



REPORT TO THE BOARD OF DIRECTORS - Public	REF:	BoD: 03/10/24
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SUBJECT:	WORKFORCE DISABILITY EQUALITY STANDARD ANNUAL REPORT AND ACTION PLAN 2024
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DATE:	03 October 2024
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PURPOSE:		<i>Tick as applicable</i>		<i>Tick as applicable</i>
	<i>For decision/approval</i>		<i>Assurance</i>	✓
	<i>For review</i>		<i>Governance</i>	✓
	<i>For information</i>	✓	<i>Strategy</i>	

PREPARED BY:	Pauline Garnett, Head of Inclusion & Wellbeing Emma Lavery, Deputy Director of People
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SPONSORED BY:	Steven Ned, Director of People
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PRESENTED BY:	Steven Ned, Director of People
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STRATEGIC CONTEXT

This report supports the Trust’s Strategic Goal (2022-2027): **Best for People**

We will make our Trust the best place to work by:

- Ensuring a caring, supportive, fair and equitable culture for all
- Creating an organisational climate that supports Equality, Diversity and Inclusion
- Supporting our staff’s health and wellbeing

This paper also supports the Trust’s People Plan 2022-2027 which sets out the Trust’s actions on staff wellbeing, recruitment, retention, inclusion, employee voice & engagement, leadership and culture.

EXECUTIVE SUMMARY

The Workforce Disability Equality Standard (WDES) comprises of ten specific metrics which enables NHS organisations to compare the experiences of disabled and non-disabled staff. In addition, the information is then used to develop an action plan to demonstrate progress against the metrics to improve equality and inclusion for disabled staff.

This report provides a summary of Barnsley Hospital NHS Foundation Trust Workforce Disability Equality Standard indicators, for the period of April 2023 – March 2024. It outlines the Trust’s WDES data which was submitted in May 2024 to the Data team as part of the NHSE/I data collection framework. The data is obtained from the ESR as

of 31 March 2024 and the previous NHS Staff Survey. It presents key findings comparing them to the previous year's results and benchmarks them against national comparative data related to the staff survey indicators 5 - 9.

Overall, the data shows significant progress against the indicators. All the indicators have either shown improvement or remained unchanged, with no signs of decline. Notably, some metrics have reached their highest level, since WDES reporting began. Comparative data from the staff survey for metrics 5 – 8 indicate that we have performed better than the national average. This progress is attributed to the broad range of initiatives undertaken to improve the experience of disabled staff and to foster an inclusive culture and reduce inequalities. Despite these positive developments, we recognise that there are disparities in the experiences of disabled colleagues compared to their non-disabled colleagues highlighting the need for further interventions.

Key findings

1. Workforce Representation - There has been an increase in the proportion of disabled staff declaring a disability through the electronic staff record (ESR) in 2024, rising from 4.48% the previous year to 5.16%. This is an increase of 0.68 percentage points. However, 10.4% of staff anonymously declared having a long-term condition or illness in the NHS Staff Survey. This highlights the need for further efforts and campaigns to encourage staff to disclose their disability status to get a more accurate picture. National data from 2022 shows that 23.4% of staff reported having a long-term condition in the national survey.

2. Recruitment - The relative likelihood of disabled applicants being appointed from shortlisting compared to non-disabled applicants has improved, decreasing from 1.62 in 2023 to 1.14.

3. Capability - The relative likelihood of a disabled colleague entering formal capability process compared to non-disabled colleague is unchanged and has remained sustained and consistent at 0.0% since reporting began in 2020

4. Harassment, bullying or abuse - Patients/service-users/public: There is an improvement of 3.0 percentage points reduction for disabled colleagues, from 30.8% the previous year to 27.8% of disabled staff reported experiencing bullying, harassment or abuse from patients, service users or the public. There remains a higher proportion of disabled staff, compared to non-disabled staff, experiencing harassment, bullying or abuse. Despite this the national benchmarking data shows a higher figure of 30.3% disabled staff having reported experiencing similar incidents.

- **Managers:** Experiences of bullying, harassment or abuse from managers has improved from 11.6% to 10.5% from managers. The figure is below the national average of 15.9% for disabled colleagues and shows an improved picture. There remains a significant difference in experiences, with non-disabled colleagues reporting 5.3 percentage points less harassment, bullying or abuse.
- **Colleagues:** There has been a slight improvement from 23.3% to 23.2% for disabled staff. However, disabled staff are still 8.9 percentage points more likely to experience

- harassment, bullying and abuse from other colleagues compared to 14.3% of non-disabled staff. Both figures are better than the national benchmark for disabled staff 25.9% and 16.6% for non-disabled staff.
- **Reporting incidents:** More disabled staff are reporting harassment, bullying or abuse at work, which has improved above the national average from 53.2% to 56% (2.8 percentage points increase). For non-disabled staff, the reporting rate is 49.2%, slight decline from 49.4% the previous year.

5. Career progression - 64.4% of disabled staff believed they had equal opportunities for career progression or promotion and this is an improvement from 63.4% the previous year. This is above the national average of 51.5% indicating a better picture.

6. Presenteeism - 27.7% of disabled staff experienced presenteeism, showing an improvement of 4.7 percentage points from the previous year's 31.7%. Disabled staff are 9 percentage points more likely than non-disabled staff to feel pressurised to come into work despite not feeling well enough to perform their duties (27% vs 18%) in 2023. The figure for disabled colleagues is better than the national average of 28.5% for disabled colleagues and 19.5% for non-disabled colleagues

7. Feeling valued - 42.7% of disabled staff reported that they felt valued for their contribution. This has seen a significant improvement of 6.9 percentage points from 35.8% the previous year. The figure is well above the national average of 35.7% for disabled colleagues.

8. Workplace adjustments - 85.4% of disabled staff reported they had the reasonable adjustment(s) required to perform their duties. This represents an encouraging improvement of 4.7 percentage points from 80.7% the previous year. This figure is well above the national average of 73.4%

9. Staff engagement - The staff engagement score for disabled staff has improved from 6.5 to 6.8. The score is above the national average of 6.5 for disabled staff

10. Board representation – No board members have identified as having a disability, compared to 5.16% of disabled staff in the wider workforce. There is an overall consistent gap of -5.16% in representation for executive, non-executive, voting, and non-voting board members indicating underrepresentation. Disabled members are underrepresented on the board by one member in terms of headcount (-5.16%). National average in 2023 is 5.7%

It is encouraging to see improvements across most of the indicators. We hope that we will continue to make sustained progress and that the ongoing initiatives, in collaboration with the Ability staff network will continue to support positive change. A broad range of interventions and campaigns will continue, as outlined in the 2024/25 action plan, allowing time for these initiatives to be embedded. This will help to foster an inclusive and compassionate culture and reduce workplace inequalities.

RECOMMENDATION

It is requested that the Board of Directors ratify the WDES Annual Report and Action Plan 2024 and agree that the report will be submitted to NHS England WDES team and published on the Trust's website by the reporting deadline of 31st October 2024.



Barnsley Hospital
NHS Foundation Trust

WORKFORCE DISABILITY EQUALITY STANDARD

**Report and Action Plan
2024**

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Background

The Workforce Disability Equality Standard (WDES) is important, because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety.

The benefits of retaining an experienced, skilled employee who has acquired an impairment are usually greater than recruiting and training new staff. It is also good for the individual and helps create a workforce that reflects the diverse range of patients it serves.

The Trust's strategic objectives and goals, underpinned by the People Plan, aim to make the Trust the best place to work by ensuring a caring, supportive, fair, and equitable culture for all. We strive to create an organisational climate that supports equality, diversity, and inclusion, making us an employer of choice. Our commitment is to maintain a compassionate and inclusive culture where diversity is valued and celebrated. We also prioritise supporting our staff's health and wellbeing.

The Trust is dedicated to actively embedding equality, diversity, and inclusion in line with our Public Sector Equality Duty. This includes eliminating unlawful discrimination, harassment, and victimisation, advancing equality of opportunity, and fostering good relations

Disabled staff bring valuable lived experiences and expertise of healthcare services and health conditions into the NHS workforce. Creating and sustaining the NHS as a disability inclusive employer brings multiple benefits across service delivery, including benefits for service users, patients and staff.


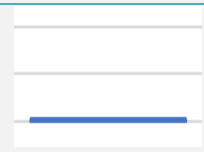
The Workforce Disability Equality Standard (WDES) comprises of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. It also allows us to internally measure our progress since last year, identify good practice and compare performance regionally, nationally and by type of Trust. The metrics data will influence an action plan and build on the high impact actions in the EDI improvement plan.

Similar to the Workforce Race Equality Standard, the WDES has been included in the NHS standard contract, and performance outcomes may well be considered during Care Quality Commission's (CQC) inspections / reviews under their 'Well Led' domain theme. There is a statutory requirement to publish our metrics data and action plan internally and externally on the Trust's website by 31 October 2024.

