

WDES 2023 – Report and Action Plan

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1. Introduction	2
2. Method	3
3. Key Findings	3
4. Limitations	4
5. Conclusion	5
6. Actions Taken to Date	6
7. Engagement & Communication	8
8. Overall Findings & Action Planning	9
9. Appendices	21

1. Introduction

The NHS Workforce Disability Equality Standard (WDES) is a key tool for analysing disability in the workforce and providing a snapshot of the situation and opinions at a point in time. Its specific purpose is to evaluate whether employees with a Disability, Long Term Health Condition (LTC) or Neurodiversity have equal access to career opportunities and receive fair treatment in the workplace. VHG recognises the importance of supporting our colleagues who have a Disability, LTC or Neurodiversity as well as the importance of recognising that these colleagues face certain barriers and inequalities in the workplace. The WDES holds us accountable to any barriers or inequalities that are present and ensures we can focus on tackling these and therefore improve the experience of our Disabled colleagues. Taking an honest look at our current position through the data, and being transparent about this with our employees, will allow us to implement meaningful change where it is needed.

VHG is committed to continual improvement and development in all areas of its work on equality, diversity, and inclusion (EDI), and the EDI Team are at the centre of driving this change. VHG has taken positive steps to ensure we are holding ourselves accountable and responsible for supporting colleagues with their health and wellbeing and concerns that they might want to raise. For example:

- VHG now has a Health & Wellbeing function which sits under the wider EDI & Sustainability Team.
- We have dedicated Health & Wellbeing Practitioners as well as a Health, Wellbeing & Inclusion Manager who are focused on various health & wellbeing initiatives (for example, through supporting the facilitation of talking groups, mindfulness sessions & arranging health and wellbeing webinars/sessions with external speakers).

The company is working hard to foster an open and supportive culture, where colleagues can feel supported to have a voice. Another important example illustrating this is VHG's continued focus on supporting colleagues via Freedom to Speak Up (FTSU). This function also sits under the EDI & Sustainability Team, and we have several trained guardians, as well as a Lead F2SU Guardian who is supporting this work where colleagues are being supported to speak up when they need to.

By being transparent on areas for improvement, we hope to better the experience of our colleagues in an accountable and proactive manner. Completing the WDES report and action plan is one of the ways in which we can do this and ensures that we are listening to our Disabled colleagues and acting to make improvements where needed.



2. Method

The WDES requires NHS trusts and CCGs including independent providers to self-assess against ten indicators (see appendix 1) of workplace experience and opportunity.

There are ten WDES metrics; Three metrics focus on workforce data; Five are based on questions from the employee survey; One metric focuses on Disability representation on boards; One metric focuses on the voices of Disabled colleagues.

Vita Health Group collects this data via the annual employee survey, staff onboarding database and recruitment applicant tracking system (ATS).

3. Key Findings

We are fully focused on the areas where the data does not represent appropriate workforce diversity and are committed to using this information to address highlighted issues and identify opportunities for improvement.

Some of the key findings from the staff survey & WDES data in our 2023 report are:

- 18% of our workforce in 2023 were Disabled, which indicated an increase in Disabled colleagues from 2022 where 10% of our workforce was Disabled.
- The staff engagement score for 2023 was 4.04 for Disabled colleagues which represented an increase in engagement from the 2022 findings which was 3.99.
- 94% of Disabled colleagues said that their employer had made reasonable adjustments to support them to carry out their work. This represents an increase from 2022 findings which was 64.9%.
- The data shows us that all the AfC Pay Bands have higher numbers of Disabled colleagues in them other than cluster 3 (which is made up of Band 8a & 8b) compared to the 2022 findings (please see the 2023 WDES Data table for details).
- The overall wellbeing score for Disabled colleagues in 2023 was 3.38 which represents a slight increase from the 2022 findings which was 3.3.



- The 2023 staff survey also had significant improvements in the below areas:

Item	Oct/Nov 2022	Oct/Nov 2023
Communication: My manager gives me clear feedback on my work.	4.17	4.30
Resources: There are enough colleagues in my working area to do my job properly.	3.30	3.50
Recognition: I feel satisfied with the extent the organisation values my work.	3.54	3.74
Commitment: Overall, I have strong ties to working for this organisation.	3.61	3.79

- VHG recognises that there are still disparities that we need to address which will be explained in greater detail later in the report. Despite this, the above data and evidence paints a positive picture, where disparities between Disabled and non-disabled colleagues are being reduced over time.
- We recognise as an organisation that reducing these disparities will require long term commitment & ongoing action planning which we are committed to.

