

NHS WORKFORCE DISABILITY EQUALITY STANDARD REPORT

1 Purpose

The purpose of this report is to meet our compliance requirement under the NHS Workforce Disability Equality Standard. This report provides the Trust's data and analysis of workforce data relating to disabled and non-disabled staff. The collection of this data was carried out in accordance with the WDES guidance provided by NHS England for the period 1st April 2020 to 31st March 2021. The summary report provides the organisational narrative and strategic actions to be taken forward by departmental leads in Human Resources.

2 Recommendation

The Committee is asked to receive and endorse the publication of this report, which includes the WDES summary (Appendix 1) which were submitted to NHS England on the 31st August 2021.

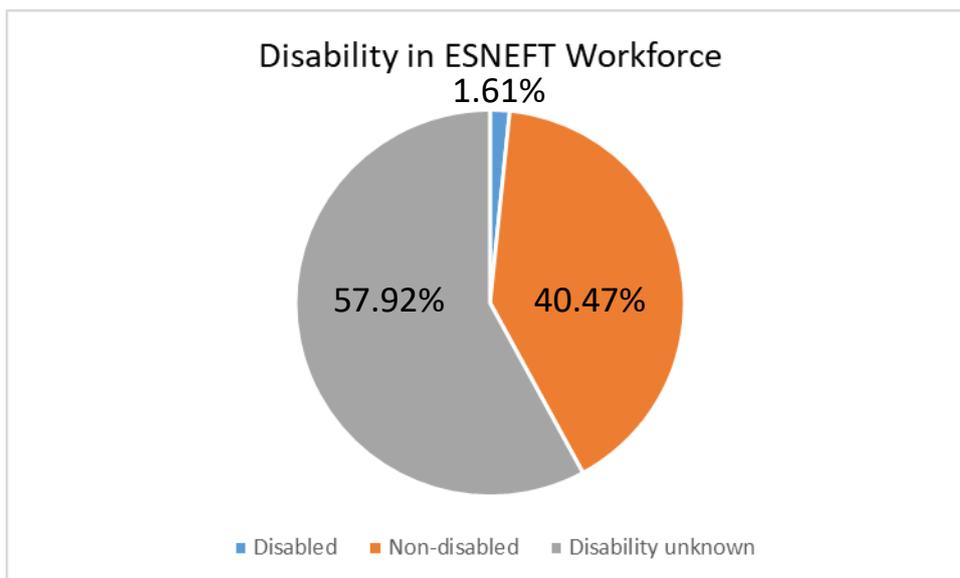
The Committee is also asked to receive and endorse for Trust Board approval the updated WDES Action Plan 2021 – 2022 (Appendix 3), which has been co-produced by the Disability and Carer Staff Network (ESNable).

3 Background - Workforce Disability Equality Standard (WDES)

The NHS Workforce Disability Equality Standard (WDES) is designed to improve workplace experience and career opportunities for disabled people 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:

METRIC	METRIC DESCRIPTION
The following three workforce metrics compare the data for both disabled and non-disabled staff.	
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 disabled staff compared to non-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.
The following four NHS Staff Survey metrics compare the responses for both disabled and non-disabled staff.	
Metric 4	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 and iii) 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.
The following NHS Staff Survey metric only includes the responses of disabled staff.	
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work.
Part a) compares staff engagement scores for disabled and non-disabled staff and the overall trust's score. Part b) will request trust's to explain what action is planned to address any gaps in their WDES annual reports.	
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? (Yes) or (No)
This metric compares the difference for disabled and non-disabled staff.	
Metric 10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by: <ul style="list-style-type: none"> ▪ Voting membership of the Board ▪ Executive membership of the Board