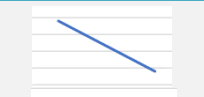
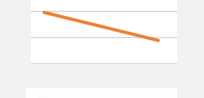
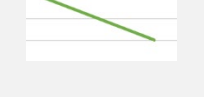


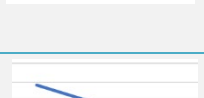
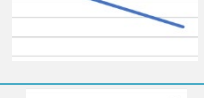

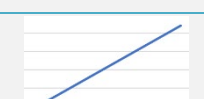
WDES METRICS 2023 /2024

Workforce indicators

For each of these four workforce indicators, compare the data for disabled and non-disabled staff

1. Workforce Representation – Overall staff with a disability 5.16% ↑ (positive increase) previous year 4.48%		Trend
2. Relative likelihood of disabled applicants being appointed from shortlisting across all posts compared to non-disabled applicants	1.14 ↓ (improvement) previously 1.62 showing equity of opportunity for applicants being shortlisting across all posts	
3. Relative likelihood of disabled staff entering formal capability processes compared to non-disabled staff	0.0 (unchanged) Disabled staff more likely entering formal capability. This has stayed the same as in previous years 0.0 2023 and 0.0 2022	

National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for disabled and non-disabled staff

4. Percentage of disabled staff experiencing bullying, harassment & abuse from:	27.8% ↓ Non-disabled 23.6% (improvement) Previously 30.8%	
<ul style="list-style-type: none"> • Patients/Service users/Relatives/Public • Managers • Colleagues • Reporting Incidents 	10.5% ↓ Non-disabled 5.2% (improvement) Previously 11.6%	
	23.2% ↓ Non-disabled 14.3% (Slightly improved) Previously 23.3%	
	56% ↑ Non-disabled 49.2% (improvement) Previously 53.2%	
5. Percentage believing the Trust provides equal opportunities for career progression and promotion	Disabled 64.4% ↑ (improvement) Previously 63.4% - Non-disabled 69.9%	
6. Pressure to come to work despite not feeling well enough to perform duties	Disabled 27% ↓ (improvement) Previously 31.7% - Non-disabled 18%	
7. Feeling valued – Extent to which organisation values their work	Disabled 42.7% ↑ (improvement) Previously 35.8% - Non-disabled 55.2%	
8. Workplace adjustments to enable Disabled staff to carry out their work.	85.4% ↑ (improvement) Previously 80.7%	
9. Staff engagement	6.8 ↑ (improvement) Previously 6.5 - Non-disabled 7.2	
10. Board representation	Exec = 0.0% Non-exec = 0.0%	Voting = 0.0% Non-voting = 0.0%

WDES Metrics

Metric 1 – Workforce representation – Percentage of disabled staff in each Agenda for Change Bands 1-9 and VSM compared with percentage of non-disabled staff

Non-Clinical Band Clusters

	2022		2023		2024	
	Disabled	Non-Disabled	Disabled	Non-disabled	Disabled	Non-disabled
Bands 1 - 4	3.7%	93.7%	5.4%	90.8%	5.7% ↑	91.1%
Bands 5 - 7	4.1%	93.0%	5.7%	90.9%	7.0% ↑	88.2%
Bands 8a – 8b	5.4%	94.6%	6.7%	93.3%	7.5% ↑	92.5%
Bands 8c – 9 & VSM	9.1%	77.3%	0.0%	85%	0.0% →	84%

Clinical Band Clusters	2022		2023		2024	
	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
Bands 1 - 4	3.0%	92.7%	3.0%	91.3%	4.0% ↑	91.6%
Bands 5 - 7	4.8%	91.1%	5.3%	90.8%	6.0% ↑	90.0%
Bands 8a – 8b	3.3%	96.7%	5.2%	94.8%	8.1% ↑	89.5%
Bands 8c – 9 & VSM	0.0%	100%	0.0%	100%	0.0% →	100%
Medical, Dental staff, Consultants	1.1%	96.7%	0.55%	97.27%	0.54% ↓	96.8%
Medical, Dental staff, Non-Consultant career grade	0.0%	98.8%	0.0%	98.8%	0.0% →	98.7%
Medical, Dental staff, Medical and Dental trainee	6.9%	92.3%	5.6%	92.8%	3.6% ↓	90.8%

The data shows that there has been an increase in percentage in most of the Non-clinical band clusters apart from Bands 8c to 9 & VSM where there is no change, with no disabled staff in the clinical bands. The highest percentage of disabled staff are in the non-clinical workforce bands 8a – 8b, an increase from 6.7% to 7.5% in 2024.

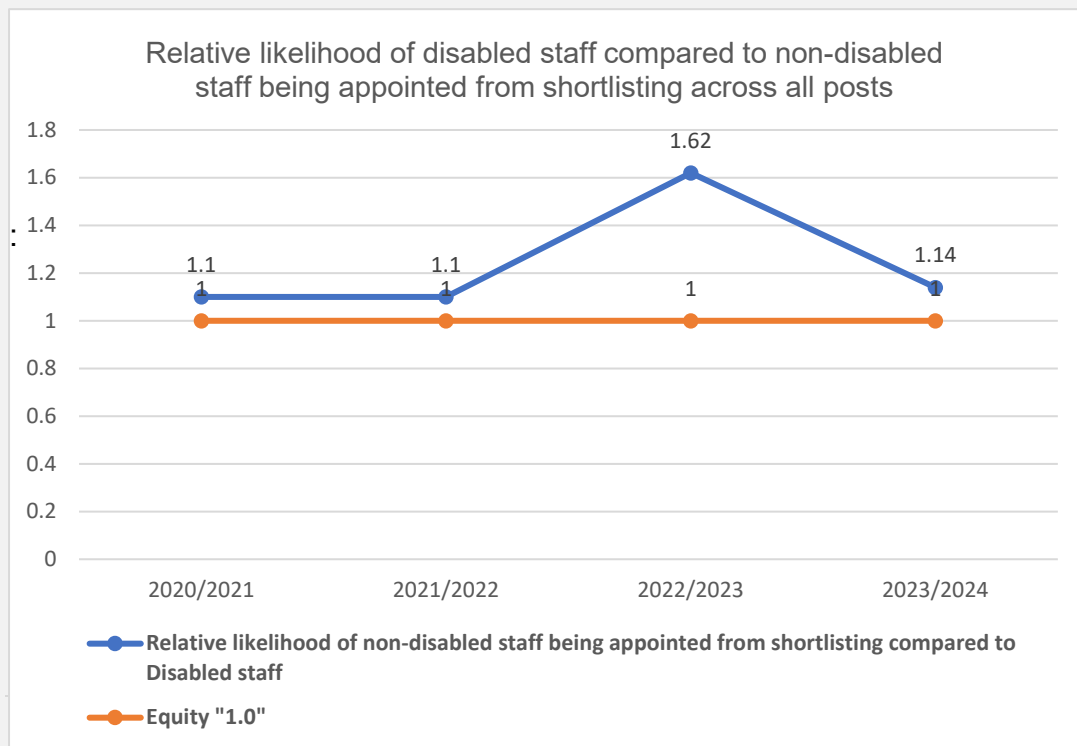
The cluster with the highest increase in percentage is the clinical bands 8a – 8b at 8.1% compared to 5.2% in 2023 (an increase of 2.9%), followed by non-clinical bands 5 – 7 at 7.0% compared to 5.7% in 2023 (an increase of 1.3%). There remains no disabled staff in Bands 8c – 9 & VSM across clinical and non-clinical bands.

Within Medical & Dental Consultants, there is a reduction from **0.55%** to **0.54%**. For Medical & Dental trainees, there is a reduction of 2 percentage points from **5.6%** to **3.6%**. We know that there are considerably more staff declaring they have a disability within the anonymised NHS staff survey. The 2023 survey results showed 233 disabled staff participated in the survey out of 2235 total staff respondents, which equates to 10.4% of respondents.

Because of these disparities it is hard to obtain a true picture of disabled staff representation by pay clusters, so we need to continue to encourage more staff to share and update their disability status through ESR. It is encouraging to see the increase in staff recording their disability within ESR from **4.48%** to **5.16%** but we know that this can be increased further.

Metric 2 – Recruitment (Data source: Trust’s recruitment data)

- a) This refers to both external and internal posts employed by the trust
- b) A figure below 1.00 indicates that Disabled staff are more likely than non-disabled staff to be appointed from shortlisting.
- c) The greater the number, the larger the inequality in shortlisting.