4. Limitations

Disability Reporting

We are pleased to report that we have more consistent Disability data collection within the new starter/recruitment process. We are a Disability Confident Employer, & we are actively implementing the Disability Confident guaranteed interview scheme; we are also collecting regular and ongoing data on this. Our reasonable adjustment process has been reviewed and updated, and a new policy and clear process flow chart developed. All our reasonable adjustments are logged via the reasonable adjustment tracker and training/guidance around reasonable adjustments is being provided to our managers. Managers can also seek advice, support, and subject matter expertise regarding reasonable adjustments from the EDI & Sustainability Team.



We are now reporting on and tracking:

- Numbers of reasonable adjustment requests made and time to completion.
- Number of Disabled candidates applying for vacancies within the organisation.
- Number of Disabled candidates hired into post.
- Reasonable Adjustment Request Form being completed to track Disability related issues.
- Freedom to Speak up cases being logged.

We are aware of varying factors which impact the willingness of colleagues with Disabilities to share openly their conditions in the staff survey which causes limitations to the data. Vita Health Group recognises the importance of supporting individuals to feel comfortable to disclose their Disability within the workplace should they wish to. New starters are informed about the Diverse-Ability Network as well as the other networks and individuals are made aware that the networks are a space where they can access further support. We have also recently reviewed and relaunched our Hidden Disability Sunflower policy to help improve managers and colleagues understanding of Hidden Disabilities. As an organisation we want individuals to feel that they can bring their whole selves to work and not feel fearful about disclosing whether they have a Disability. Nonetheless, we equally respect and value that some individuals may not wish to disclose this information.

5. Conclusion

Vita Health Group's goal is to ensure that there is an equitable experience for all our colleagues, irrespective of Disability. All colleagues should have equal experiences and equal opportunities, and we recognise as an organisation that there is more that we need to do to achieve this.

Vita Health Group's leadership is committed to making improvements and positive changes for our colleagues with a Disability, LTC and/or Neurodiversity, which will also bring wider benefits to the organisation. This includes a commitment to establish and retain a more diverse workforce; improve representation at all levels and work towards improving the experience of colleagues with Disabilities. It will also ensure that we are working towards making our services more representative of the populations that we serve, which in turn will help to improve the experiences of our service users and customers.

Vita Health Group is moving forward in a collaborative manner, seeking to understand and address the inequalities experienced by our colleagues with Disabilities. We recognise that lived experience and co-production must inform all our activities.

This requires our senior leaders, the Diverse-Ability Staff Network, colleagues with a Disability, LTC, Neurodiversity, EDI & Sustainability Team, and allies to work together on progressing our action plan, communicating effectively with all colleagues across the organisation to maintain transparency and accountability.



6. Actions taken to date.

To date, Vita Health Group has taken important steps in respect to disability issues, including:

Action	Description	Timescale/Date
Established a central EDI & Sustainability Team	The EDI & Sustainability Team was established in 2021, it has since expanded and provides subject matter expertise and support on all matters relating to EDI, Sustainability & Health & Wellbeing. This also includes support with and coordination of our Freedom to Speak Up function and reasonable adjustments.	2021 to present
Establish and maintain staff networks	VHG has several staff networks including the Diverse-Ability Network (disability), Race Equality, WITA (women's), LGBTQIA+, Faith & Carers Networks. The staff networks are an opportunity for colleagues with lived experience as well as allies to come together for support, encouragement, and learning.	2021 to present
Delivered various disability related training programmes	<ul style="list-style-type: none"> ○ Disability Awareness Manager training ○ Neurodiversity Training ○ Accessible Information Standard (AIS) webinar training ○ Reasonable Adjustment Training 	2021 to present
Development, review & socialisation of Disability & EDI related policy	<ul style="list-style-type: none"> ○ Hidden Disability Sunflower Policy ○ Reasonable Adjustment Policy ○ EDI Policy ○ Zero Tolerance Policy ○ Freedom to Speak Up Policy 	2021 to present