4 Key issues – Data analysis



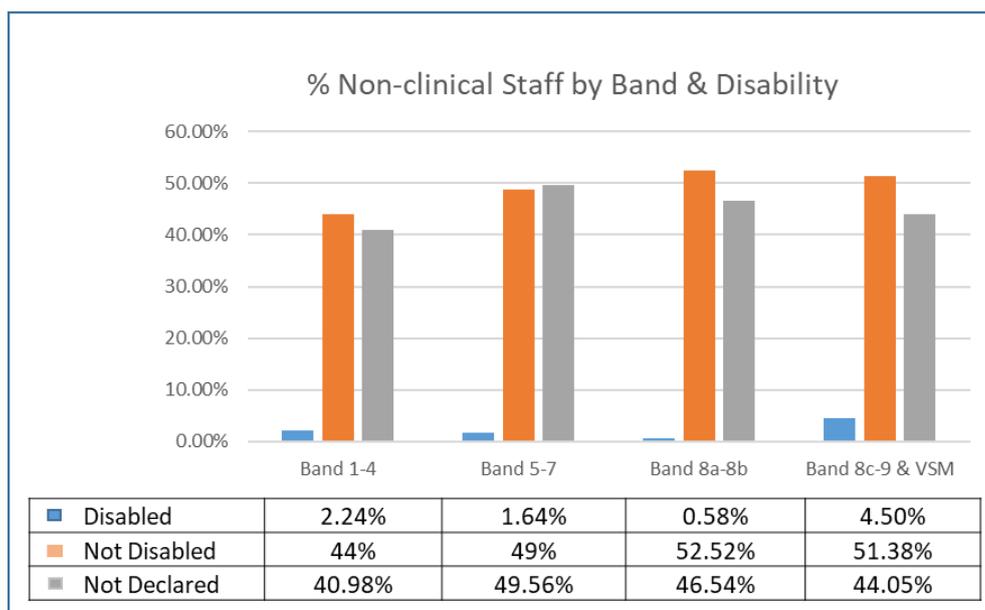
Our workforce data indicates that a significant proportion of the data recorded relating to disability is unknown (57.92%). Only 1.61% of the workforce disclose a disability which is equivalent to only 174 out of a workforce of 10,809 staff.

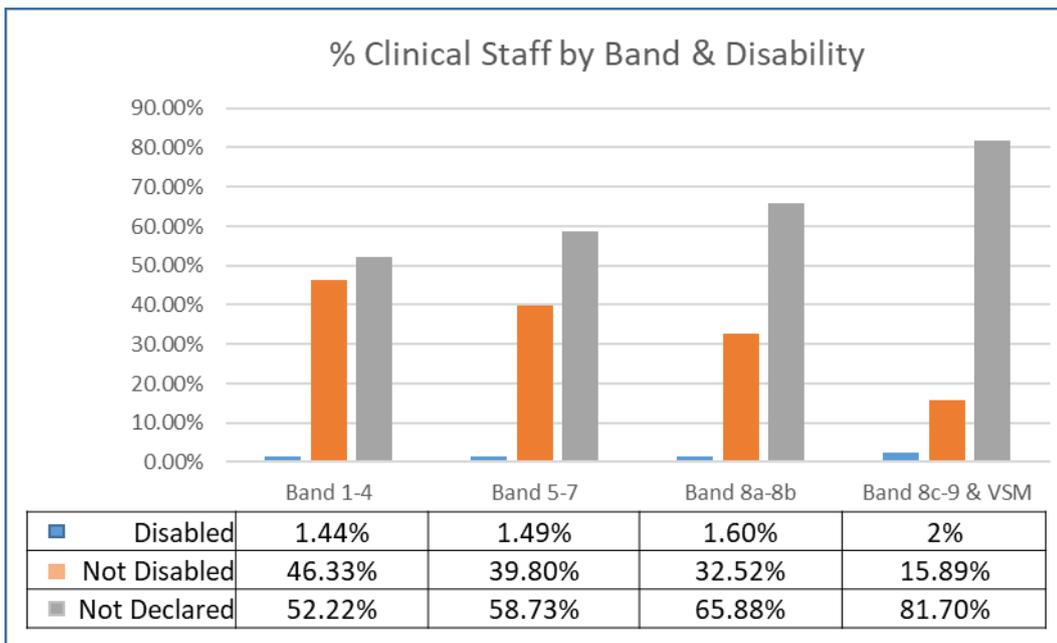
Workforce Disability Equality Standard (WDES) – Analysis

WDES Metrics 1-3 compare the data for both disabled and non-disabled staff:

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.

Analysis: The data shows a disproportionate rate of disclosure of disability across all pay grades and a high proportion of unknown disability data.





Metric 2: Relative likelihood of disabled staff compared to non-disabled 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 post. The data shows disabled staff are relatively more likely to be appointed from shortlisting as the ratio calculation is below 1.