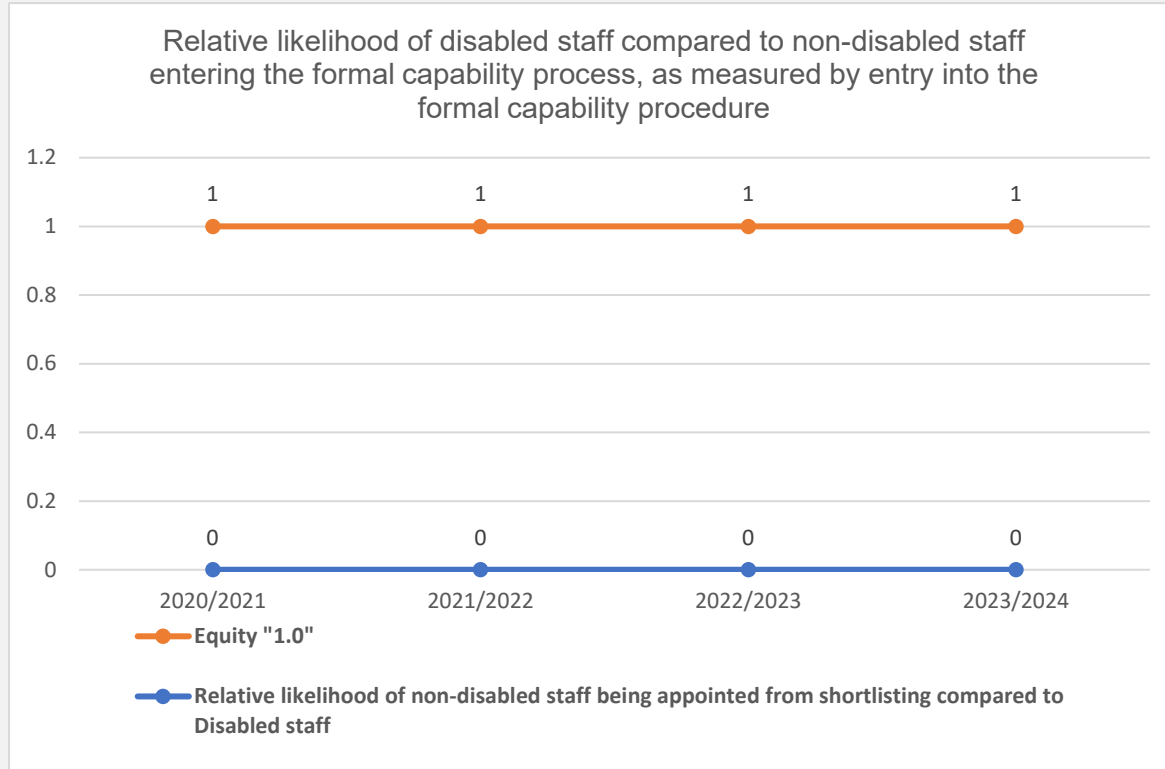
2. The data has shown improvement in the relative likelihood of non-disabled staff being appointed from shortlisting, from **1.62** the previous year to **1.14**. This indicates that non-disabled staff are slightly more likely to be appointed from shortlisting compared to non-disabled staff. A figure of 1.0 indicates equity.

Interventions taken:

- Passport to management training is ongoing which covers inclusive recruitment.
- Disability Confident employer status has been renewed and promoted in our recruitment campaigns to show our commitment in being an inclusive employer. Managers training continues to be provided to demonstrate our commitment in being an inclusive employer
- Guaranteed Interview continues to be offered to applicants who meets the minimum criteria

Metric 3 – Capability (Data source: Trust’s HR data) A figure above 1.00 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process (on grounds of performance).

This metric is based on data from a two-year rolling average of the current year and the previous year.

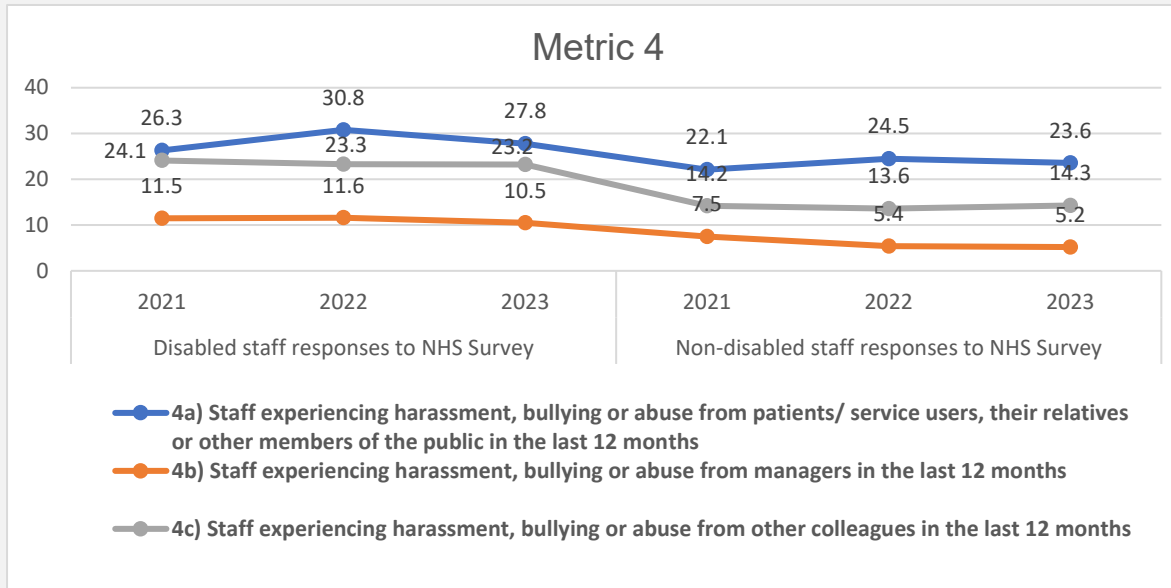


3. The relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process has been consistent at **0.0%** since 2020. This shows the proactive efforts by the managers in supporting staff to prevent escalation to the formal process

Interventions taken:

- Capability figures continue to be monitored to ensure a fair process is maintained and early informal resolution is encouraged.
- Ongoing training in managing performance, grievances and disciplinary is being delivered through the Passport Management training

Metric 4 - Harassment, bullying or abuse from patients/service users/ public (Obtained from the staff survey)



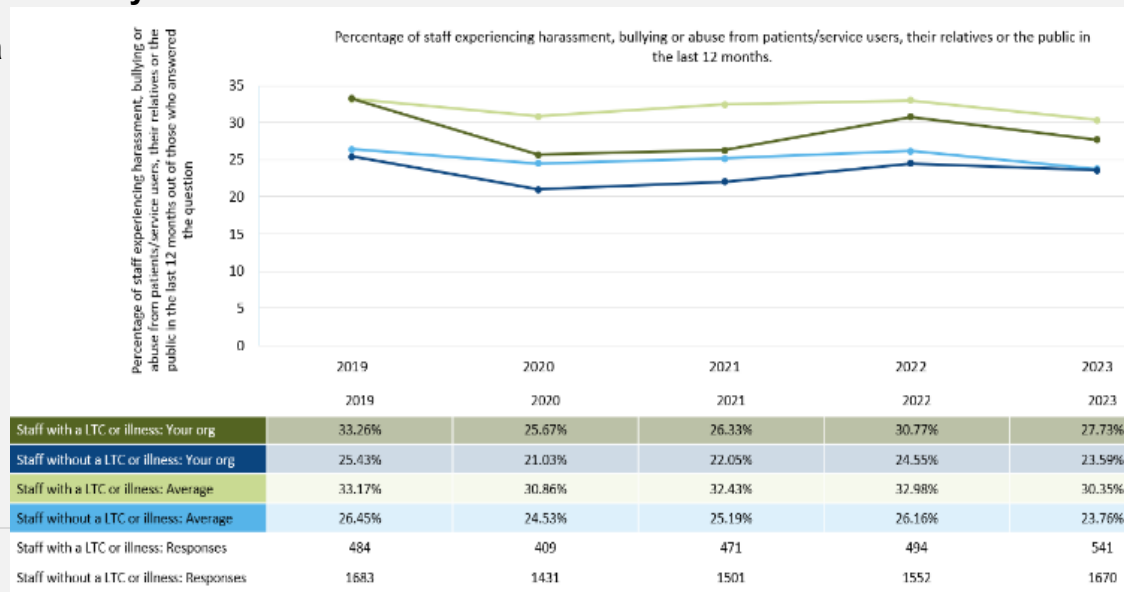
- **4a. Patients/Relatives/Public** – There has been an improvement of 3.0 percentage points in disabled staff experiencing harassment, bullying or abuse from patients/relatives/public, from **30.8%** to **27.8%**. For non-disabled staff, the figure has improved, decreasing from **24.5%** to **23.6%**. There remains a higher proportion of disabled staff, compared to non-disabled staff, experiencing harassment, bullying or abuse
- **The national benchmarking data** - shows a higher figure of 30.3% of disabled staff experiencing similar incidents. For non-disabled staff it is 23.8%, similar for non-disabled staff in the Trust.

