Reasonable Adjustments Lead