Introduction, promotion, and application of the Disability Confident Guaranteed interview scheme	<ul style="list-style-type: none"> ○ Review of Recruitment processes and changes incorporating anonymised recruitment and more diverse advertising opportunities. ○ We have also actively promoted the Disability Confident Guaranteed interview scheme which is already showing promising results evidenced by an increase in applications month on month since March 2022. 	March 2022
New and improved reasonable adjustment process	<ul style="list-style-type: none"> ○ New and updated reasonable adjustment process. ○ Reasonable adjustment assessments being carried out by wider EDI & Sustainability Team ○ Development and review of reasonable adjustment policy ○ Reasonable Adjustment training for managers 	2023 to present
Applied for and gained Disability Confident Leader Status	<p>Completed additional externally validated steps to progress from level 2 to level 3. Including:</p> <ul style="list-style-type: none"> ○ Validated self-assessment confirming we are delivering against all of the core actions as a Disability Confident Employer ○ Leadership evidencing and providing a narrative of the activities you have or are taking in support of being a Disability Confident Leader ○ Reporting on disability, mental health and wellbeing within our workplace 	2023 to present
Promote library of disability guidance resources	<ul style="list-style-type: none"> ○ Disability Language Conversation Toolkit ○ Reasonable Adjustments Guidance ○ Access to Work Guidance ○ Mental Health & Wellbeing ○ Migraines 	2022 to present



	<ul style="list-style-type: none"> ○ Practice Based Learning for Neurodivergent People 	
Raise awareness & understanding of the experiences of Disabled colleagues with managers	<p>This is included in the following training:</p> <ul style="list-style-type: none"> ○ Aspire for Managers ○ Microaggressions ○ Understanding Disability 	
Increase declaration rates for disability via improved process, policy, and promotion	<ul style="list-style-type: none"> ○ HR have raised awareness around the importance of declaration rates via a communication piece 	2023

7. Engagement & Communication

The following action plan and timetable will guide next steps for additional practical outcomes.

Action	Who's Responsible	When
Full review and analysis of WDES metrics and identification of potential actions.	EDI & Sustainability Team and allocated EDI Practitioner	June 2024
Companywide engagement & engagement with Diverse-Ability Network.	Diverse-Ability Staff Network Lead, EDI Practitioner and EDI & Sustainability Team	July-August 2024
Presentation to Executive Management / Senior Management Team of WDES results and next step.	EDI & Sustainability Director EMT, & Operations Board	August-September 2024
Publish agreed next steps/ actions on our website.	Allocated EDI Practitioner & EDI & Sustainability Director and marketing to assist with this.	October 2024
3-month review on actions, and collection and review process to begin for 2024 data collection.	EDI & Sustainability Team	January 2024



8. Overall Findings & Action Planning

WDES Metrics	Identified Issues	What We Are Doing:	Further Things to Consider:
<p>Percentage of staff with a Disability in AfC pay-bands or subgroups /very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.</p>	<p>There is still under representation in all bands. However, there has been improvements in all bands since last year & an increase in Disabled colleagues in all bands apart from Band 3, where there has been a slight decline in Disabled colleagues.</p> <p><u>2023-Bands 1,2,3,4:</u> Disabled-16% Non-disabled-80% Unknown-4%</p> <p>This compares to the following in 2022:</p> <p>Disabled-10% Non-disabled-85% Unknown-5%</p> <p><u>2023-Bands 5, 6, 7:</u> Disabled-20% Non-disabled-76% Unknown-4%</p> <p>This compares to the following in 2022:</p> <p>Disabled-10% Non-disabled-83% Unknown-7%</p>	<p>Review of recruitment practices across the business -Disability Confident Guaranteed Interview Scheme.</p> <p>We are actively monitoring on an ongoing monthly basis how many applicants we have for the DCS Scheme.</p> <p>Internally advertising roles for a minimum period before going external.</p> <p>Listed support available on intranet EDI & Sustainability Team page including how staff can approach us for further support and advice with any concerns they may have.</p> <p>THRIVE mentoring programme available to staff and advertised/shared in Diverse-Ability Network.</p> <p>There was greater advertising of the THRIVE Programme in 2023 (networks, staff email & yammer).</p>	<p>Ensure that prior to individuals attending the THRIVE programme, it is made clear that individuals can state/request whether they require a reasonable adjustment/s to attend.</p> <p>Ensure that managers are actively talking to their direct reports about development within team meetings and PWD meetings. PWD document to have a prompt around THRIVE and whether individuals would like to consider this.</p> <p>Consider whether we can break down the data further into different disabilities and long erm health conditions to see if there is any futher inequalities.</p>