Interventions taken:

- Prevention and reduction measures have been implemented e.g. ongoing respect awareness, campaigns supported by the Violence & Aggression management group.
- Incidents are analysed by the Violence & Aggression management group to identify trends and themes & hotspot areas
- Body cameras usage are worn in some departments
- A survey has been conducted by the Staff network at the Disability History month event to identify if staff have experienced bullying or harassment and if they are aware how to report it
- Disability Staff network creates a safe space to discuss any issues and to provide support
- Courageous Conversation training is available for staff
- Freedom to Speak up has been engaging with staff and encouraging staff to report any incident

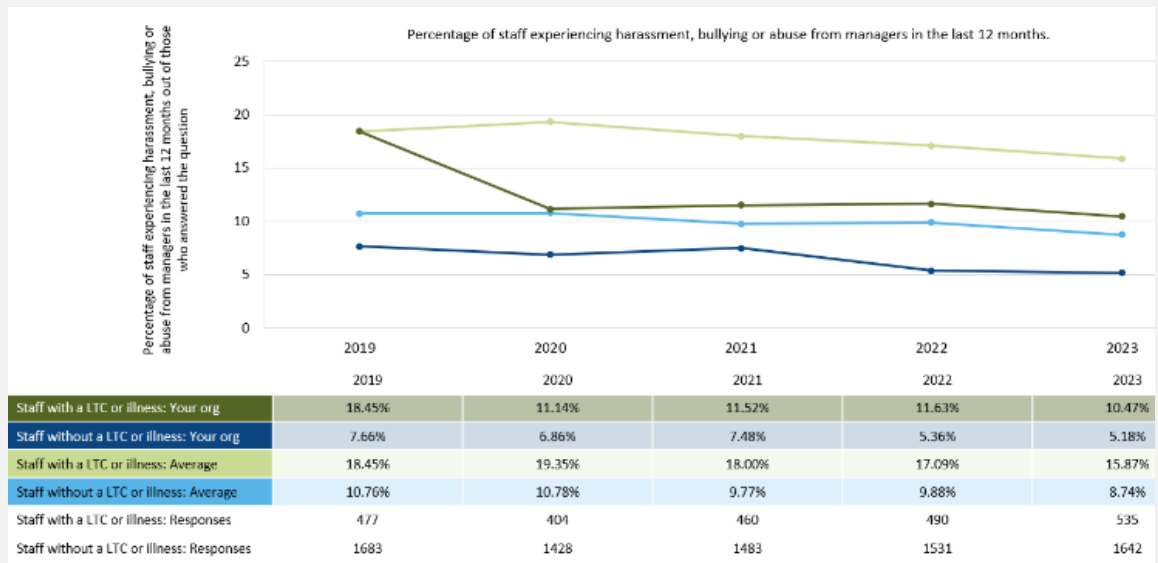
Staff Survey results

4a



Metric 4 – Harassment, bullying or abuse from managers (Obtained from the Staff survey results)

4b



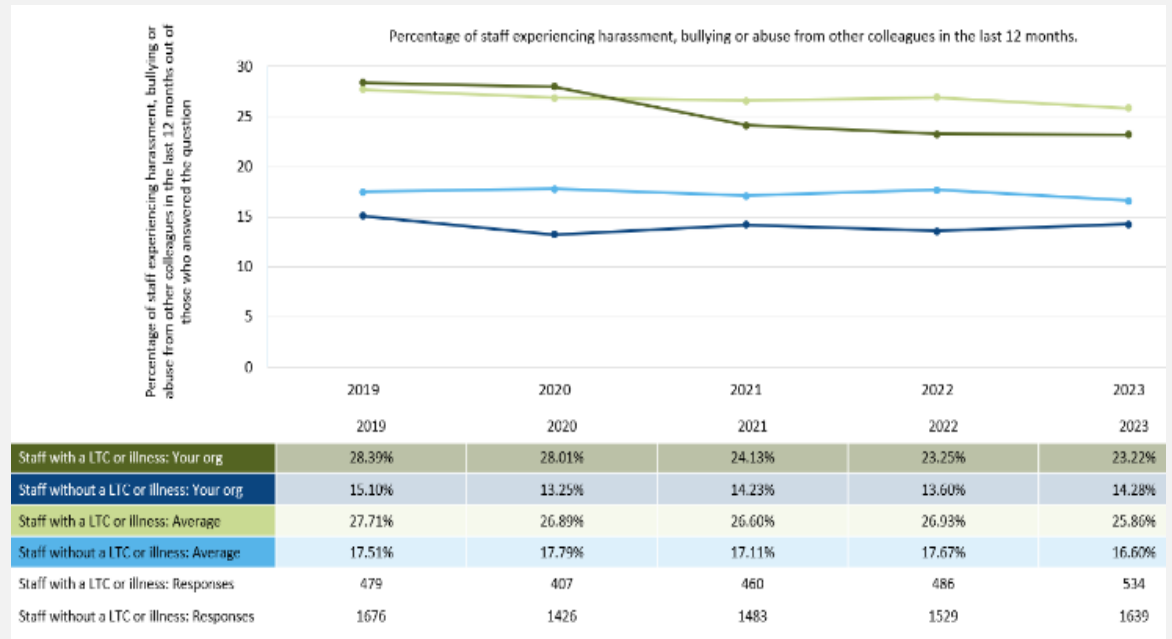
4b. Managers: The percentage of disabled staff experiencing harassment, bullying or abuse from managers has improved from **11.6%** to **10.5%**. For non-disabled staff, there has been a slight increase from **5.4%** to **5.2%**. Both figures are: above the **national average** of **15.9%** for disabled colleagues and **8.7%** for non-disabled colleagues. There remains a significant difference in experiences, with non-disabled colleagues reporting 5.3 percentage points less harassment, bullying or abuse.

Interventions taken:

- The Ability Staff Network has provided a safe place for staff to discuss issues / concerns
- Survey has been conducted by the staff network to identify any incident of harassment or abuse and to establish if colleagues know how to report any incident
- Freedom to Speak Up Guardian has been engaging with staff across the Trust and encouraging staff to report any incidents
- Freedom to Speak up training is now mandatory for all staff to complete
- Passport to Management Diversity & Inclusion training has been refreshed and updated, and ongoing training is delivered
- Proud to Care Conference focused on the Trust values and specific sessions discussed respecting colleagues, diversity and creating an inclusive culture

Metric 4 – Harassment, bullying or abuse from colleagues (Obtained from the Staff Survey results)

4c

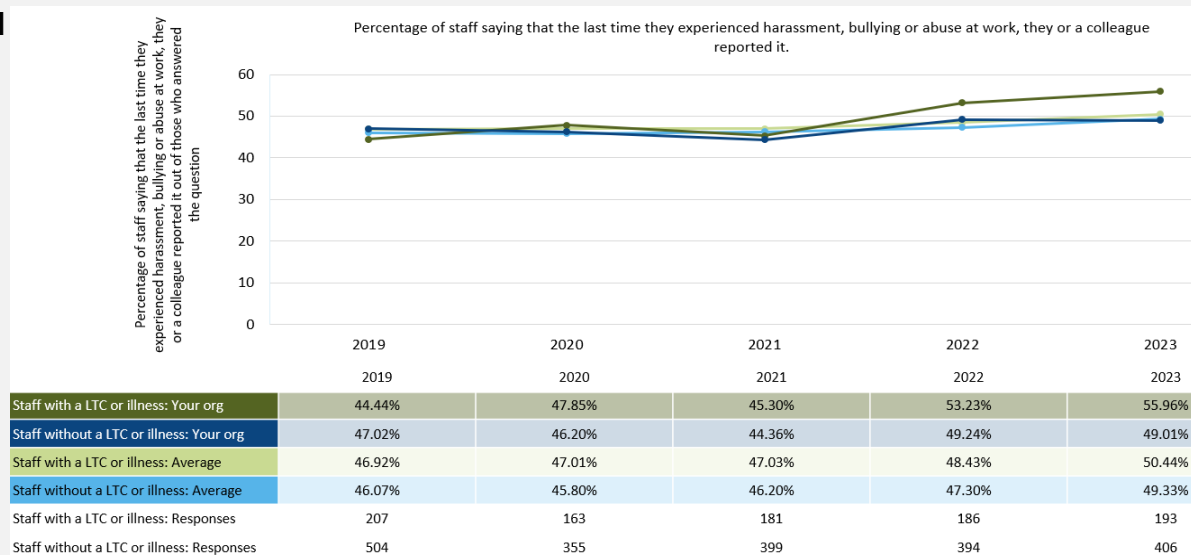


4c. Colleagues: There has been a slight improvement from **23.3%** to **23.2%** for disabled staff. However, disabled staff are still 8.9 percentage points more likely to experience harassment, bullying and abuse from other colleagues compared to **14.3%** of non-disabled staff. **National benchmark** - Both figures are below the national benchmark for disabled staff, 25.9% and 16.6% for non-disabled staff

Interventions taken: (As above - See 4b)

Metric 4 – Harassment, bullying or abuse – Reporting Incidents (Obtained from the Staff Survey results)

4d



4d. Reporting Incidents:

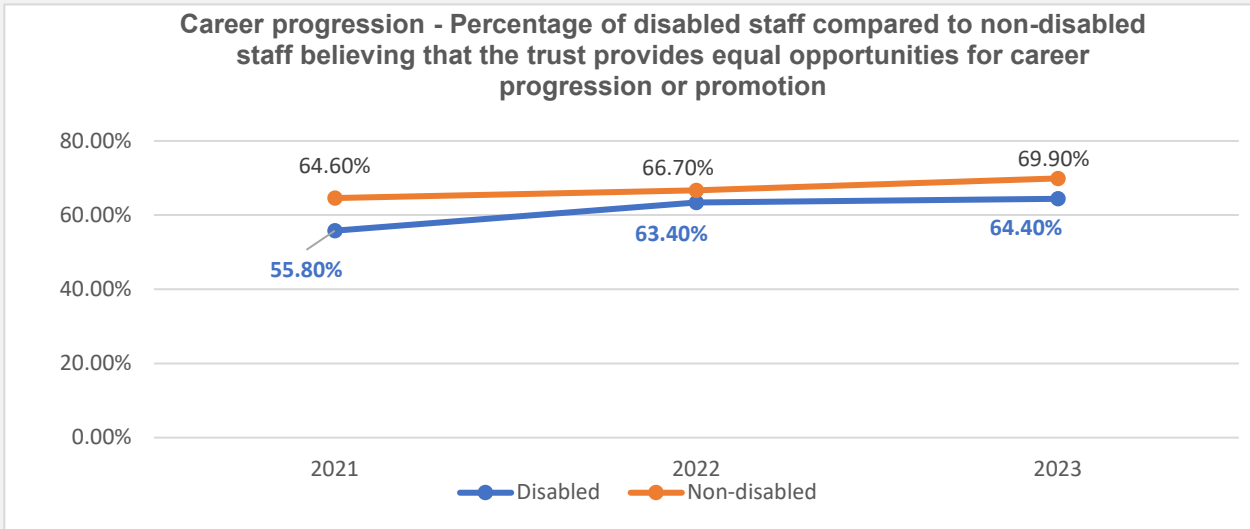
More disabled staff are reporting harassment, bullying or abuse at work, which has improved above the national average from **53.2%** to **56%** (2.8 percentage points increase). For non-disabled staff, the reporting rate is **49.2%**, slight decline from **49.4%** the previous year. There is a continued focus on encouraging and supporting staff to report incidents and ensuring actions are taken in response.

National benchmark data - is 50.4% for disabled colleagues and 49.3% for non-disabled colleagues

Interventions taken:

- Freedom to Speak Up Guardian has been engaging with staff across the Trust and encouraging staff to report any incidents
- Mandatory Freedom to Speak up training is ongoing
- Disability History month was held and focused on harassment, bullying and abuse and reporting any incidents
- Courageous conversations training is available for staff and managers
- In-house counselling support is available and via Vivup employee assistance programme
- Counselling support is available

Metric 5 – Career Progression (Metric obtained from the Staff survey)

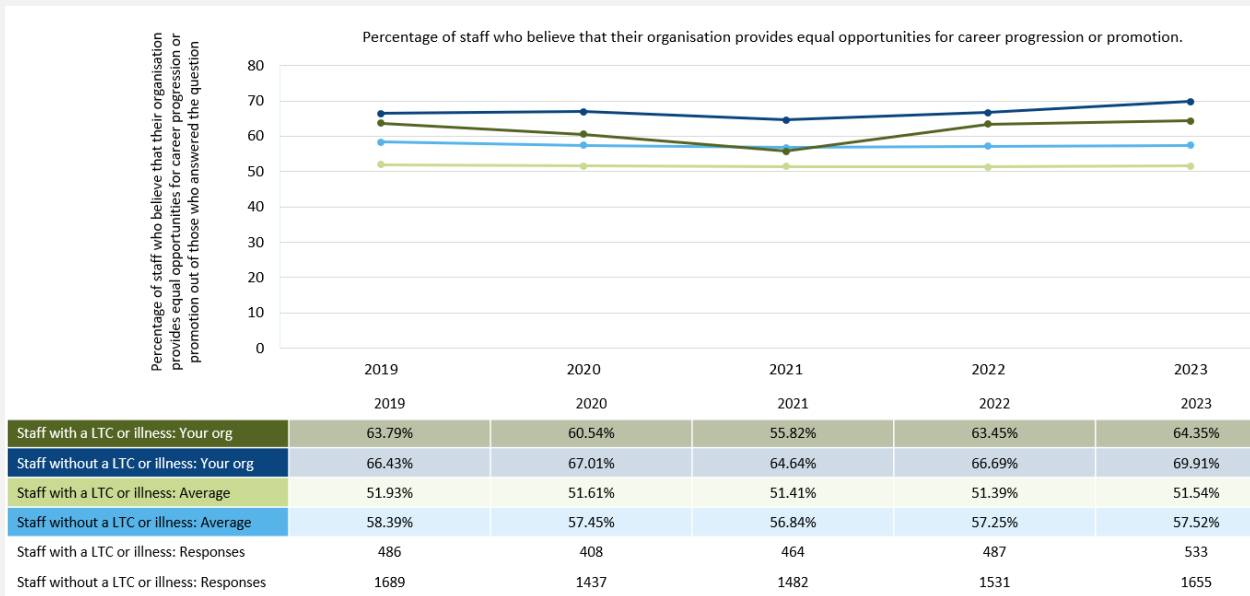


5. 64.4% of disabled staff believed they had equal opportunities for career progression or promotion. This is an improvement from **63.4%** the previous year and is the highest figure since reporting began. Disabled staff are less likely to believe that their Trust provides equal opportunities for career progression or promotion compared to non-disabled staff of **69.9%**. Both figures are above the national average

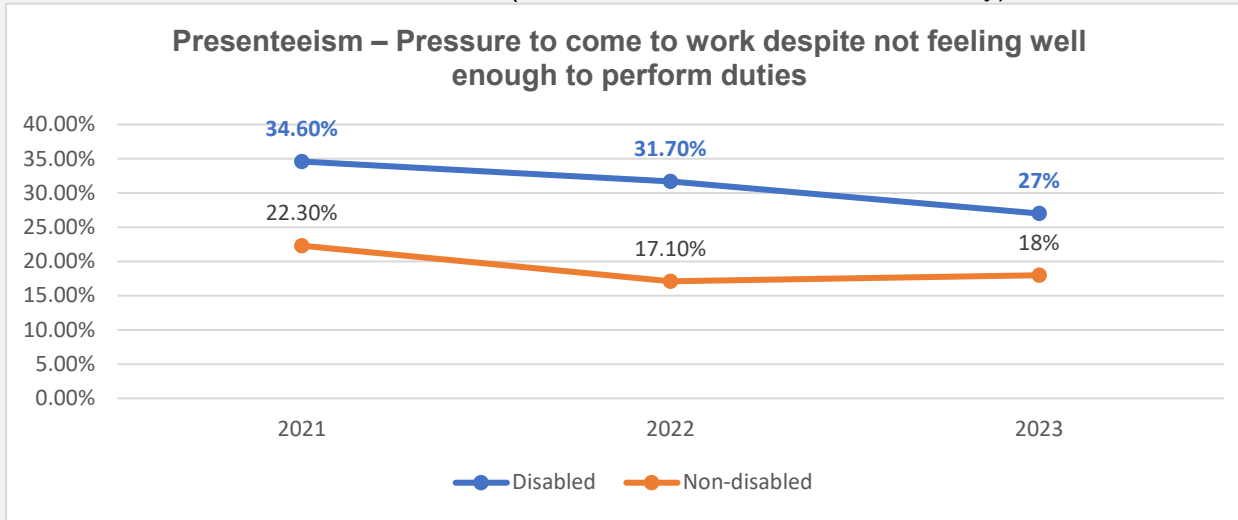
National benchmark data – Disabled colleagues – 51.5% and non-disabled 57.5%.

Interventions taken:

- The Ability staff network continues to create a safe space where staff can share their concerns and provide support
- Collaborations have taken place with learning & organisational development team, and team members attended the staff network meetings to share and promote the range of development opportunities available e.g. coaching & mentoring and the talent management programmes
- Key professional development opportunities and training have been shared with staff network members



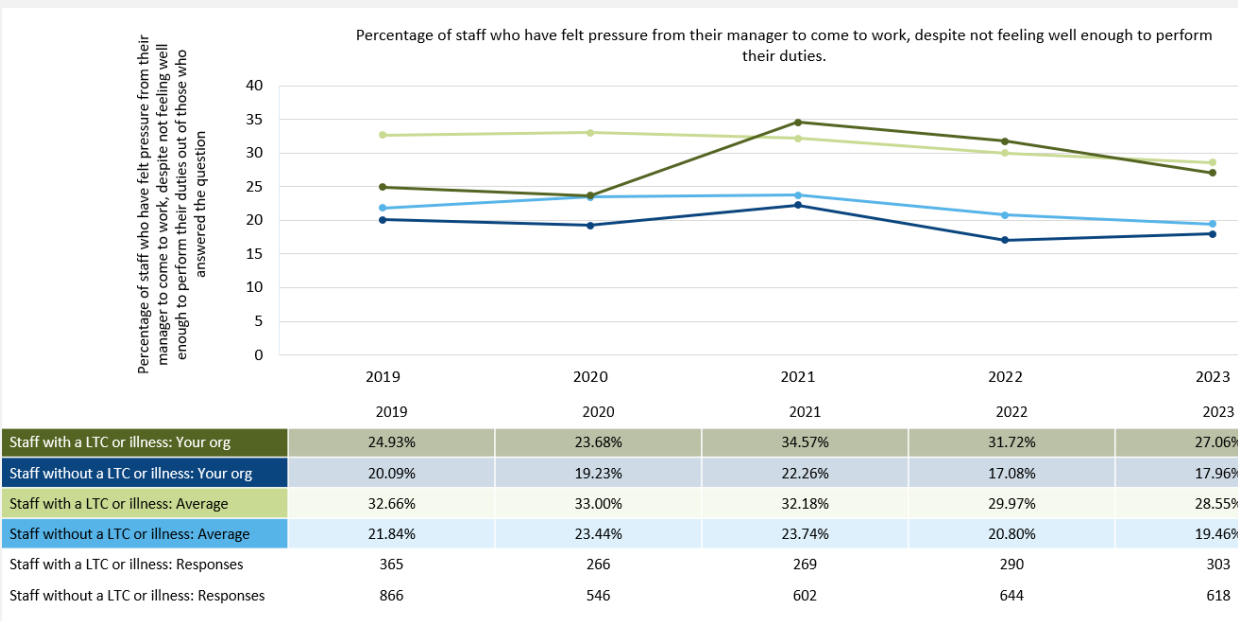
Metric 6 – Presenteeism (Metric obtained from the Staff survey)