	Disabled	Non-disabled	Disability Unknown
Number of shortlisted applicants	336	5102	105
Number of appointed applicants	235	2616	82
Likelihood of shortlisting / appointing	0.70	0.51	0.78
Relative likelihood of non-Disabled staff being appointed vs Disabled staff	0.73		

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.

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

	Disabled	Non-disabled	Disability Unknown
Number of Workforce	174	4374	6261
Number of entering formal capability process	0	2	2.5
Likelihood of staff entering formal capability process	0	0.04	0.03
Relative likelihood of Disabled Staff entering for capability	0		

Analysis: The data shows there are no disabled staff entering formal capability process. The data is taken from Employee Relations (ER) spreadsheet (Aug 21). [A figure above 1 would indicate that disabled staff were more likely to enter formal capability process].

The following four WDES metrics are NHS Staff Survey indicators that compare the responses for both disabled and non-disabled staff:

Metric 4, 5, 6, 7, 8 and 9a		2021 Staff Survey Results ¹	2020 Staff Survey Results ²	Analysis
Metric 4 a	Percentage of disabled staff, compared to non-disabled staff, experiencing harassment, bullying or abuse from:	i) Disabled - 29.1% Non-disabled – 26.6%	Disabled - 31.8% Non-Disabled - 28.8%	Although the data shows a slight decrease in cases when compared to last year, disabled staff continue to experience a slightly higher proportion of bullying, harassment and abuse from patients and service users than non-disabled colleagues.
	i) patients/service users, their relatives or other members of the public	ii) Disabled – 21.1% Non-disabled – 13%	Disabled - 21% Non-Disabled – 14%	Disabled staff experience a higher percentage of bullying and harassment from managers when compared to non-disabled staff.
	ii) managers iii) other colleagues.	iii) Disabled – 25.1% Non-disabled – 17.7%	Disabled – 27.2% Non-Disabled – 20%	Disabled staff experience a higher level of discrimination in terms of bullying, harassment and abuse from other colleagues than their non-disabled colleagues.
4 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.	Disabled – 44.5% Non-disabled - 40.2%	Disabled – 37.7% Non-Disabled – 41.3%	The data shows that disabled staff were more likely to report experiences of bullying, harassment or abuse than non-disabled colleagues. This is a 6.8% improvement on last year.
Metric 5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled – 77.8% Non-disabled – 85.2%	Disabled – 78% Non-Disabled – 84%	There is a 7.4% gap between disabled staff and non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion, compared to a 6% gap last year.
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.	Disabled – 31.8% Non-disabled – 26.4%	Disabled – 31.5% Non-Disabled - 25%	5.4% more disabled staff than non-disabled staff report feeling pressured by their manager to come to work when feeling unwell.
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.	Disabled – 33.6% Non-disabled 43.3%	Disabled – 33.5% Non-Disabled – 41.4%	There remains a lower percentage of disabled staff who feel valued at work in comparison to their non-disabled colleagues, with 9.7% difference in experience (7.9% difference the previous year).
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work.	76.8%	71.9%	There has been a 4.9% improvement on last year.
Metric 9a	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	Disabled – 6.5 Non-disabled - 7	Disabled - 6.4 Non-Disabled 6.9	The results remain consistent over the past 2 years.
Metric 9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)	Yes	Yes	Yes, the Trust launched its Disabled Staff and Carer Network in June 2020 called ESNable and will continue working with the Trust to update our WDES Action Plan.

Metric 10 Board Representation			Analysis
Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by:		Total number of Board members – 27 Total number of disabled staff – 174 Total number of non-disabled staff – 4374 Total number unknown data relating to disability – 6261	The data shows a significant improvement on disclosure of a disability by Trust Board members compared to last year. However, there is a requirement to improve staff disclosure in order to understand representation of disabled staff at Board level
▪	Voting membership of the Board	Disabled – 16.67% Non-Disabled – 38.89% Unknown – 44.44%	
▪	Executive membership of the Board	Disabled – 13.33% Non-Disabled – 46.67% Unknown - 40%	
▪	Non-Executive directors	Disabled – 8.33% Non-Disabled – 50% Unknown - 41.67%	
▪	% difference between the voting membership and overall workforce	Disabled 15% Non-Disabled -2% Unknown -13%	

¹ <http://www.nhsstaffsurveyresults.com/homepage/local-results-2020/workforce-equality-standards-wdes-2020/>

5 Next Steps

The data provided in this report was submitted online to NHS England on the 30th August 2021 (*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 new 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.

