

Board of Directors Meeting in Public

Subject:	Workplace Disability Equality Standard (WDES) Report		Date: 1 st September 2022	
Prepared By:	Ali Pearson, People Equality, Diversity, and Inclusion Lead			
Approved By:	Rob Simcox, Director of People			
Presented By:	Rob Simcox, Director of People			
Purpose				
To provide Trust Board with the data and narrative from our 2020/2021 Workplace Disability Equality Standard (WDES) submission to NHS England.			Approval	
			Assurance	X
			Update	
			Consider	
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
X	X	X	X	X
Identify which principal risk this report relates to:				
PR1	Significant deterioration in standards of safety and care			X
PR2	Demand that overwhelms capacity			
PR3	Critical shortage of workforce capacity and capability			X
PR4	Failure to achieve the Trust's financial strategy			
PR5	Inability to initiate and implement evidence-based Improvement and innovation			
PR6	Working more closely with local health and care partners does not fully deliver the required benefits			
PR7	Major disruptive incident			
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change			
Committees/groups where this item has been presented before				
People Diversity & Inclusivity Sub cabinet People and Inclusion Cabinet				
Executive Summary				
Background				
<p>The Workforce Disability Equality Standard (WDES) is a mandatory annual report.</p> <p>All NHS organisations are required to demonstrate progress against indicators from workforce data metrics and staff survey results regarding disabled colleagues' experiences.</p> <p>The reports also require us to provide data for our Board to receive levels of disabled representation.</p> <p>The report enclosed provides detailed year on year comparisons and narrative.</p>				

Summary of Findings

10 indicators (14 data scores due to multiple responses required for Indicator 4)

No. of indicators where data has improved compared to last year	No. of indicators where data has declined compared to last year	No. of indicators where the data change is minimal
6/14	4/14	4/14

Highlights:

- Increase in the number of colleagues declaring disability on ESR. The change is a small but positive one but increasing self-service on ESR will remain a focus action for 2022/23.
- Achieving 0.00 data for indicator 3 in regard to the likelihood of disabled colleagues entering the formal capability process; a significant reduction from last year. In the reporting period no colleagues with disabilities entered the process; this is testament to the impact of people centred processes and compassionate leadership within Sherwood.
- Increase in number of disabled colleagues believing the organisation provides equal opportunities for career development and promotion. Sherwood is also performing almost 10% higher than the national average from 2021).

Actions identified:

- Provide recruitment and selection training for staff network members to increase the diversity on recruitment panels.
- Launch the Health Passport during Disability History Month (Nov/Dec) to raise awareness of disability in the workplace and how Sherwood can and does support colleagues
- Develop and deliver a programme of events and awareness raising during Disability History Month with a focus on showcasing disabled colleague's achievements in their employment with the Trust including support for the ICS event on International Day of Person's with Disabilities (3 December).
- Support our first intake of interns (x7) on the DFN Project Search programme (in partnership with Vision West Notts college) to prepare them for securing substantive employment at the end of their internship.

In addition to the above actions, we have relaunched our staff networks in Sherwood (July-September) and will continue to promote them to increase membership and engagement in order for them to thrive and influence improvements.

The Board are asked to note the findings in this year's individual WDES report which is due to be published by 31st October 2022.

We recognise that there is still work to do to improve our results and are committed to doing this through our People strategies and by working with our staff network members.

The onward detailed actions and work associated with our reports will be overseen by the People Culture and Improvement Committee and a more detailed update provided at the October Committee.