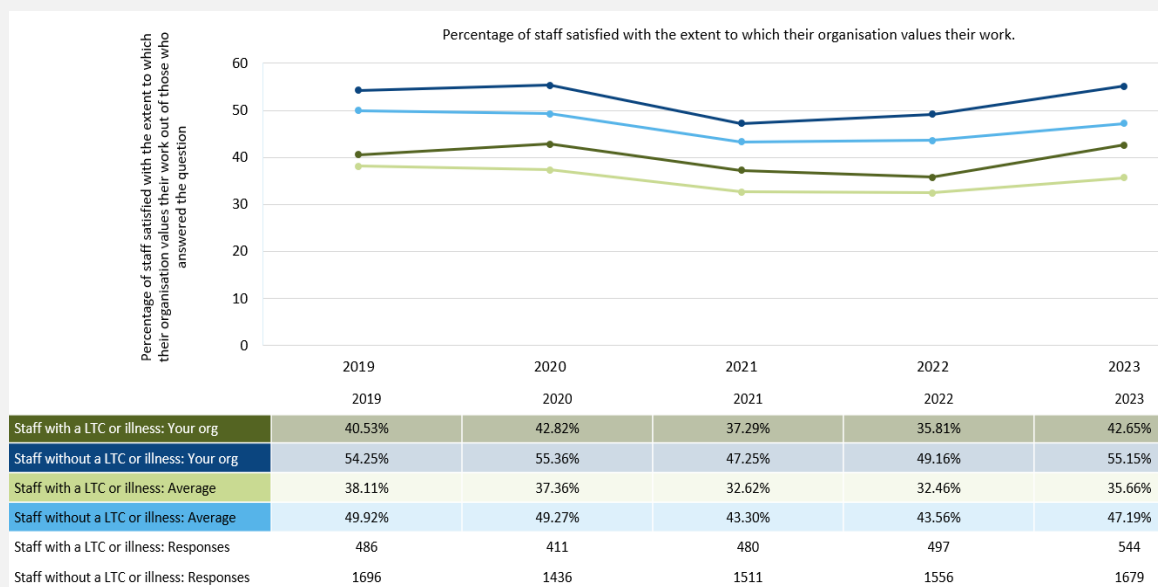
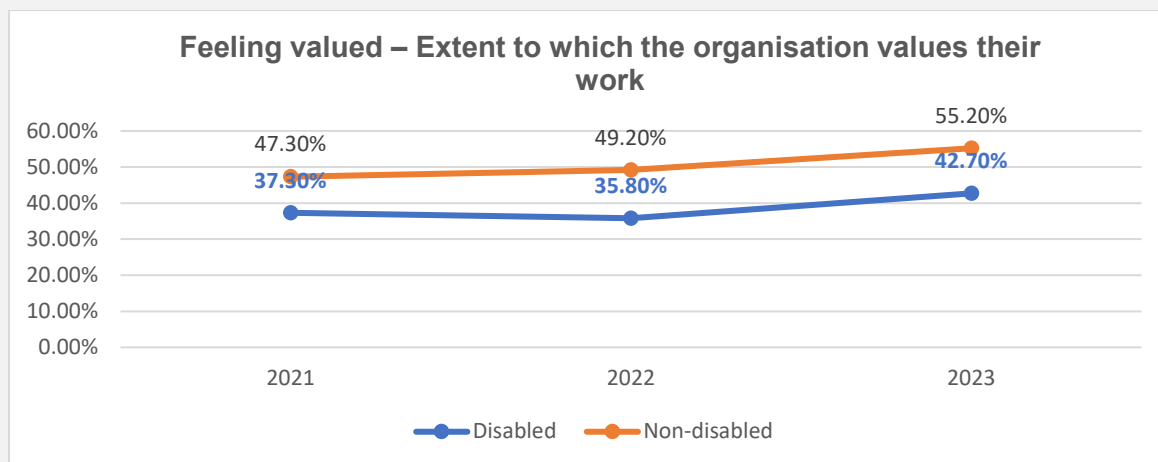
6. An improvement of 4.7 percentage points can be seen for disabled colleagues from **31.7% to 27%**. Disabled staff are 9 percentage points more likely than non-disabled staff to feel pressurised to come into work despite not feeling well enough to perform their duties (**27% vs 18%**) in 2023. **National benchmarking data** - The figure for disabled colleagues is better than the national average of 28.5% for disabled colleagues and 19.5% for non-disabled colleagues

Interventions taken:

- Managing and supporting performance, discipline, grievance and sickness absence training is delivered as part of the Passport to Management course and includes being mindful about factors that may affect an employee’s performance and attendance, i.e. disability/health related issues
- Neurodiversity guide has been developed to better support neurodivergent colleagues
- Lived experience about neurodiversity have been shared
- Workplace adjustment guide has been developed in response to feedback from the Diverse & Inclusive group which identified the need for a reasonable adjustment guide for both managers and staff
- Health & Wellbeing passport has been developed to facilitate health & wellbeing conversation between managers and staff to function effectively at work
- Supporting staff attendance policy has been developed and training is being provided to support attendance & wellbeing conversations training for line managers
- Flexible working policy has been developed to improve colleague’s work/life balance



Metric 7 Feeling Valued (Metric obtained from the staff survey)



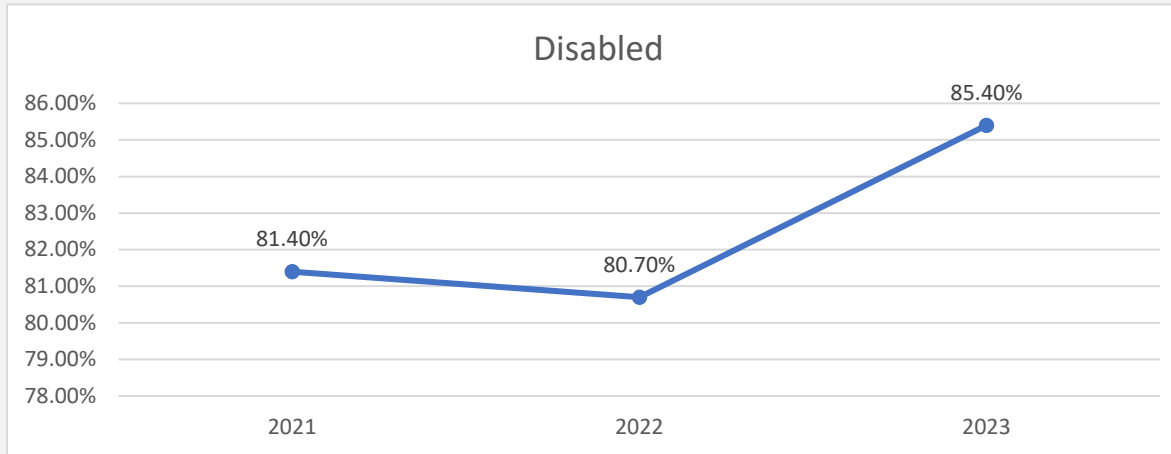
7. Disabled staff are 12.5 percentage points less likely to say that they feel their organisation values their work when compared to non-disabled staff (42.7% vs 55.2%). However, this is a significant improvement of 6.9 percentage points from 35.5% in 2022 and is the highest recorded figure since recording began. This figure is above the national average.

