**Workforce Disability Equality Standard Action Plan 2023-2025**

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| Red | Not yet begun |
| Amber | Begun but not complete |
| Green | Complete |
| Blue | New |

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Note: Disabled staff were engaged with via a joint staff network meeting and a survey monkey to obtain their suggestions on the actions required. These actions are designed to address the Workforce Disability Equality Standard.

Where an action has been given a Green RAG rating to indicate complete, the action, where necessary, will be continuously implemented.

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| **Objective** | **Analysis** | **WRES Action** | **Executive**  **Lead** | **Operational Lead** | **Date** | **RAG**  **Rating** |
| **WDES Indicator 1 Staff in AfC pay bands or medical and dental subgroups and very senior managers**  **(Including Executive Board members) compared with the % of staff in the overall workforce** | | | | | | |
| Encourage staff to update their equality monitoring information to help determine who is in the workforce | Indicator1 has seen various statistical changes in 2023 with five being positive, four statistically static and one deterioration | Last year’s action was partly completed and has been updated.  The Sharing Personal Diversity Guide will be launched along with a targeted campaign to update information on ESR. | Director of Workforce and Organisational Development | Head of EDI, Workforce Data Analyst and EDI Workstream | Commence in Q2 2024 |  |
|  |  | Maintain current Disability Confident level 2 and promote the benefits of this charter to managers | Director of Workforce and Organisational Development | Deputy Head of resourcing | Commence in Q3 2024 |  |
| **WDES Indicator 5 Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.** | | | | | | |
| Increase awareness of the support available within the Trust to support Disabled staff in their careers | This has seen a slight negative decrease in 2023 but is equal to the Staff Survey benchmark group average, which has remained the same since 2021. Staff Survey results 2022 52.1%, 2023 51.4%. | Career conversation/coaching and mentoring | Director of Workforce and Organisational Development | OD Facilitator | Commence in Q3 2024 |  |
|  |  | Use positive action in targeting Disabled staff to attend the internal development courses to support them with career progression | Director of Workforce and Organisational Development | Head of Organisational Development | Commence in Q4 2024 |  |
|  |  | Promote the changes in Flexible Working and the Trust’s Flexible Working Policy | Director of Workforce and Organisational Development | Workforce Leads and EDI Workstream | Commence in Q3 2024 |  |
| **WDES Indicator 9 The staff engagement score for Disabled staff, compared to non-Disabled staff** | | | | | | |
| To engage, listen and support Disabled staff so they feel engaged with and that their needs are taken into consideration and acted upon. | The staff engagement score for the Trust’s is 6.5 and the score for Disabled colleagues is below this at 6.1. The Staff Survey benchmark group average for Disabled people is 6.4 and the Trust’s is also slightly below this. | Improve mandatory equality, diversity and human rights training compliance. Target 85% | All Directors | EDI Workstream supported by Workforce Leads | Commence in Q1 2024 |  |
|  |  | NHS England’s Culture and Leadership Programme will continue. Included within this will be the Behavioural Framework implementation, launch of the Civility, Respect and Resolution Policy, the importance of raising concerns and the FTSU remit | Director of Workforce and Organisational Development | Head of Employee Relations and Engagement | Commence in Q1 2024-Q2 2025 |  |
|  |  | Extend the remit of the Enable Staff Network to include Neurodiversity | Director of Finance | Enable Staff Network Chair | Q2 2023 |  |
|  |  | Continue to implement the Neurodiversity at Work workshop | Polly McMeekin, Director of Workforce and Organisational Development | Head of EDI | Q2 2023 |  |
|  |  | As well as continuing to include Disabled staff in Staff Stories to the Trust’s Board of Directors, feature Disabled staff in the new EDI section of Staff Matters, raising awareness promoting good practice and role models | Director of Communications | Head of EDI and Communications Team | Commence in 2024 |  |
| **Indicator 10 Disabled Board members – Percentage difference between the organisation’s Board voting membership and its overall workforce** | | | | | | |
| Increase the number of Disabled Board members to be more reflective of the organisation | This has seen a decrease in the number of staff who identify as Disabled, this is due to an increase in the number of Board members and how they identify. One out of 17 Board Members identify as Disabled | Associate Director of Governance to engage with staff networks to review Chair and NED recruitment documentation for any barriers | The Trust’s Chair | Associate Director of Governance | Q3 2023 |  |
|  |  | The Trust to continue engagement with Gatenby Sanderson’s Inspiring Leaders Programme to aid diverse recruitment | The Trust’s Chair | Associate Director of Governance | Commence in Q3 2023 |  |
|  |  | Head of EDI to review Chair’s JD & PS for any potential barriers | Director of Workforce and Organisational Development | Head of EDI | July 2023 |  |
|  |  | Cohort 3 of the Reverse Mentoring Programme targeted at Disabled staff | Director of Workforce and Organisational Development | OD Facilitator | Commence in Q4 2024 |  |
|  |  | Executive Director Sponsor of Enable to Lead the campaign via a blog to update Personal Diversity Information as in Indicator 1 | Director of Finance | Executive Director Sponsor of Enable and Head of EDI | Commence in Q2 2024 |  |
|  |  | Ensure the Council of Governors is diverse | The Trust’s Chair | Governor and Membership Manager | September 2024 |  |