

Board of Directors Meeting in Public - Cover Sheet

Subject:	Workforce Disability Equality Standard (WDES)		Date: 5 October 2023		
Prepared By:	Ali Pearson, People EDI Lead				
Approved By:	Vicky Malia, Head of Culture and Engagement				
Presented By:	Rob Simcox, Director of People				
Purpose					
To provide Board with the data and narrative from our 2022/23 WDES submission to NHS England in advance of publishing by the end of October.				Approval	
				Assurance	X
				Update	
				Consider	
Strategic Objectives					
Provide outstanding care in the best place at the right time	Improve health and well-being within our communities	Empower and support our people to be the best they can be	To continuously learn and improve	Sustainable use of resources and estate	Work collaboratively with partners in the community
X	X	X	X	X	X
Principal Risk					
PR1	Significant deterioration in standards of safety and care				
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 Wellbeing and Belonging Sub-Cabinet – September '23 People Cabinet – September '23 People Culture and Improvement Committee – October '23					
Acronyms					
WDES – Workforce Disability Equality Standard					
Executive Summary					

Background

The Workforce Disability Equality Standard (WDES) is a mandatory annual report. All NHS organisations are required to demonstrate progress against indicators from workforce data metrics and staff survey results regarding disabled colleagues' experiences.

The reports also require us to provide data for our Board to receive levels of disabled representation.

The attached report provides detailed year on year comparisons and narrative.

Summary of Findings

10 indicators (13 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
4/13	4/13	5/13

Highlights:

- Further increase in the number of colleagues declaring disability on ESR. The declaration rate is now at its highest since 2019 when WDES reporting began. There is still work to do to close the gap between ESR declarations and staff survey.
- We continue to do well in appointing disabled candidates from shortlisting versus non-disabled with data showing we are more likely to appoint disabled candidates and we are in the Top 10% of Trust's nationally for our performance here.
- Achieving 0.00 data for indicator 3 in regard to the likelihood of disabled colleagues entering the formal capability process; maintaining our position from last year. In the reporting period no colleagues with disabilities entered the process.

Actions identified: We have identified 3 key objectives based on our results and these along with the actions to achieve them can be found within the report

1. Maintain performance against indicator 2 for Recruitment of Disabled applicants
2. Improve percentage of colleagues indicating the Trust provides reasonable adjustments (indicator 9) and reduce presenteeism (indicator 7)
3. Ensure equity of opportunity for promotion and career progression for disabled colleagues

In addition to the above actions, the new NHS England EDI Improvement Plan contains 6 High Impact Actions and WDES data will be monitored to review success against some of the actions contained within the plan.

The action plan and ongoing work associated with the WRES will be overseen by our People Culture and Improvement Committee.

A highlight summary infographic for the WDES and Workforce Race Equality Standard (WRES) is included with this report.

Conclusion

Board members are asked to take assurance from the report provided, and note the progress of the action will be tracked through the Trusts People and Culture Committee.