

Workforce Disability Equality Standards

Action Plan 2022 / 2023



Overview

Our **People Strategy (2023 – 2030)** sets out a number of ambitions to becoming an organisation where our people feel valued and enabled. Themes relating to Equality, Diversity and Inclusion are found throughout our stated ambitions. This includes where we say:

- Our people will be welcomed, included, valued and enabled
- Our values will be lived in our every day, explicitly and authentically
- We will have high levels of awareness of our individual impact and we will recognise each other's strengths, perspectives and experience

This year's actions against our people strategy have also included specific focuses on improving the experience of inclusion at the Trust. These actions include:

- Establish a golden thread of belonging, inclusion and compassion through all our people development activity, culture development programmes, policies and employment practice
- Launch an equality, diversity and inclusion delivery plan (2023 – 2025)

This year our WDES report highlights the specific actions from the People Strategy and the Inclusion Delivery Plan where they support improvement under each area.

The figures included in this plan are based on the National NHS Staff Survey from 2022 and the workforce figures were taken from 31st March 2023.

Our 10 High Impact Equality Actions

Our Inclusion Delivery Plan 2023-2025

This plan links to our People Strategy – Valuing and Enabling our People. Our strategy commits to establishing a golden thread of belonging, inclusion and compassion through all our people development activity, culture development programmes, policies and employment practice and sets out 2030 vision for belonging:



HIA 1

Undertake an EDI audit of all recruitment and selection processes to ensure fairness and equity is embedded, ensuring we are recruiting inclusively across all staff groups



HIA 2

Launch an Inclusive Mentoring Programme



HIA 3

Launch our new reporting and staff support approach for violence, aggression and discrimination incidents, ensuring staff are encouraged and supported to report incidents



HIA 4

Develop and implement a UHCW Anti-Racism Toolkit, giving colleagues the tools, support and resources, they need



HIA 5

Develop and launch a new range of inclusion education and training programmes, with education embedded into core people processes and practices



HIA 6

Develop and introduce a new Menopause policy, ensuring the appropriate support and guidance is in place for colleagues who are peri-menopausal or menopausal and providing leaders with the guidance they need to best support colleagues.



HIA 7

Complete our re-assessment for Rainbow Badge – Phase 2, ensuring we are continuing to make improvements for services for patients who identify as LGBTQ+ and ensuring people practices, procedures and policies are inclusive for colleagues who identify as LGBTQ+.



HIA 8

Launch an Inclusive Glossary, helping to raise awareness and ensure colleagues have the everyday support they need.



HIA 9

Launch our Inclusion Calendar, providing colleagues with a resource for actively promoting and raising awareness and breaking down barriers and fosters an inclusive environment for patients and colleagues



HIA 10

Signing up organisationally to the progressive Rainbow Badge, providing our visible commitment to creating an inclusive environment for patients and colleagues who identify as LGBTQ+.

Recruitment and Retention

Metric 1 – Percentage of staff in AFC 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

Year	Disabled staff		Non Disabled		Unknown		Total
2021	383	3.33%	7134	61.96%	3996	37.71%	11,513
2022	346	3.61%	6406	66.81%	2836	29.58%	9,588
2023	431	4.37%	6988	71.18%	2400	24.46	9819

WDES Metric 1- There are marked improvements in the self reporting of disability and the number of 'unknown'.

However, we recognise that a proportion of staff are still to disclose their disability.

Metric 2 – Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts

2021	1.43
2022	0.93
2023	1.11

A figure below 1 indicates that Disabled staff are more likely than non Disabled staff to be appointed from shortlisting

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

2021	9.31
2022	3.37
2023	1.16

A figure above 1 indicates that Disabled staff are more likely than non Disabled staff to enter the formal capability process

WDES Metric 2 - Disabled people are slightly less likely to be appointed from shortlisting than their non disabled counterparts.

WDES Metric 3 - There is a marked improvement in the number of Disabled staff entering the formal capability process.