National benchmarking data - 35.7% for disabled colleagues and 47.2% for non-disabled colleagues

Interventions taken:

- Disabled staff and neurodivergent colleagues are encouraged to attend the Ability staff network and related network events to share concerns and create a platform for staff to be heard
- Regular meetings are taking place with the Chair and staff network members
- Disability History Month was held and network members collaborated, shared stories and celebrate the contributions of disabled colleagues. Staff across the Trust attended including senior leaders and board members representatives.
- Survey was conducted by the staff network to gain insights into the experiences of staff with disabilities or neurodivergent conditions.
- The Trust participated in the NHS Employers Diversity in Health and Care Partners. The Chair of the Ability staff network attended, kept updated of developments, network with other EDI colleagues, shared insights and key learnings.
- Staff network & allies engagement event was held to engage with members, share information and celebrate achievements and drive change

Metric 8 - Workplace adjustments to enable disabled staff to carry out their work (Metric obtained from the staff survey)

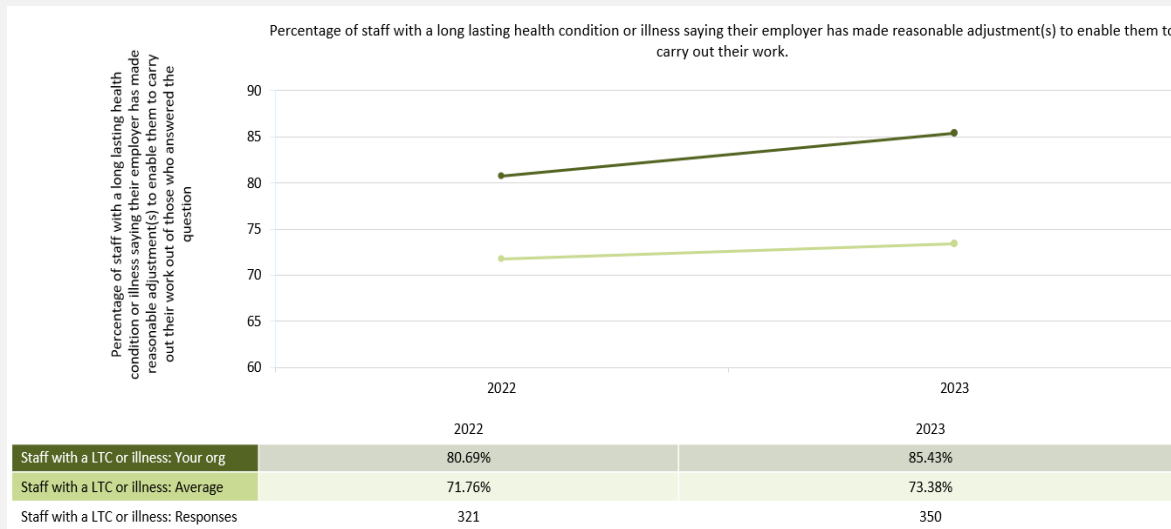


8. 85.4% of disabled staff reported they had adequate adjustments to enable them to perform their duties. This shows an improvement of 4.7 percentage point increase from 2022 and this is the highest score since recording began.

National average - This figure is well above the national average of 73.4%

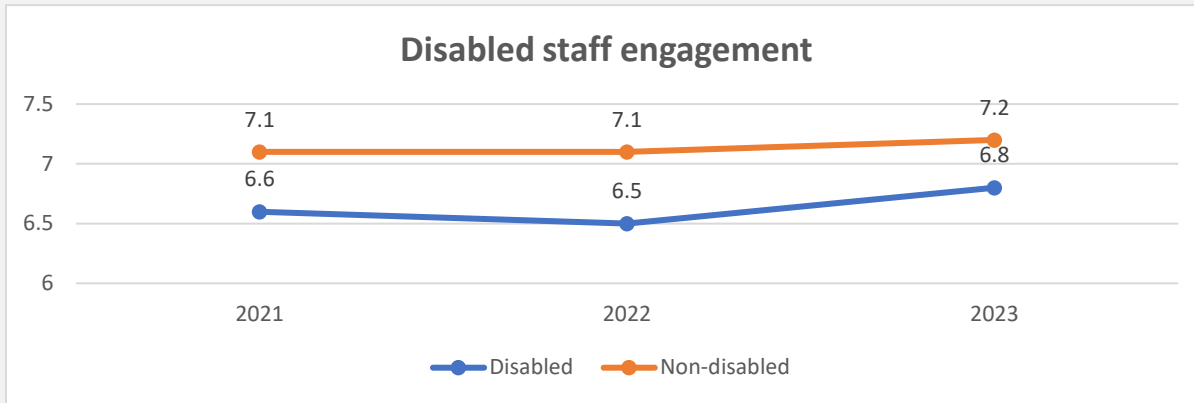
Interventions taken:

- Workplace adjustment guide has been developed in response to feedback from the Diverse & Inclusive group which identified the need for a reasonable adjustment guide for both managers and staff
- Health & Wellbeing passport has been developed to facilitate health & wellbeing conversation between managers and staff to function effectively at work
- Supporting staff attendance policy has been developed and training is being provided to support attendance & wellbeing conversations training for line managers
- Neurodiversity guide has been developed to better support neurodivergent colleagues and was launched at the Disability History Month event
- Flexible policy has been developed to improve colleagues' work/life balance



Metric 9 – Disabled staff engagement - (Data source: NHS Staff Survey)

- a) The staff engagement score is based on the responses to nine (9) NHS Staff Survey questions.
- b) A score of ten (10) is the maximum score possible



STAFF ENGAGEMENT STAFF SURVEY table

	2019	2020	2021	2022	2023
Organisation average	7.05	7.09	6.99	6.94	7.13
Staff with a LTC or illness: Your org	6.69	6.82	6.65	6.55	6.79
Staff without a LTC or illness: Your org	7.16	7.20	7.10	7.07	7.24
Staff with a LTC or illness: Average	6.65	6.65	6.42	6.35	6.46
Staff without a LTC or illness: Average	7.13	7.14	6.97	6.92	7.04
Staff with a LTC or illness: Responses	488	414	479	497	545
Staff without a LTC or illness: Responses	1705	1447	1515	1558	1687

9a. The staff engagement score has improved, increasing from **6.5** to **6.8**. However, disabled report a lower engagement score compared to **7.2** for non-disabled staff, reflecting a 0.4 difference. Despite this, the score remains above the **national average** of 6.5 for disabled colleagues and 7.0 for non-disabled colleagues.

Interventions taken:

- The Ability Staff Network has created a platform for disabled staff to come together and support each other and the organisation with engagement initiatives.
- Regular meetings are taking place with the Chair and staff network members
- Ability engagement event was held for staff network and allies to discuss, ask disability related questions and celebrate achievements

9b. Has your Organisation taken action to facilitate the voices of disabled staff in your organisation to be heard (yes or no)? Please provide at least one example

Response: Quarterly staff network reports have been presented at PEG to facilitate the voices of disabled staff in the Trust, including providing an update from the Ability staff network to amplify the voices of our disabled colleagues and raise awareness. Staff have been invited to provide suggestions on how the Trust can better support employees with disabilities. Some examples included actively listening to their needs, starting a regular teaching programme and understanding reasonable adjustments. Since the Disability History month event, the reasonable adjustment guide has been developed in consultation with the Ability staff network

Metric 10

Gap in disabled representation at board level (as at March 2024)	
Overall board	-5.16
Executive board members	-5.16
Non-executive board members	-5.16
Voting board members	-5.16
Non-voting board members	-5.16

Disabled Board representation	Disabled 2021	Disabled 2022	Disabled 2023	Disabled 2024
Exec Board Members	0%	0%	0%	0%
Non-Exec Board Members	0%	0%	0%	0%
Voting	0%	0%	0%	0%
Non-voting	0%	0%	0%	0%

No board members have identified they have a disability in 2024 compared to 5.16% of the overall workforce with a disability

Difference between disabled representation on the board and in the workforce:

Overall Board representation: -5.16%, Disabled members are underrepresented on the board by one member in terms of headcount, **National average in 2023:** 5.7%

Executive Board membership: -5.16%, **National average in 2023:** 5.4%

Voting Board membership: -5.16%, **National average in 2023:** 5.6%

Non-voting: -5.16%, **National average in 2023:** 6.1%

There is an overall consistent gap of -5.16% in representation for executive, non-executive, voting, and non-voting board members indicating underrepresentation.

Interventions taken:

This indicator was identified as one of the WDES priorities

- Board members have been approached to update their disability status on ESR and this will c
- Conversations about declaring disability status have taken place with board members.
- Executive Sponsor has been recently appointed for the Ability staff network. Further campaigns will take place encouraging disability status to be shared
- Regular meetings have taken place with the Trust Chair and staff network members

The following three high priority areas below were identified for improvement from the national WDES team based on the WDES 2023 data returns. These areas are among the lowest percentile rankings compared to other Trusts.

There were three areas identified in the WDES metrics, where our Trust was ranked in the top 10% nationally – Metric 5: Career progression, Metric 8: Workplace adjustments and Metric 4b: Harassment, bullying or abuse from managers

WDES Key progress in 2023/24

High priority areas for improvement within the Trust (to a maximum of three): 2023	Status
Indicator 2: Recruitment - Likelihood of appointment from shortlisting	Improved from 1.62 to 1.14 ↓
Indicator 6: Presenteeism – Feeling pressure to come to work despite not feeling well to perform their duties	Improved from 31.7% to 27% ↓
Indicator 10: Board representation	Unchanged →

The Learning & Organisational Development team - attended the staff network meetings to share and promote the range of development opportunities available e.g. coaching & mentoring, talent management programme

Professional development and training opportunities - have been circulated to staff network members from various sources

Ability Staff Network - The Ability Staff network has provided valuable insight, critical challenge and influenced and shaped the EDI agenda to benefit our staff and our patients. Alongside, being involved in shaping and reviewing the WDES action plan. The network is actively engaging, connecting and collaborating with disabled colleagues. The network has collaborated and strengthened inclusivity for neurodivergent staff to create a positive and safe space where disabled and neurodivergent colleagues feel comfortable in sharing their concerns and learning from one another. The Ability Staff Network has actively encouraged staff to share their disability status, fostering a culture of openness and support.