	<p><u>2023-Bands 8a & 8b:</u> Disabled-13% Non-disabled-86% Unknown-1%</p> <p>This compares to the following in 2022:</p> <p>Disabled-15% Non-disabled-86% Unknown-1%</p> <p><u>2023-Bands 8C, 8D, 9 & VSM:</u> Disabled-9% Non-Disabled-73% Unknown-18%</p> <p>This compares to the following in 2022:</p> <p>Disabled-3% Non-disabled-97% Unknown-0%</p>		
<p>Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.</p>	<p>The relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts in 2023 is 1.14. As the score is just above one, this indicates that non-disabled applicants are slightly more likely to be appointed from shortlisting compared to Disabled applicants. However, this difference is minimal.</p>	<p>We have implemented the guaranteed interview scheme as part of Disability Confident Accreditation.</p> <p>We are collecting monthly data to see how many applicants we have for the DCS Scheme.</p> <p>The Recruitment Team are delivering training on the new shortlisting process.</p>	<p>Raise further awareness around how diversity of workforce can lead to increased business success, development and feelings of value and belonging. For example, we know that having more employees who are Neurodiverse can lead to further creativity, workplace development & enhanced problem solving skills.</p>



	<p>This is a similar finding to the 2022 report where the relative likelihood was 1.1.</p> <p>As an organisation, we are working hard to address this disparity for example, through applying & supporting the Disability Confident Scheme & monitoring the progress on this.</p> <p>Additionally, it is positive that our DCS information shows us that more Disabled candidates are being shortlisted over time.</p>	<p>Unconscious/implicit bias e-learning reviewed to ensure inclusive of disability specific elements.</p> <p>We have promoted the Disability Confident scheme and the fact that we are a Disability Confident employer.</p> <p>Applied for and gained Disability Confident Leader Status.</p> <p>Developing managers awareness and responsibilities of identifying line reports and employees with Disabilities and ensure they are encouraged to apply for promotion and other progressive opportunities.</p> <p>Started to raise awareness among hiring managers about the importance of reasonable adjustments at interviews.</p> <p>Promoting EDI guidance toolkits & resources relating to this (e.g. Disability Language & Conversation Toolkit, Reasonable Adjustments, Practice Based Learning & Neurodiversity).</p> <p>Promoting our Ethnicity Matters and Gender Matters Schemes, Armed Force Covenant (support for veterans) and accompanying guidance alongside the Disability Confident Scheme.</p>	
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		<p>HR have raised awareness of the importance of disability declaration rates via an all company communication piece.</p>	
<p>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.</p>	<p>The 2023 findings show us that the relative likelihood of Disabled colleagues compared to non-disabled colleagues entering the formal capability process is 3.14. As the score is above one, this indicates that Disabled staff are more likely to enter the formal capability process compared to non-disabled staff where this is 3.14 times higher. This is also higher than the 2022 report findings which was 0.0, below one.</p>	<p>Improvements have been made to the collection of data and sharing of data from HR with the EDI & Sustainability Team.</p> <p>Reasonable Adjustment training for managers has been produced and delivered.</p> <p>Reasonable adjustments are discussed within the Disability Awareness Training for managers as well as the Aspire Training Programme for managers.</p> <p>The Reasonable Adjustment Policy has also been updated as well as the Hidden Disability Sunflower Policy.</p>	<p>As the figures are higher this year, further work is needed to raise awareness around the importance of accomodating reasonable adjustments.</p> <p>The Disability Awareness Training for managers will be updated to reflect this & the training is also due to be recorded via a webinar format to make this more accessible for managers. These updates will be socialised in the EDI & Sustainability Newsletter & All Company Email.</p> <p>The importance of understanding different communication styles. To consider additional section on PWD document where individuals can add their communication styles and needs.</p> <p>To consider raising awareness around different communication styles and the importance of understanding these differences e.g. via neurodiversity training and other training pieces.</p>
<p>Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: Patients/Service users, their relatives, or other members of the public/</p>	<p>The data shows that colleagues with a Disability are experiencing more incidents of harassment and bullying than non-disabled colleagues.</p> <p>Which breaks down as follows:</p>	<p>Freedom to Speak up Guardians appointed within company & Lead Guardian role. We also have ongoing updates on Freedom to Speak Up (F2SU) and regular communications are being sent out. There is a F2SU newsletter & a new Freedom to</p>	<p>To continue to educate workforce on harrassment, discrimination and victimisation.</p>