Recruitment and Retention

The table below shows the specific actions we are taking as part of our Inclusion Delivery Plan (IDP) and top 10 high impact actions to specifically improve our results under recruitment and retention

Objective : Enable and provide a healthy, fulfilling and inclusive environment for staff with long term conditions / disabilities

High Impact Action 1 Undertake an EDI audit of all recruitment and selection processes to ensure fairness and equity is embedded, ensuring we are recruiting inclusively across all staff groups

Planned Actions	Update	Progress Measure
Communicate the WDES Action Plan (IDP Action 3.1)	The WDES Action Plan will be made available on both the UHCW website and our intranet TrustNav	Article in Trust bulletin and Action Plan to be made available on Trust Nav
Raise awareness of the significance of self reporting and how to do this (IDP Action 3.2)	Focussed administrative support remains ongoing to encourage more people to report their ethnicity Continued communication campaigns to raise awareness and support self-reporting	4% decrease from 24.46% to 20%, in the unknown category relating to disability WDES Metric 1).

To be noted that 2022's target of a 4% decrease from 29.58% to 24%, in the unknown category relating to disability, has been achieved.

Recruitment and Retention

The table below shows the specific actions we are taking as part of our Inclusion Delivery Plan (IDP) and top 10 high impact actions to specifically improve our results under recruitment and retention

Objective: Enable and provide a healthy, fulfilling and inclusive environment for staff with long term conditions / disabilities

Planned Actions	Update	Progress Measure
Complete a review of recruitment and selection processes to identify any discriminatory processes (IDP Action 6.1)	Review started in July 2023 and will be completed by December 2023.	Metric 2 of WDES (Disabled staff being appointed from shortlisting) to decrease to a figure below 1 (2023 shows a figure of 1.11)
Review of formal capability procedure including reviews. Audit of a sample of formal cases (disciplinary and grievance cases) to ensure the process is free from bias (IDP Action 3.9)	This audit is due to commence in September 2023	To reduce Metric 3 of WDES to a figure below 1 (2023 shows a figure of 1.16)

To be noted that the 2022 target to reduce Metric 3 of WDES to a figure below 1 from a figure of 3.37, has almost been achieved at the ration of 1.16.

Violence and Aggression

Metric 4i - Percentage of Disabled staff compared to non Disabled staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months

	2018	2019	2020	2021	2022
Staff with a LTC or illness	37.3%	35.8%	35.5%	39.1%	39%
Staff without a LTC or illness	24.9%	25.8%	26.0%	28.4%	27.3%

Disabled staff are more likely to face abuse from patients / public.

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Metric 4ii - Percentage of Disabled staff compared to non Disabled staff experiencing harassment, bullying or abuse from managers in last 12 months

	2018	2019	2020	2021	2022
Staff with a LTC or illness	22.2%	21.7%	19.9%	20.7%	19.5%
Staff without a LTC or illness	11.4%	11.0%	13.0%	10.6%	9.6%

Disabled staff are twice as likely than non disabled staff to face harassment, bullying or abuse from managers.

Violence and Aggression

Metric 4iii - Percentage of Metric 4i - Percentage of Disabled staff compared to non Disabled staff experiencing harassment, bullying or abuse colleagues in last 12 months

	2018	2019	2020	2021	2022
Staff with a LTC or illness	30.0%	29.5%	28.1%	30.2%	29.4%
Staff without a LTC or illness	19.1%	18.4%	19.2%	18.8%	19.9%

Disabled staff are significantly more likely than non disabled staff to face harassment, bullying or abuse from colleagues.

Metric 4b - 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.

	2018	2019	2020	2021	2022
Staff with a LTC or illness	46.2%	52.8%	45.6%	42.1%	47.4%
Staff without a LTC or illness	41.2%	43.2%	39.4%	39.9%	42.7%

These figures show that staff are unlikely to report abuse. However, staff with a LTC or illness are more likely to report the abuse.