The Network have identified the following prioritises and will work with the Equality, Diversity and Inclusion Team to ensure our revised WDES Action Plan focuses activity on:

- Improving staff disclosure of disability.
- Addressing stigma associated with disability disclosure and widen understanding of what constitute as a disability.
- Enabling disabled staff voices to be heard and valued at ESNEFT.
- Supporting the engagement activities for disabled staff and non-disabled staff to learn about barriers.

The Trust is then required to publish our Board ratified 2020/21 WDES Annual report and WDES Action Plan on our website by 30 October 2021. Further, data analysis and engagement activity is to be planned as part of the WDES Action Plan to provide WDES data to a Divisional and CDG level to enable operational areas to better understand their workforce profile in terms of disability.

APPENDICES:

Appendix 1 WDES Summary (see below)

Appendix 2 WDES Action Plan (see below)

APPENDIX 1 – WDES Summary

NHS Workforce Disability Equality Standard Online Summary Reporting 2021		
Trust information		Responses
1	Name of organisation	East Suffolk and North Essex Foundation Trust
2	Date of completing this report	31 August 2021
3	Name, job title and e-mail address of the lead compiling this report	Clare Harper, HR Project Implementation Manager, Clare.harper@esneft.nhs.uk
4	Name and e-mail address of the commissioner(s) that the trust's 2021 WDES annual report (metrics data and action plan) will be sent to	TBC
5	Unique URL link or existing web page on which the trust's 2021 WDES annual report (metrics data and action plan) will be published	https://www.esneft.nhs.uk/about-us/equality-diversity-and-inclusion/nhs-workforce-standards/
6	Date of board meeting at which the trust's 2021 WDES annual report (metrics data and action plan) were, or will be, ratified	7 October 2021
7	Does your trust participate in any programmes or initiatives that are focused on disability equality and inclusion? If yes, please provide examples	Yes – Disability Confident Committed (Level 1), we are aspiring to Level 2: Disability Confident Employer as part of our WDES Action Plan 2021.
Metric 1 – Workforce representation		

NHS Workforce Disability Equality Standard Online Summary Reporting 2021

Trust information		Responses
8	Did your trust's 2021 data for WDES Metric 1 include any of the following groups of staff? 1) Bank staff, 2) Agency staff, 3) Apprentices 4) Subsidiary group staff. If yes, please detail which staff groups	The data provided also includes apprentices.
9	Do your staff have access to the ESR self-service portal?	Yes.
10	Please share any examples of actions taken in the last 12 months to increase the disability declaration rates in your trust	Yes. This year the Trust undertook the roll out of ESR Employee Self Service.
Metric 2 - Shortlisting		
11	What level of Disability Confident accreditation does your trust currently hold? (Level 1, 2 or 3)	ESNEFT has attained Level 2 Disability Confident
12	Does your trust use the Guaranteed Interview Scheme?	Yes
13	Please share any examples of actions that the trust has taken in the past 12 months to improve the recruitment of Disabled staff	The Head of Recruitment has started working with the local council to create a disability apprentice scheme.
Metric 3 - Capability		
14	Did your trust experience any issues with providing the data for Metric 3, which was voluntary last year and mandatory this year? If yes, please provide details	No. The Trust uses the Selenity Case Management system to record capability cases which can report on cases by protected characteristic. For the year 20/21 we will continue to use this system
Metric 4 – Harassment, bullying and abuse		
15	Please summarise any actions taken since your trust's 2020 WDES action plan was published to reduce harassment, bullying and abuse in relation to Disabled staff	<p>Equality and Diversity awareness training for staff is mandatory. We have continued to promote the Freedom to Speak up Guardian and have implemented assistant roles and we will be strengthening the reporting process to triangulate information and themes.</p> <p>We have implemented a reasonable adjustment passport, an on-going and portable record of reasonable adjustments agreed between an employee with a disability and their line manager.</p> <p>For 21/22 – we are reviewing and updating the Bullying and Harassment policy with input from the Disability Staff Network. We will work closely with the Staff Network to identify any actions to reduce B&H.</p>
Metric 5 – Career promotion and progression		

