

Complete/ Ongoing
In progress/partially complete
Incomplete / overdue

Workplace Disability Equality Standard Action Plan(w) 2019
Reviewed and Updated August 2019

No	WRES Indicator	Current Position	Objective
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.		<p>To create and implement a Talent Management Strategy for all staff with specific reference to support for protected groups. In order to support a meaningful strategy a talent diagnostic tool is being piloted in 2019.</p> <hr/> <p>Develop programme to actively improve non-disclosure rates</p>
			Raise the awareness of the ability to self -report personal details on the Electronic Staff Register
2	Relative Likelihood of staff being appointed from shortlisting across all posts	1.85	Continue to take positive action to support under representative groups to apply to the trust
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.	It was no more likely that disabled staff would enter the disciplinary process than their non-disabled colleagues	<p>To ensure Reasonable Adjustments are considered and monitored consistently across the organisation for all disabled staff and those with a long term condition staff.</p> <p>This will enable the staff to stay in work longer and ensure the Trust retains a skilled workforce.</p>

4	<p>a) Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from (i) Patients/service users, their relatives or other members of the public (ii) Managers (iii) Other Colleagues</p> <p>b) 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>(i) 2019 25.5% (D) 21.9%(ND) (ii) 2019 14.6% (D) 10.5%(ND) (iii) 2019 26.3% (D) 16.3%(ND)</p> <p>2019 44% (D) 45.9%(ND)</p>	<p>New acceptable behaviour policy to be launched November 2019. New training for staff to be introduced regarding acceptable behaviour Ensure staff have the relevant support networks available to them to address these issues Build a culture where staff are able to raise issues at work</p>
5	<p>Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.</p>	<p>2019 75.9% (D) 87.3(ND)</p>	<p>Continue to promote opportunities to all staff and offer reasonable adjustments where appropriate to access further training</p>

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	2019 33.9% (D) 26%(ND)	To develop and embed a robust communication strategy to effectively engage and inform staff where they can gain support. Awareness campaign for all staff around what it is like to live and work with a disability or acquire a disability whilst working Communicate to managers the importance of reasonable adjustments and their roles and responsibilities around this Break down barriers and assumptions regarding staff who long term conditions and disabilities Encouraging all staff to disclose if they require a reasonable adjustment.
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.	2019 31%(D) 47.3% (ND)	Ensure staff feel valued and supported whilst at work. The Trust has signed up to the Disability Confident initiative starting at Disability Confident and will progress to Level 2.
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	2019 78.5%	Communicate to all managers the importance of reasonable adjustments for staff with a long term condition or disability. This will enable staff to stay in work longer and ensure the Trust is retaining highly skilled and knowledgeable staff
			Communicate to all staff what we mean by disability – Awareness campaign led by staff with a disability and long term condition.
9	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation b) Has your Trust taken action to facilitate the voices of Disabled staff in you organisation to be heard	6.7% Yes	Ensure that staff engagement sessions involve all staff.