Violence and Aggression

The table below shows the specific actions we are taking as part of our Inclusion Delivery Plan (IDP) and top 10 high impact actions to specifically improve our results under recruitment and retention

Objective : Enable and provide a safe, healthy, fulfilling and inclusive environment for all staff

High Impact Action 3	Launch our new reporting and staff support approach for violence, aggression and discrimination incidents, ensuring staff are encouraged and supported to report incidents
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Planned Actions	Update	Progress Measure
Review and develop a robust reporting mechanism for victims and witnesses of discrimination. (IDP Action 6.6)	Internal multidisciplinary team bringing together a number of workstreams including reporting via internal systems and a director level response to support those impacted by violence and aggression at work. The FTSU (Freedom to Speak Up) staff app now has an option for anonymous reporting. Further work around improving the reporting rate and raising awareness is ongoing.	Increase in number of incidents reported. Improvement in staff confidence on actions taken following reports as measured through National Staff Survey
Ensure continuation with the no excuse for abuse campaign	This campaign is ongoing	Communication via screens and social media

Belonging

Metric 5 - Percentage of Disabled staff compared to non Disabled staff who believe that their organisation provides equal opportunities for career progression or promotion

	2018	2019	2020	2021	2022
Staff with a LTC or illness	49.7%	51.4%	53.1%	50.4%	50.7%
Staff without a LTC or illness	58.1%	59.4%	54.1%	56.9%	57.9%

There is a slight increase in the number of staff with a LTC or illness believing the organisation provides equal opportunities. However, the number is still lower than those without a LTC or illness.

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

	2018	2019	2020	2021	2022
Staff with a LTC or illness	40.6%	33.0%	39.3%	35.5%	33.7%
Staff without a LTC or illness	26.3%	24.5%	30.1%	24.7%	22.4%

There is a decrease in the number of staff with a LTC or disability feeling pressure to come in to work, despite feeling unwell. However, this number is still higher than those without a LTC or illness.

Belonging

Metric 7 - Percentage of Disabled staff compared to non Disabled staff saying they are satisfied with the extent to which their organisation values their work

	2018	2019	2020	2021	2022
Staff with a LTC or illness	38.4%	37.1%	34.7%	29.2%	32.3%
Staff without a LTC or illness	51.7%	51.7%	45.4%	42.4%	44.6%

There has been an increase in both sets of data. Staff with an LTC or illness are less likely to feel that the organisation values their work.

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

	2018	2019	2020	2021	2022
Staff with a LTC or illness	73.1%	72.5%	71.9%	67.5%	64.7%

This figure has decreased again this year and it is concerning that reasonable adjustment requests are not being met.

Metric 9 – Staff Engagement score (0-10)

	2018	2019	2020	2021	2022
Staff with a LTC or illness	6.7%	6.5%	6.5%	6.4%	6.9%
Staff without a LTC or illness	7.3%	7.3%	7.1%	7.0%	6.4%

The engagement score for staff with a LTC or illness is higher for the first time since 2018.

Belonging

The table below shows the specific actions we are taking as part of our Inclusion Delivery Plan (IDP) and top 10 high impact actions to specifically improve our results under recruitment and retention

Objective : Enable and provide a healthy, fulfilling and inclusive environment for staff with long term conditions / disabilities

Planned Actions	Update	Progress Measure
Improvements in the WDES metrics 5-8 (belonging) for disabled staff (IDP Action 3.4)	Continued engagement with our DAWN (Disability and Wellbeing Network)	Increased sense of belonging as measured through the staff survey
Apply for and achieve the Disability Confident Leader Accreditation (IDP Action 3.5)	Application submitted in June 2023, queries answered in July 2023. Awaiting outcome	Certificate from DWP
Review the uptake of Disability passports broken down by ethnicity, age and disability type if possible (IDP Action 3.6)	In progress. Exploring methods to record this information on ESR.	An increase in Metric 8 by 3% (current figure is 64.7%) relating to reasonable adjustments at work.

Our Board

Metric 10 – Board representation

	Disabled	Non Disabled	Unknown
2021	0	3	13
2022	0	9	5
2023	3	13	1

The self reporting of disability by Board Members has significantly improved in 2022.

The table below shows the specific actions we are taking as part of our Inclusion Delivery Plan (IDP) to improve our results under belonging

Objective : Enable and provide a healthy, fulfilling and inclusive environment for staff with long term conditions / disabilities

Planned Actions	Update	Progress Measure
Increase reporting to reduce the 'Unknown' Category	<p>Focussed administrative support remains ongoing to encourage more people to report their disability</p> <p>Continued communication campaigns to raise awareness and support self-reporting</p>	Reduction of 2% in the WDES Metric 1 (the current figure is 24.46%)