Workforce Disability Equality Standard 2022 Action Plan

Metric	Action	Lead/Support	Timescale	Desired outcome
1: Disability data and staff declaration. 3.1% of our workforce have stated that they have a disability on ESR; however the true proportion of employees is likely to be higher as indicated by previous staff surveys wuch as National Staff Survey. There are 21% of staff who have neither chosen yes nor no in ESR so their disability status is unknown.	ESR Team to contact all unknown and ask them to fill in their disability status	ESR Team / EDI Lead workforce	Q3&4	Increased declaration rates of disabled staff on ESR – less 'unknown'.
	ESR Diversity data reminder pop up	ESR Team	Q3	
	Disability and long term conditions network recruitment campaign	Disability and long terms conditions network / EDI workforce lead	Q3&4	
2. Recruitment and appointments It is currently 1.7 more likely for a non-disabled applicant to be recruited at WWL	Include a video to be given out to all applicants to introduce them to our staff networks, including the disability and long term conditions network.	Disability Network / Communications Team	Q4	Seeing how inclusive our Trust is can boost confidence and combat imposter syndrome at interview. It can also encourage disabled applicants to ask for the reasonable adjustments they need for the interview.

than a disabled applicant.	Explore values-based recruitment.	HR Lead / EDI Lead for Workforce	Q4	Values-based recruitment removes some biases that can work against those from minoritized groups, such as disabled staff.
	Recruitment team trained on recruitment bias	EDI Workforce Lead / Recruitment Lead	Q4	Eliminate any bias in the front-end of the recruitment process
	Promote careers masterclasses directly to disability and long term conditions network members	EDI Administrator / EDI Workforce Lead	Q2,3,4	Increased skills and confidence in applying for promotion.
	Encourage leaders to understand their diversity data and actively challenge it.	EDI workforce lead	Q3	Each division will understand where their gaps are and will put in place interventions to improve diversity at higher levels.
	Continue work such as supported internships.	Talent for Care lead	Q2-4	Increased number of disabled staff and staff with a learning disability recruited on supported programmes.
3: Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by	Commission a deep-dive report to understand driving factors and present to People Committee	Chief People Officer / EDI Workforce lead	Q2	Understand the data to put in appropriate improvement interventions.

entry into the formal capability procedure. Currrently our ratio is 2.0.				
4: Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients, colleagues and particularly managers.	Rollout EDI / civility and respect training to 'hot-spot' areas.	OD Team / EDI Workforce Lead	Q2-4	Increased numbers of staff aware of unconscious bias, importance of civility and reporting processes if experiencing incivility/bullying/harassment from a patient.
	Grow the disability and long term conditions network	EDI Workforce lead	Q2-4	Increased voice and staff will have ability to voice their concerns. The network will also be a channel to remind staff how to report bullying, harassment or abuse.
5: Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	See actions for metric 1 and 2.			

Disabled staff 50.8% vs 57.9% for non-disabled staff				
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 Staff: 32.2% Non-Disabled Staff: 17.1%	Review attendance management policy with input from the disability and long term conditions network.	Chief People Officer / EDI Workforce Lead	Q3-4	To understand what guidance should be changed to decrease presenteeism.
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 Staff: 33.0%	Grow the disability and long term conditions network	EDI Workforce lead	Q2-4	Increased voice and staff will have ability to voice their concerns.

Non-Disabled Staff: 46.0%				
8: Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. Disabled Staff: 67.3%	Review reasonable adjustments policy/procedure, in consultation with disability network.	HR/ EDI workforce lead / Disability and long term conditions network	Q4	Improve process, making it easy and stress-free for both staff and managers.
9: Disabled staff engagement and voice Engagement scores: Disabled Staff: 6.5 Non-Disabled Staff: 7.1	Increase presence and grow disability and long term conditions network	EDI workforce lead	Q2-4	Increase staff voice