













WDES data and Action Plan 2022-2023

WDES Indicator	2020-2021	2021 - 2022 RBH +GSTT	2022 - 2023 RBH +GSTT	2022-2023 actions
1. Percentage of staff in Agenda for change (AfC) pay bands or medical and dental subgroups and very senior managers (VSM) (including executive board members) compared with the percentage of staff in the overall workforce.	3%	3%	3.8% 	<ol style="list-style-type: none"> 1. Continue to share and declare promotion and benefits campaigns 2. Embedding workplace adjustment process/passport in recruitment processes and HR policy- centralising process 3. Use local intelligence and data to inform improvements towards positive employee and manager experience
2. Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. This refers to both external and internal posts.	1.06	1.17	1.23 	<ol style="list-style-type: none"> 1. Review of end to end recruitment processes 2. Increasing managers awareness and advancing knowledge and competence in our duty to provide adjustments during the recruitment process 3. Ensure recruiting managers are aware of our Level 2 Disability Confident employer status and duty to support candidates. 4. Promote the Diverse Panel recruitment training and encourage all panel members to complete this. 5. Using Business Disability Forum membership to advance visibility/support/guidance to managers/employees and candidates. 6. Raising awareness of and growing participation in our Widening Participation programmes.
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	1.06	3.29	1.80 	<ol style="list-style-type: none"> 1. Review and refresh policies in collaboration with staff groups to ensure any impact on staff with protected characteristics is considered and noted. 2. Monitor and analyse data to develop preventative measures using tools and resources.

				<ul style="list-style-type: none"> 3. Developing a framework across all disciplines that is consistent with Just Culture principles 4. Enabling/encouraging access to our wellbeing support including EAP and SWCAY.
4. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public?	34%	34%	34% 	<ul style="list-style-type: none"> 1. Ensure the Trusts new values and behaviour framework are clear and visible towards creating an anti-discrimination organisation, including zero tolerance approach to abuse/discrimination 2. Empowering staff to call out negative/bullying behaviour.
5. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?	21%	19%	22% 	<ul style="list-style-type: none"> 1. Embedding the People Managers Programme and refreshing the Managing your team inclusively module to align with the new Trust behaviours framework. 2. Improve/advance Cultural competence, knowledge of micro aggression and removing bias, through sustained Reverse mentoring programme 3. Increase visibility of Inclusion Agents and Speak up agents and raise awareness of all reporting tools available.
6. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?	29%	31%	32% 	<ul style="list-style-type: none"> 1. Increase awareness of support mechanisms within the Trust eg Inclusion Agents, Speaking up, networks, unions, escalation routes 2. Workplace Adjustments – mapping and embedding of robust, visible and effective workplace adjustment pathway. 3. Review and creation of 5 policies with BDF support 4. Maximise access and use of an online hub with information, best practice, support for managers and employees
7. The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?	53%	52%	50% 	<ul style="list-style-type: none"> 1. Increase awareness of support mechanisms within the Trust e.g. Inclusion Agents, Speaking up, networks, unions, escalation routes 2. Inclusion Agents that specifically support DLTHC and/or mentor support specifically linked for staff with a DLTHC 3. Utilising the BDF knowledge hub
8. Does your organisation act fairly with regard to career progression/promotion,	67%	49%	44% 	<ul style="list-style-type: none"> 1. Promotion of our internal Coaching and Mentoring Service, with a focus on increasing our mentoring pool and enhancing the skills of

regardless of ethnic background, gender, religion, sexual orientation, disability or age?				our coaches and mentors to provide culturally competent support for colleagues with protected characteristics. 2. Monitor promotion/recruitment against the disability disclosure
9. 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.	31%	30%	32% 	1. Increase Health & Wellbeing offer focussing on mental health for managers and staff. Increasing EAP and Showing we care about you reach and uptake as in staff survey action plan 2. Use of evaluation methods to monitor stress metrics 3. Workplace Adjustments - Review of our current process to assess adjustments for staff and ensure the process is clear.
Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work	44%	40%	38% 	1. New resources are being developed for people managers and individuals to support the introduction of our new Trust appraisal process and procedure. 2. Positive conversations and teams in an inclusive, compassionate and psychological safe working environment 3. Reducing the volume of staff wanting to leave
Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	75%	69%	64% 	1. Workplace Adjustments - Review of our current process to assess adjustments for staff and ensure the process is clear. 2. Raise awareness of the workplace adjustment process and importance of this using lunch and learn sessions and webinars. 3. Maximise access and use of an online hub with information, best practice, support for managers and employees
The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	7.1	6.9	6.6 	1. Deliver a declaration rates campaign and build trust 2. Continue to engage and work closely with stakeholders, networks, unions and others to listen, embed and shape programmes of work. 3. Enhance and improve communicator channels to ensure information is visible and effective