<p>Managers / Colleagues and if they reported it.</p>	<p><u>2023:</u> From patients, service users, their relatives, or members of the public:</p> <p>Disabled colleagues: 24%</p> <p>Non-disabled-13%</p> <p>Not-disclosed-67%</p> <p><u>This compares to the 2022 findings as follows:</u></p> <p>Disabled colleagues: 25.8%</p> <p>Non-disabled-14.9%</p> <p>Not-disclosed-27.1%</p> <p><u>2023:</u> <u>From Managers:</u></p> <p>Disabled colleagues: 12%</p> <p>Non-disabled-6%</p> <p>Not-disclosed-16%</p> <p><u>This compares to the 2022 findings as follows:</u></p> <p>Disabled colleagues: 8.8%</p>	<p>Speak Up Lead Guardian has been appointed. Further guardians also continue to be recruited when possible.</p> <p>More colleagues will also be enrolling on Freedom to Speak Up training to raise further awareness.</p> <p>Diverse- Ability Staff Network drop in sessions are a support space.</p> <p>New appraisal process focusing on wellbeing.</p> <p>Disability Awareness Training for Managers.</p> <p>Zero tolerance process, this has been updated and promoted.</p> <p>Developed Wellness Action Plan (PWAP) document to run alongside PWD process.</p> <p>Produced Hidden Disability Sunflower Policy & promoted policy along with access to Hidden Disability badges, ribbons and name tags.</p> <p>Updated our company solidarity statement and re-socialised this.</p> <p>Development & socialisation of the Code of Conduct Policy.</p>	<p>To deliver ‘Leadership Essentials Course’ (Similar to Aspire Managers training) training more widely as well as Disability Awareness Training for Managers.</p> <p>To ensure the Disability Awareness Training for Managers is recorded and more widely available.</p> <p>To consider/review whether Zero Tolerance & Solidarity Statement is referenced in communications to patients & service users prior to service provision.</p> <p>To consider including and sharing a copy of the Solidarity Statement within staff induction information packs.</p> <p>Freedom to Speak Up Guardians to continue to build further links with the Diverse-Ability Network.</p>
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	<p>Non-disabled-3.6%</p> <p>Not-disclosed-5.7%</p> <p><u>2023:</u> <u>From other colleagues:</u></p> <p>Disabled colleagues: 9%</p> <p>Non-disabled-4%</p> <p>Not-disclosed-5%</p> <p><u>This compares to the 2022 findings as follows:</u></p> <p>Disabled colleagues: 3.9%</p> <p>Non-disabled-3.8%</p> <p>Not-disclosed-0%</p> <p>This metric is concerning, as in all three areas for patients, their relatives & members of the public, managers & colleagues there has been an increase in Disabled colleagues reporting that they are experiencing harassment, bullying or abuse.</p>	<p>Microaggressions training being rolled out with included reference to disability.</p> <p>Review of grievance process.</p> <p>Delivery of Aspire Manager training which includes information on harassment and discrimination as well as our duties under The Equality Act (2010).</p> <p>We have continued to promote our Zero Tolerance policy & will continue to do so.</p> <p>We have reviewed our Hidden Disability Sunflower Policy, consulted the Diverse-Ability Staff Network and are re-socialising this policy.</p> <p>F2SU Guardians Started to raise awareness of F2SU with the Diverse-Ability Network.</p>	
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<p>Percentage of Disabled staff compared to non-disabled staff believing that the company provides equal opportunities for career progression or promotion.</p>	<p>The survey showed that both employee’s with and without a Disability believed that the company provides equal opportunities / career progression.</p> <p><u>2023 Findings:</u> Disabled colleagues-89%</p> <p>Non-disabled-89%</p> <p>Unknown-79%</p> <p><u>This compares to the 2022 findings as follows:</u> Disabled colleagues-70.9%</p> <p>Non-disabled-75.1%</p> <p>Unknown-54.3%</p> <p>Overall this indicated a positive trend, as in each category, more colleagues feel that the company provides equal opportunities for career progression or promotion. What’s more, Disabled and non-disabled colleagues scored the same at 89%.</p>	<p>Thrive Mentoring programme, rolled out company wide annually.</p> <p>Video updates from different parts of the business on individuals job roles.</p> <p>Email updates from recruitment on job opportunities within the company.</p> <p>Raising awareness around the Disability Confident Scheme among recruiting managers and the importance of this.</p>	<p>Continue to promote THRIVE programme and ensure Disabled colleagues are aware of the THRIVE programme. To monitor Disabled colleague’s uptake on the THRIVE programme.</p>
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<p>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.</p>	<p>The data shows us that employees with a Disability are still more likely to feel pressure from their manager to come to work despite feeling unwell. This was also the case last year.</p> <p><u>2023 Findings:</u> Disabled colleagues-7% Non-disabled-4% Unknown-12%</p> <p><u>This compares to the 2022 findings as follows:</u> Disabled colleagues-7.5% Non-disabled-3.1% Unknown-14.3%</p> <p>However it is positive that this has declined for Disabled colleagues since last years findings (although it has increased for non-disabled colleagues). As there is a gap between Disabled and non-disabled colleagues, where Disabled colleagues are saying they feel more pressure to come to work when not feeling well enough overall, this needs addressing.</p>	<p>Disability Awareness Training for managers and Staff. This has been updated in 2024, and includes a section on presenteeism.</p> <p>Development of Neurodiversity training to raise awareness.</p> <p>Developed Reasonable Adjustment / Disability Policy to provide clear guidelines for managers. This clearly outlines procedures and processes to follow when colleagues are in need of a reasonable adjustment.</p> <p>Continuing to raise awareness around the importance of partnership working regarding reasonable adjustments to ensure best outcomes for Disabled colleagues (e.g. EDI & HR working closely together to ensure best outcomes).</p> <p>Increase managers understanding of Hidden Disabilities via the production & review of the Hidden Disability Sunflower Policy.</p>	<p>Deliver specialist Manager training programme (Leadership Essentials Course) which includes information on the reasonable adjustment process.</p> <p>EDI & Sustainability Team to continue to provide subject matter expertise and support to managers regarding the reasonable adjustment process and continue to raise awareness around the reasonable adjustment policy & process. To ensure guidance and resources are also available on this.</p> <p>To continue to deliver Disability Awareness Training for managers and ensure this is also made available in a recorded webinar format.</p> <p>To re-socialise and raise awareness of the Hidden Disability Sunflower Policy.</p>
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<p>Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.</p>	<p>Overall, this was a positive finding where both Disabled and non-disabled colleagues say that they are satisfied with the extent to which the organisation values their work.</p> <p><u>2023 findings:</u> Disabled colleagues-90%</p> <p>Non-disabled-93%</p> <p>Unknown-74%</p> <p><u>This compares to the 2022 findings as follows:</u> Disabled colleagues-67.3%</p> <p>Non-disabled-66.3%</p> <p>Unknown-54.3%</p>	<p>Star of the month nominations.</p> <p>1:1s, PWD meetings to recognise achievements.</p> <p>Colleagues being encouraged to apply for career progression roles.</p> <p>Development and delivery of more colleague wellbeing initiatives (this has been done with the development of the Health & Wellbeing function under the EDI & Sustainability Team). Further wellbeing guidance, advice and support has been given as well as staff Mindfulness sessions every Thursday lunch time accessible to all staff.</p>	<p>Start to evaluate how we can improve the experiences of Disabled employees within the organisation.</p> <p>Increase declaration rates for disability via improved process, policy and promotion.</p>
<p>Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) for them to carry out their work.</p>	<p>This metric indicated an overall positive trend since 2022.</p> <p>In 2023, 94% of Disabled colleagues said that the organisation had made reasonable adjustments to enable them to carry out their work.</p> <p>In 2022, 64.9% of Disabled colleagues stated this.</p>	<p>Reasonable adjustment process has been reviewed and new flow chart for clear process introduced.</p> <p>The EDI & Sustainability Team continue to raise awareness around the Reasonable Adjustment Policy which can be accessed on Radar.</p> <p>Guidance resources have been made available for managers regarding reasonable adjustments as well as drop in sessions and training for hiring managers.</p>	<p>Continue to promote the importance of reasonable adjustments among hiring managers via ongoing training and guidance resources as well as subject matter expertise provided by the EDI & Sustainability Team.</p>

