**WORKFORCE DISABILITY EQUALITY STANDARD – WDES – ACTION PLAN 2023/24**

| **Indicator** | **Action taken and planned** |
| --- | --- |
| 1. Percentage of staff in 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. | **Delivered 22/23**   * A number of Disability Confidence Training workshops were delivered to staff and managers * A report was produced which evaluated the impact of the ESR demographic status update campaign. This included a number of recommendations and considerations as it had the unintended consequence of a small portion of staff choosing to remove their demographic details from ESR   **Planned 23/24**   * We will review, update and implement required training/ support for managers when writing job descriptions and person specifications to ensure these are written without bias * We will review the recommendations from the ESR demographic status report and devise a new plan to encourage more staff to report their disability status on the system |
| 1. 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. | **Delivered 22/23**   * We delivered another series of interview skills workshops which were open to all staff to apply.   **Planned 23/24**   * We will review, update and implement required training/ support for managers when writing job descriptions and person specifications to ensure these are written without bias |
| 1. Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. | **Delivered 22/23**   * We launched a Trust-wide Staff Experience Improvement Programme led by the Director for People. This will incorporate Just and Restorative culture principles as part of the planned implementation. * We refreshed the mandatory Equality Diversity Inclusion e-learning module launched which is highly interactive and includes real case studies and examples of patients and staff * A number of Cultural Intelligence Training workshops were delivered to staff and managers   **Planned 23/24**   * We will continue to develop and implement the planned Staff Experience Improvement Programme which includes workstreams focused on the following:   + Discrimination   + Teamwork and leadership development   + Speaking and Raising Concerns |
| 4a. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:   1. Patients/service users, their relatives or other members of the public 2. Managers 3. Other colleagues   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. | **Delivered 22/23**   * We completed the EDI Ambassador Pilot * A number of Disability Confidence Training workshops were delivered to staff and managers * A new Inclusion network with associated networks for ethnic minority, disability and LGBTQ+ staff relaunched and rebranded (from ‘Diversity’ network) * We worked with One Gloucestershire system partners to commission the delivery of an Inclusion Allies training programme * An Inclusion Ally intranet page was launched and promoted to staff which gives access to a range bitesize videos on EDI and ally-related matters * We refreshed the mandatory Equality Diversity Inclusion e-learning module launched which is highly interactive and includes real case studies and examples of patients and staff. This included a staff member with a physical disability and the carer of a patient with a learning disability.   **Planned 23/24**   * We will continue to develop and implement the planned Staff Experience Improvement Programme which includes workstreams focused on the following:   + Discrimination   + Teamwork and leadership development   + Speaking and Raising Concerns * As part of the Teamwork and Leadership Development workstream specific deliverables include:   + Workshops for leaders and teams across the Trust which include reflection and skills development on responding to inappropriate behaviours and building psychological safety   + Executive and senior leadership workshops   + Action Learning Sets for leaders which will have a specific focus on team culture * We will work with One Gloucestershire system partners to commission the delivery of another cohort of the Inclusion Allies training programme, the first cohort of which was delivered in 2022/23 |
| 5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion. | **Delivered 22/23**   * We commissioned a leadership development programme aimed at Speciality Directors and aspiring Consultant leaders. We took positive action when advertising and asked the provider to include content preparing colleagues from diverse backgrounds to apply for leadership roles in the future * A number of Disability Confidence Training workshops were delivered to staff and managers   **Planned 23/24**   * We will launch a Reciprocal mentoring programme involving Executives who will be buddied with colleagues from minority protected characteristics * We will launch a new leadership development pathway to make it clearer as to the available routes for development for leaders, managers and supervisors including those who aspire to get into a management role * We are exploring the potential and available funds to commission, design and deliver additional interview skills training workshops |
| 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. | **Delivered 22/23**   * A number of Disability Confidence Training workshops were delivered to staff and managers   **Planned 23/24**   * We will review our Reasonable Adjustment processes and guidance. We will work to create a new Reasonable Workplace Adjustment policy in collaboration with the Disability Staff Network. This will include learning from and sharing stories of staff with lived experience and models of good practice/success stories. |
| 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. | **Delivered 22/23**   * A number of Disability Confidence Training workshops were delivered to staff and managers   **Planned 23/24**   * We will launch a Reciprocal mentoring programme involving Executives who will be buddied with colleagues from minority protected characteristics * We will review our Reasonable Adjustment processes and guidance. We will work to create a new Reasonable Workplace Adjustment policy in collaboration with the Disability Staff Network. This will include learning from and sharing stories of staff with lived experience and models of good practice/success stories. * We are exploring the potential and available funds to commission, design and deliver additional interview skills training workshops |
| 8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. | **Delivered 22/23**   * A number of Disability Confidence Training workshops were delivered to staff and managers   **Planned 23/24**   * We will review our Reasonable Adjustment processes and guidance. We will work to create a new Reasonable Workplace Adjustment policy in collaboration with the Disability Staff Network. * We will introduce mentorship for staff working in the organisation with disabilities who are requesting reasonable workplace adjustments * We will utilise the Disability Staff Network to provide the ability for colleagues to access peer support, whereby experienced colleagues can offer guidance and share their experiences to others in navigating the workplace with reasonable adjustments. * We will identify and highlight success stories and achievements of colleagues with disabilities who have benefited from reasonable adjustments. This is with the aim to inspire others to seek the support they need and create a positive atmosphere around these efforts. * We will create training and awareness sessions for Line Managers and the wider workforce, to educate about the importance of reasonable adjustments and how to support colleagues with disabilities or requirement for workplace adjustments. |
| 9a. The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. | **Delivered 22/23**   * A new Inclusion network with associated networks for ethnic minority, disability and LGBTQ+ staff relaunched and rebranded (from ‘Diversity’ network) * We engaged with the Disability network seeking volunteers for the Chair role, however, despite our efforts we did not have any volunteers.   **Planned 23/24**   * We will refresh and promote the Disability Staff Network as part of the Inclusion Network. There will be renewed efforts with new chairs being appointed which will give renewed focus and energy. * We will host specific listening events, workshops and focus groups to ensure work is fed into the wider Anti-Discrimination Workstream. |
| 9b. Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? Yes or No | **Delivered 22/23**   * We engaged with the Disability network seeking volunteers for the Chair role, however, despite our efforts we did not have any volunteers.   **Planned 23/24**   * We will refresh and promote the Disability Staff Network as part of the Inclusion Network. There will be renewed efforts with new chairs being appointed which will give renewed focus and energy. * We will host specific listening events, workshops and focus groups to ensure work is fed into the wider Anti-Discrimination Workstream. |
| Y10. Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce, disaggregated:   1. By voting membership of the board 2. By Executive membership of the board | **Planned 23/24**   * We will launch a Reciprocal Mentoring programme involving Executives who will be buddied with colleagues from minority protected characteristics |