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Wye Valley NHS Trust

Workforce Disability Equality Standard Action Plan 2022-23

Introduction

WVT is committed to meeting the requirements of the Workforce Disability Equality Standard for NHS Trusts. We submitted the Trust's workforce data, for disabled and non-disabled staff, to the national WDES team in August 2022 and are publishing this initial action plan.

This action plan, covering metrics 1,3,4, 8 and 9 will be further developed in consultation with the Trusts' Disability Network and will be monitored by the Trusts Inclusion Group, and Trust Board for end of year assessment and evaluation.

The National WDES report is linked [here](#)

October 2022

WDES Measure	Action(s)	Timescale
1. Percentage of staff in each of the AfC Bands 1-9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce	ESR Awareness Campaign - November – ongoing Measurable Outcome – Improve the data - ideally increase the Disability declaration rate overall for the Trust to 10% by 2023-24	Align with Disability History Month - November 18 – December 20 2022 Ongoing

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<p>3. Relative likelihood of staff entering the formal capability procedure, for performance-related reasons.</p>	<p>Review Capability Policy and Procedure: from Disability perspective (including support for Disabled colleagues)</p> <p>Roll out Cultural Ambassadors Programme and promote use in employee relations where disability may be an in issue</p> <p>Measurable Outcome: reduce disparity ratio between Disabled and non-Disabled staff.</p>	<p>April 2023</p> <p>December 2022</p>
<p>4. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months</p> <p>Percentage of staff experiencing bullying, harassment or abuse from managers in the last 12 months</p> <p>Percentage of staff experiencing bullying, harassment or abuse from other colleagues in the last 12 months</p>	<p>Bullying & Harassment work stream and action plans following staff surveys, WRES and WDES</p> <p>Measurable Outcomes: incremental improvement in NHS Staff Survey results from 2022/23 onwards</p>	<p>July 2023</p>
<p>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</p>	<p>See above actions and detail for Indicator 4a.</p> <p>Measurable Outcomes:</p> <ol style="list-style-type: none">1. Increased confidence to report concerns amongst colleagues directly affected by abuse, discrimination etc.2. Increased confidence to report concerns amongst colleagues indirectly affected (bystanders) by abuse, discrimination etc.	<p>April 2023.</p>

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<p>8. Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work</p>	<p>Reasonable Adjustments Procedure, guidance and training</p> <p>NHS Health Passports</p> <p>Measurable outcome:</p> <ol style="list-style-type: none">1. Improved NSS results, including reduction by at least 1% point in gap between experience of disabled and non-disabled colleagues by 2023 NSS results2. Improved NSS results for the three areas of the workforce identified above, by at least 1% in 2023 NSS results.	<p>December 2022</p>
<p>9a. The staff engagement score for disabled staff, compared to nondisabled staff and the overall engagement Score for the organisation.</p> <p>9b. Have you taken action to facilitate the voices of disabled staff to be heard in your Trust?</p>	<p>Continue with Engagement with Disabled Colleagues</p> <p>Discussion with Inclusion Group of ways to enable, engage and recognise the contribution of Network leads.</p> <p>Measurable Outcome:</p> <ol style="list-style-type: none">1. Improved NSS score as detailed in 4a, to reduce gap between disabled and non-disabled colleagues. <p>Measurable outcomes:</p> <ol style="list-style-type: none">1. Disability network membership increased by at least 10%	<p>Ongoing</p> <p>Nov/Dec 22</p> <p>Ongoing</p> <p>June 2023</p>

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	2. There is an identifiable NHS staff carers network in place.	
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