NHS Workforce Disability Equality Standard Online Summary Reporting 2021

Trust information		Responses
16	Does your trust provide any targeted career development opportunities for Disabled staff? If yes, or planned, please provide examples	Quarterly analysis of shortlisted disabled applicants to appointment vs non-disabled applicants Trust wide. Inclusive job descriptions around role requirement and skills needed provided. Identify appropriate, targeted interventions including flexible working, job carving, etc
Metric 6 - Presenteeism		
17	Has your trust planned any targeted actions to reduce presenteeism? If yes, or planned, please provide examples	As part of our COVID 19 Response a comprehensive Risk Assessment was developed that looked to help identify the most valuable staff groups. Disability and long-term conditions was a key part of the Risk Assessment and Personal Circumstances form. The Trust has a comprehensive programme for Mental Health First Aiders. There is a significant investment planned to improve access to mental health and wellbeing support for staff.
Metric 7 – Staff satisfaction		
18	Has your trust planned any targeted actions to increase the workplace satisfaction of Disabled staff? If yes, or planned, please provide examples	With the creation of the Staff Disability and Carer Network (ESNAble), we will be developing a programme of work and a focus will be on empowering and valuing the voice of disabled people.
Metric 8 – Reasonable adjustments		
19	Does your trust have a reasonable adjustments policy?	Yes. The Trust implemented a new Absence Policy which includes information about reasonable adjustments. Supporting this policy is a toolkit 'Supporting staff with long term conditions and disabilities' which includes information and advice on reasonable adjustments. The Trust also developed a Reasonable Adjustment Passport. (RAP)
20	Are costs for reasonable adjustments met through centralised or local budgets within the trust?	Reasonable adjustments are accessed through local budgets
21	Please summarise any actions taken in the last 12 months to improve the reasonable adjustments process?	See 19 above. The following actions have taken place: <ul style="list-style-type: none"> • Implementation of a reasonable adjustment passport (RAP). • A new training programme for managers was introduced which included the new policy, supporting staff with long term conditions/disabilities and the RAP. • Introduction of disability leave – a type of special leave to allow paid time off related to a disability e.g to attend regular hospital appointments or treatment.

NHS Workforce Disability Equality Standard Online Summary Reporting 2021

Trust information		Responses
		<ul style="list-style-type: none"> The absence policy allows for manager's discretion when an absence trigger is met and an adjustment to the trigger can be made for staff with disability related absence. <p>For the year 2021/2022 the Trust will continue with the managers training programme and work closely with the Staff Disability and Carer Network (ESNAble) to raise awareness about the RAP; to review the RAP, and identify any other actions to improve the reasonable adjustment process</p>
Metric 9 – Disabled staff engagement		
22	Does your trust have a Disabled Staff Network (or similar)? If no, does your trust plan to establish a Disabled Staff Network (or similar) in the next 12 months?	Yes – we recently created ESNAble (Disability & Carer Staff Network) which stands for ESNEFT and Able in June 2020
23	Was your trust's 2020/21 WDES action plan co-developed with Disabled staff? If yes, please provide details on how Disabled staff were involved	As we begin to move out of the Covid-19 pandemic, ESNAble (Disability & Carer Staff Network) will continue its cooperative working with the EDI Lead to review the WDES Action plan and recommence development of its work plan and disability strategy.
Metric 10 – Board representation		
24	Please describe any challenges that your organisation has experienced in collecting and reporting data for this metric	We ensure data is collected at the point of recruitment and ESR will be updated accordingly. We would seek further clarification of a definitive definition of the various disability categories as they are to be captured and recorded on ESR. Staff will be encouraged to update their details on ESR via the ESR Self-service function.
25	Name and job title of the Board lead for the Workforce Disability Equality Standard	Kate Read, Director of People & OD
26	Please summarise any actions taken in the last 12 months to improve Board representation	We have identified an Executive Sponsor for the ESNAble (Disability Network) and will be working with the Staff Network to support our Trust Board colleagues to disclose information relating to disability.
Supplementary		
27	Are there plans for your trust to merge with another trust in the next 12 months? If yes, please provide details	None.

NHS Workforce Disability Equality Standard Online Summary Reporting 2021

Trust information		Responses
28	Do you have any further comments about the WDES data collection 2021?	None.