	<p>This is likely to be reflective of the improvements & developments which have been made to our reasonable adjustment procedures, policy & process. We recognise that in order to continue with this positive trend, there is continued development work to do in this area.</p>	<p>The EDI & Sustainability Team are delivering ongoing Disability Awareness Training to managers and their wider teams. There will also be a recorded webinar version of the training available in 2024.</p> <p>HR contact the EDI & Sustainability Team with all new starter information for those who have a LTC, Disability or Neurodiversity. There has also been improvements to HR data collection that provides greater clarity.</p> <p>The EDI & Sustainability Team are supporting with all Access to Work Applications as well as reasonable adjustments. This process has been reviewed & continual improvements are being made to the process.</p> <p>Delivery of Aspire training for managers in Corporate Services which has a section on reasonable adjustments. To expand this further to NHS and Corporate Services managers.</p>	
<p>The staff engagement score for Disabled staff, compared to non-disabled staff.</p> <p>Has the organisation taken action to facilitate the voices of Disabled staff to be heard (Yes) or (No)?</p>	<p>A lower percentage of colleagues with Disabilities engaged with the survey compared to their non – disabled counterparts. However, this difference was marginal which was a similar finding to last years.</p>	<p>Diverse-Ability network sessions continue to run and are led by colleagues outside of central services. The network sessions are an opportunity for Disabled colleagues (as well as non-disabled colleagues) to come together and</p>	<p>Highlight companywide the actions we are currently taking due to most recent survey and goals going forward (including the actions in this WDES report).</p> <p>Continue to promote Freedom to Speak Up Guardians and process to ensure staff are clear on support available to raise concerns.</p>



	<p><u>2023 Staff Engagement Scores:</u> Disabled colleagues-4.04</p> <p>Non-disabled-4.11</p> <p><u>This compares to the 2022 findings as follows:</u> Disabled colleagues-3.99</p> <p>Non-disabled-4.05</p> <p>There is a positive trend, as more Disabled colleagues as well as non-disabled colleagues have engaged this year compared to 2022.</p> <p>The organisation continues to take action to facilitate the voice of Disabled colleagues via our staff network as well as various other initiatives such as policy and training development and review (in 2023 & 2024 we have engaged with our Disabled colleagues to have input in the review of Disability Awareness Training and our Hidden Disability Sunflower Policy).</p>	<p>support one another as well as share learning and good practice.</p> <p>The EDI & Sustainability Team support colleagues with the reasonable adjustment process & Access to Work.</p> <p>Support is provided from the Freedom to Speak Up Guardians if colleagues have any concerns they wish to speak about or raise.</p> <p>The EDI & Sustainability Team have liaised with HR, IT, L&D, and Facilities supporting staff to have their views put across i.e., Hearing loop & captions on teams.</p> <p>Produced the Hidden Disabilities Sunflower Policy.</p> <p>Colleagues are also able to purchase Hidden Disability badges and ribbons should they wish to (process for requesting this is in the Hidden Disability process).</p> <p>The annual staff survey considers the views of all staff and looks at the experiences of Disabled colleagues.</p> <p>The EDI & Sustainability Team have also been participating in and running talking groups for various colleagues to attend via its health and wellbeing function.</p>	<p>To support with & facilitate further talking groups so colleagues have a space to talk & provide feedback.</p>
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<p>Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated: by voting & non-voting membership of the board & by exec and non-exec membership of the board.</p>	<p><u>2023 Findings:</u> <u>Board Voting Membership:</u> Disabled colleagues-14% Non-disabled-86%</p> <p><u>2023 Overall workforce:</u> Disabled colleagues-18% Non-Disabled-78%</p> <p><u>2023 Difference between board and overall workforce:</u></p> <p>Disabled colleagues- -4%</p> <p>Non-disabled- +8%</p> <p>In 2023, the figures for the exec board were the same as the figures for the voting board membership as outlined above.</p> <p>There was also no Non-Exec Board Members & no Non-Voting Members.</p> <p><u>2022 Findings:</u> In 2022, 100% of the board was non-disabled, therefore there has been some improvements within this metric with increased representation of Disabled colleagues.</p>	<p>Signed up to Disability Confident Scheme and promoted this. We are also collecting regular data on applicants for the DCS.</p> <p>Continual promotion of the THRIVE Mentoring Programme with regular communication updates via All Company Staff email, promotion at Staff Networks & Yammer communciations and updates. We have began to look at and monitor who is accessing the programme in relation to protected characteristics (including disability) to ascertain whether there are any presenting disparities.</p>	<p>Ensure we continue to promote that we are a Disability Confident Employer as well as the Disability Guaranteed Interview Scheme.</p> <p>Continue to promote the THRIVE Mentoring Programme as widely as possible. To ensure that there is a prompt for managers to discuss this with their direct reports on PWD documentation, and to ensure that applicants are made aware that they can request a reasonable adjustment/s to participate in the programme should they require this.</p>
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9. APPENDICIES