Workforce Disability Equality Standard

Action Plan 2021-2022

The Workforce Disability Equality Standard (WDES) is a data-based standard and is mandated by NHS England. All NHS Trusts and Foundation Trusts are required to collect and collate a series of metrics to help to improve the workplace experiences of disabled staff across the NHS. There are 10 WDES metrics.

- Four focus on workforce data
- Three are based on questions from the NHS Staff Survey
- One focuses on the disability representation on Boards
- Two focuses on the voices of disabled staff

Further to the WDES data submitted during the summer, it is evident there is a need for ESNEFT to work towards improving the experiences of disabled staff members. This action plan details how ESNEFT will achieve an improvement on the experiences of disabled staff by August 2022.

Our goals have been based on our data analysis and are follows:

- 1. Create a culture and environment where ESNEFT staff are confident and empowered to disclose, as well as have open conversations about their disability status.**
- 2. Ensure systems and processes are aligned to enable disability equality in the workplace.**
- 3. Understand and use our workforce data to inform initiatives that will improve the staff experience for disabled and non-disabled staff.**
- 4. To be recognised as a leader on disability equality through wider engagement.**

These goals are in alignment with NHS regulations and the Equality Act 2010.

Workforce Disability Equality Standard Action Plan 2021-2022

Workforce Data and Representation – Metrics 1, 2, 3 and 10				
What actions do we need to take and why?	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.			
Reference	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	December 2021 – then bi-annual	<ul style="list-style-type: none"> Twice-annual progress updates to be received by POD, risks identified and mitigation provided by the EDI Steering Group
1.2	Develop performance data dashboard of WDES indicators for EDI Steering Group with quarterly updates presented to POD	Associate Director of OD and Culture/Head of EDI	December 2021 – then bi-annually quarterly thereafter	<ul style="list-style-type: none"> Twice-annual progress updates to be received by POD Committee for assurance – with a clear analysis of data for WDES metrics undertaken by the EDI Steering Group
1.3	Develop a communications and engagement plan for WDES which is monitored by the EDI Steering Group	Associate Director of OD & Culture/Head of EDI/Associate Director of Comms/Chairs ESNAble	December 2021	<p>Clear organisational communication and engagement plan around disability and hidden disabilities:</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

Reference	Action to be taken	Responsible owner(s)	Due by date	Outcomes /KPI's
1.4	Align WDES communications with ESR awareness campaign to encourage staff to update personal data	Associate director of OD and Culture/Head of EDI/Workforce team/Associate Director of Communications	February 2022	<ul style="list-style-type: none"> • Twice-annual campaign encouraging staff to update their personal information encouraging them to disclose disabilities • Staff stories of diverse disabled staff across different disabilities captured, outlining positive experiences • Increased visibility and awareness of disability equality across the Trust
1.5	Undertake a data capture and analysis on disabled staff subject to ER interventions - specific focus on capability and sickness	Head of ER/Head of EDI	January 2022	<ul style="list-style-type: none"> • Improve organisational and divisional understanding of impact on disabled staff subject to these interventions through enhanced data regarding the type of disability and ER intervention • Monitoring of key performance indicators for WDES and WRES
1.6	Quarterly analysis of shortlisted disabled applicants to appointment – vs non-disabled applicants Trust wide	Head of Recruitment/Head of EDI	January 2022	<ul style="list-style-type: none"> • Inclusive job descriptions around role requirement and skills needed provided • Search widened to include diverse groups and pools of talent • Working group to ensure inclusive design of application process to make it as easy as possible for diverse range of applicants • Trac system used to ensure shortlisting is unbiased • Interviews allow for reasonable adjustments • Wherever possible Staff Networks included in interviews; inclusive interviews; set right tone; ask right questions. Trust to see support in assessing current bank of interview questions • Understand the conversion rate from shortlisting to appointment for disabled candidates • Identify appropriate, targeted interventions including flexible working, job carving etc.