1. WDES Indicators – reproduced from NHS Workforce Disability Equality Standard (WDES), 2021¹

Workforce Metrics	
For the following three workforce metrics, compare the data for both Disabled and non-disabled staff.	
Metric 1	<p>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.</p> <p>Organisations should undertake this calculation separately for non-clinical and for clinical staff.</p> <p>Cluster 1: AfC Band 1, 2, 3 and 4 Cluster 2: AfC Band 5, 6 and 7 Cluster 3: AfC Band 8a and 8b Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members) Cluster 5: Medical and Dental staff, Consultants Cluster 6: Medical and Dental staff, Non-consultant career grade Cluster 7: Medical and Dental staff, Medical and dental trainee grades</p> <p>Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of medical and dental staff, which are based upon grade codes</p>
Metric 2	<p>Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.</p> <p>Note:</p> <ol style="list-style-type: none"> This refers to both external and internal posts If your trust implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the WDES online reporting form to ensure comparability between organisations.
Metric 3	<p>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.</p> <p>Note:</p> <ol style="list-style-type: none"> This metric will be based on data from a two-year rolling average of the current year and the previous year This metric applies to capability on the grounds of performance and not ill health.
National NHS Staff Survey Metrics	
For each of the following four Staff Survey Metrics, compare the responses for both Disabled and non-disabled staff	
Metric 4 Staff Survey Q13a-d	<p>a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ol style="list-style-type: none"> Patients/Service users, their relatives or other members of the public Managers Other colleagues <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>
Metric 5 Staff Survey Q14	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
Metric 6 Staff Survey Q11e	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 Staff Survey Q5f	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 Staff Survey Q26b	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
NHS Staff Survey and the engagement of Disabled staff	
For part a) of the following metric, compare the staff engagement scores for Disabled and non-disabled staff	
For part b) add evidence to the Trust's WDES Annual Report	
Metric 9	<p>a) The staff engagement score for Disabled staff, compared to non-disabled staff.</p> <p>b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)</p> <p>Note: For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the national WDES 2019 Annual Report.</p>
Board representation metric	
For this Metric, compare the difference for Disabled and non-disabled staff.	
Metric 10	<p>Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:</p> <ul style="list-style-type: none"> By voting membership of the Board. By Executive membership of the Board.

¹Please note, Metric 8 used to refer to “adequate adjustments” which has now changed to “reasonable adjustment(s) in the 2023 WDES Technical Guidance”.

2. WDES 2023 Data

			Disabled	%	Non-disabled	%	Not disclosed	%	TOTAL	Overall Relative Likelihood	Yes
Metric 1	Percentage of staff in AfC pay-bands and very senior managers compared with the percentage of staff in overall workforce	Cluster 1: AfC Band 1, 2, 3 and 4	55	16	272	80	12	4	339		
		Cluster 2: AfC Band 5, 6 and 7	161	20	613	76	29	4	803		
		Cluster 3: AfC Band 8a and 8b	10	13	69	86	1	1	80		
		Cluster 4: AfC Band 8c, 8d, 9 and SM	1	9	8	73	2	18	11		
		TOTAL	227	18	962	78	44	4	1233		
Metric 2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts		92	0.28	476	0.32	34	0.34	602	1.14	
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		3	0.0132	4	0.0042	1	0.0227	8	3.14	
Metric 4	Percentage of disabled staff compared to non-	i. Patients/Service	59	24	66	13	29	67	154		

	disabled staff experiencing harassment, bullying or abuse from:	users, their relatives or other members of the public									
		ii. Managers	30	12	28	6	7	16	65		
		iii. Other colleagues	23	9	22	4	2	5	47		
	Percentage of disabled staff compared to non-disabled staff saying that the last time they experience harassment, bullying or abuse at work, they or a colleague reported it		52	21	43	9	8	19	103		
Metric 5	Percentage of disabled staff compared to non-disabled staff believing that the organisation provides equal opportunities for career progression or promotion		221	89	437	89	34	79	692		
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		17	7	18	4	5	12	40		
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		224	90	459	93	32	74	715		
Metric 8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work		235	94	484	99	39	91	758		
Metric 9	The staff engagement score for Disabled staff, compared to non-disabled staff			4.04		4.11					
	Has the organisation taken action to facilitate the voices of Disabled staff to be heard? (Yes) or (No)										Yes



Note: If yes, please provide at least one practical example. If no, please include what action is planned to address

Diverse-Ability Staff Network meetings & drop in's.

Board representation metric

Metric 10	Percentage difference between the organisation's Board voting membership and organisation's overall workforce	i. Board	1	14	6	86					
		Exec Board	1	14	6	86					
		Non-Exec	0	0	0	0					
		ii. Overall workforce	227	18	962	78	44	4			
				Difference = -4%		Difference = 8%					