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

What actions do we need to take and why?	The actions in this part of the WDES action plan involve working to understand and explore the experience and perceptions of our disabled staff through wider staff engagement. This will also involve reviewing systems and processes to ensure that they improve disability equality. The WDES data indicates statistically significant variances (5% or more) for certain indicators between disabled and non-disabled staff.			
Reference	Action to be taken	Responsible owner(s)	Due by date	Outcomes /KPI's
2.1	Support Disability & Carers' Staff Network(ESNABLE) through targeted support to: <ul style="list-style-type: none"> • Develop an annual plan • Promote active engagement with members and disabled staff 	Head of EDI	October 2021	<ul style="list-style-type: none"> • Attend Network Meetings • EDI Steering Group to determine support required and best approach to engagement • Support Network to agree Terms of Reference, role profiles for Chairs, Deputy Chairs and other key members of Network Committee • Support Network to present a Business Plan on intended initiatives and events to be included in Diversity Calendar for coming year to EDI Steering Group
2.2	Develop a Level 2 and Disability Confident Leader Action Plan	Head of EDI/ Head of Recruitment/Head of Communications and Engagement	November 2021 ongoing	<ul style="list-style-type: none"> • Attain Level 2 Disability Confident Employer status • Regular updates provided to POD Committee and EDI Steering 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 • 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
2.3	Design & deliver Disability Awareness training	Assistant Director of Training and Development/EDI Lead	January 2022	<ul style="list-style-type: none"> • Staff trained across the organisation to be Disability Awareness Champions • Capture feedback from local community organisations to improve future programme of work

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

What actions do we need to take and why?	The actions in this part of the WDES action plan involve working to understand and explore the experience and perceptions of our disabled staff through wider staff engagement. This will also involve reviewing systems and processes to ensure that they improve disability equality. The WDES data indicates statistically significant variances (5% or more) for certain indicators between disabled and non-disabled staff.			
Reference	Action to be taken	Responsible owner(s)	Due by date	Outcomes /KPI's
2.4	Identify a Board level Executive and Non-Executive sponsor for Disability to champion WDES and support the Disability Staff/Carers' Network	Director of Governance, Director of People & OD	October 2021	<ul style="list-style-type: none"> Senior leaders demonstrate visible commitment to disability equality through internal and external communications Senior leaders trained and competent to discuss and promote inclusion for disabled staff at Board and other senior-level committees in the Trust
2.5	<p>Deliver a series of FTSU/Wellbeing Listening Events for staff to discuss disability, carer's concerns</p> <p>Align ESNEFT FTSU policy with revised National Guardian Strategy</p> <p>Ensure that within ESNEFT every member of staff, whatever geographical location, knows how to access Freedom to Speak Up Guardian</p>	<p>Freedom to Speak Up Guardian, Head of EDI and Head of Communications & Engagement, ESNable Staff Network Chairs</p> <p>Freedom to Speak Up Guardian</p> <p>Freedom to Speak Up Guardian</p>	<p>October 2020</p> <p>By Q3 2021</p> <p>By Q4 2021</p>	<ul style="list-style-type: none"> Greater understanding of the challenges our disabled staff and those that are carers are experiencing Improved staff experience and capture of staff stories to share with Trust Board, the POD Committee and the EDI Group Currently awaiting National Guardian Strategy document and revised National FTSU policy Updated FTSU intranet page already completed including detail of 7 additional Assistant FTSUs Poster campaign targeting all departments with contact details and related support agencies Regular input through ESNEFT News

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

<p>What actions do we need to take and why?</p>	<p>The actions in this part of the WDES action plan involve working to understand and explore the experience and perceptions of our disabled staff through wider staff engagement. This will also involve reviewing systems and processes to ensure that they improve disability equality. The WDES data indicates statistically significant variances (5% or more) for certain indicators between disabled and non-disabled staff.</p>			
Reference	Action to be taken	Responsible owner(s)	Due by date	Outcomes /KPI's
	<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 (Datix/Greatix)</p>	<p>Associate Director of OD & Culture, Head of Wellbeing, Head of EDI, Freedom to Speak Up Guardian</p>	<p>By Q4 2021</p>	<ul style="list-style-type: none"> Reviewed as part of weekly MDT meeting including OH to ensure we are identifying trends, hotspots and any links to SIs etc
<p>2.6</p>	<p>Provide better access to the Department of Work Access to Work: Workplace Accommodations (previously Reasonable Adjustments) programme</p>	<p>Head of EDI, Head of Communications, ESNable Staff & Carers' Network</p>	<p>March 2022</p>	<ul style="list-style-type: none"> Process designed and communicated for provision of workplace accommodations and associated support mechanisms (eg. Flexible working) Targeted training provided to HRBPS and Managers