Neurodiversity guide – has been developed to better support colleagues

Workplace adjustment - Workplace adjustment guide has been developed in response to feedback from the Diverse & Inclusive group which identified the need for a reasonable adjustment guide for both managers and staff

Disability History month - Disability history month was held to raise awareness, understand disability-related issues, promote the importance of recording disability status on ESR, sharing resources, celebrating the contributions of disabled staff and promoting the staff network. Staff with a disability or long-term condition have shared powerful stories and personal experience of working in Barnsley Hospital during Disability History Month in 2023. Bespoke surveys were conducted to gain insights into the experiences of staff with disabilities or neurodivergent conditions, to identify areas for improvement and enhance colleagues' experiences

The Diverse & Inclusive Subgroup - The Diversity & Inclusive Subgroup were established to improve leadership and organisational approach to diversity and inclusion. Meetings have taken place to and key actions discussed including issues identified at the Ability staff network and strategies to address them. Workplace Adjustment has been developed by the staff network as recommended by the subgroup

Trust Chair and Staff Network members – Regular meetings are taking place with the Chair and staff network members

Proud to Care Conference - The Trust organised the first Proud to Care Conference to focus on the Trust values. One of the sessions covering diversity, provided an opportunity to share WDES results, raising awareness and identifying actions to enhance staff experiences and outcomes.

EDI Mandatory training Virtual EDI mandatory training has been introduced for staff across the Trust to have the option of accessing the training virtually or via e-learning. Information was provided about disability inclusion and improving colleagues' experiences. The training has been well received from colleagues and positive feedback provided

Passport to management - The Passport to management training is ongoing which provide information about inclusive recruitment & selection practices.

Health & Wellbeing Passport - The Trust has introduced a Health & Wellbeing Passport to facilitate conversations with staff and managers and a plan can be in place to ensure staff health and wellbeing needs are met effectively. The passport is being launched.

Supporting staff attendance policy – the policy has been developed and training is being provided to supporting attendance & wellbeing conversations training for line managers

Employers Diversity in Health and Care Partners programme - The Trust has participated in the NHS Employers Diversity in Health and Care Partners programme to support the Trust in creating a more inclusive workplace culture where difference is welcomed and celebrated. It has enabled us to be kept updated of key developments, network with other EDI experts and share practices. Participating in the programme also confirmed that we are performing quite well and not far behind. In some areas,

particularly with our staff network and activities, we are quite advanced with our initiatives.

Project Search supported internship programme - Barnsley Hospital NHS Foundation Trust, Barnsley College and Barnsley Council have collaborated and hosted the second supported internship programme at the Trust in September 2023. The programme aim to improve employment and health outcomes for young adults with learning disabilities and autism, significantly enhancing their life chances. Over the past year, two interns have secured employment within the Trust ,while six others gained valuable experience and life skills to help them find future employment. The third cohort will begin in September 2024. The Project SEARCH and Inclusion & Wellbeing team received the Hospital Trust Heart Awards for their strong partnership and collaboration, providing interns with meaningful work experience, essential skill development, and employment opportunities.

Conclusion and next steps

The Trust has made significant progress in improving workplace equality. All the indicators have either shown improvement or remained unchanged, with no signs of decline. Notably, some of the metrics have reached their highest level, since WDES reporting began. Comparative data from the staff survey for metrics 5 – 8 indicate that we have performed better than the national average. This progress is a testament to efforts made and reflects our ongoing commitment to supporting colleagues and addressing workplace inequalities.

Despite these positive developments, disparities in the experiences of disabled colleagues compared to their non-disabled colleagues persist, highlighting the need for continued efforts to reduce workforce inequalities. The Trust remains committed to promoting a positive environment and foster an inclusive and compassionate, just and learning culture where people want to work. We aim to be a model employer where everyone can be their themselves, feel valued and reach their full potential without fear of harassment, prejudice or discrimination. Everyone has a responsibility to take positive actions to reduce inequalities, respect differences, promote an open and equitable culture and celebrate diversity.

The WDES metrics data collection has provided valuable information, enabling us to advance our efforts in reducing disparities between disabled and non-disabled staff. Our action plan which accompanies this report is comprehensive and focuses on the need to continue to improve our data quality and disability declaration rates through a staff communications and engagement plan. This will enable us to accurately monitor and report our workforce disability representation and help identify areas for improvement.

A continued focus is required to **create an inclusive culture that gives disabled staff the confidence in declaring their disability**. A broad range of interventions and campaigns will continue, as outlined in the 2024/25 action plan, allowing time for these initiatives to be embedded. Engagement with the staff network will continue to amplify the voice of our disabled workforce and explore measures to continue to improve their experiences.

Future plans for 2024 / 25

- Develop an EDI strategy and a Health & Wellbeing strategy which outlines our commitments and priorities for the next 3 years
- Continue to deliver the NHS England's EDI improvement plan high impact actions
- Collaborate with the staff network and promote campaigns for colleagues to share their disability status
- Work with the staff network and Communications to showcase our disabled colleagues and share their stories on various channels e.g. the hub and Trust website and create more visibility
- Strengthen Inclusive recruitment process and practices to ensure they are fair, objective, reliable, inclusive and free from bias
- Continue the delivery of the virtual EDI mandatory training
- Work with the established Proud to Care Culture Diversity subgroup to assist in creating an inclusive environment and agree priority areas of focus e.g. allyship and reducing bystander
- Scope and work towards achieving the Disability Confident Leader accreditation with support of the Ability staff network to demonstrate the Trust commitment in being an inclusive employer of choice
- Work to be undertaken for the Inclusion & Wellbeing champions to be actively embedded across the Trust.
- Continue promoting the Supporting Staff Attendance Policy, health & wellbeing passport and delivery of supporting attendance & wellbeing conversations training for line managers
- Share the staff health & wellbeing survey 2024 key findings to evaluate and benchmark Trust HWB interventions and updated developments
- Collaborate with Occupational health & Inclusion & Wellbeing team to showcase and raise awareness of the wider Health & Wellbeing offer and develop infographics to support managers to navigate it

The People Committee is asked to approve the WDES Annual Report and Action Plan 2024 before submission to the Trust Board on 3rd October, to be ratified. The report will then be published on the Trust's website by the reporting deadline of 31st October 2024.

Appendix 1: Workforce Disability Equality Standard (WDES) Action Plan 2023/2024 - Progress

Metric	Objective	Action/s	Timescales	Lead/s	Where reported/ monitored e.g. Committee/ Group	Update	RAG
1	Increase the number of staff sharing their disability status via ESR	Work with the Ability staff network to develop a communications campaign highlighting the benefits of sharing their disability status	31 October 2023	Workforce Information Manager Head of I&WB / I&WB Lead Communications Lead I&WB Lead	PEG	Completed Data improved from 4.48 to 5.16%	Green
		Disability History Month event to be held and promote & celebrate disability and encourage staff to share their disability status	30 November 2023	I&WB Lead		Completed	Green
		Appoint an Executive Sponsor	June 2024	Head of I&WB / I&WB Lead		Completed	Green
		Monitor the number of staff who have shared their disability	31 May 2024	Workforce Information Manager		Ongoing	Green
2	Reduce the inequality in recruitment shortlisting	Review training offer provided to recruiting managers and interview panels	31 March 2024	HR Recruiting Manager	PEG	Data improved from 1.62 to 1.14	Green
		Undertake gap analysis to assess our readiness to upgrade our organisation's	1 September 2023 – 31 August 2024	Head of I&WB / I&WB Lead		Renewed Disability Confident	Amber

		accreditation status from 'Disability Confident Employer' to 'Disability Confident Leader'				Employer status. Further work explored in steps to achieve leader status	
		Continue to deliver Passport to management course and include unconscious bias and inclusive recruitment	1 September 2023 – 31 August 2024	Head of I&WB / I&WB Lead		Ongoing	Green
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	Continue to monitor if disabled staff enter formal capability process/reference workplace adjustment guidance for managers	1 September 2023 – 31 August 2024	HRBP	PEG	Ongoing	Green
		Health & Wellbeing Conversations Passport and Toolkit to be developed and launched for managers	31 January 2024	Head of Occupational Health, HRBP, Head of Inclusion & Wellbeing		Developed and being launched	Green
		Reasonable Adjustment guide to be promoted once approved	June 2024	Inclusion & Wellbeing Lead		Completed	Green
4	Reduce the incidence of Disabled colleagues experiencing harassment, bullying and abuse from	Diverse & Inclusive Culture Subgroup to continue to explore what further work can be done to build an inclusive, compassionate and culturally sensitive workplace and	1 September 2023 – 31 August 2024	Head of I&WB	PEG, Positive Culture Group, Violence & Aggression	Ongoing Data improved	Green

patients, managers and colleagues	feedback to Positive Culture Group			Management Group, Health & Safety Group		
	Evaluate the effectiveness of the Equality & Diversity, Passport to Management Training Course to deliver the required manager skills and capabilities	31 March 2024	Learning & OD Manager		Ongoing	Green
	Respect Campaigns being promoted, hashtag #NoPlaceForHateInBarnsley being adopted in partnership with Barnsley Council Posters to be displayed widely across the Trust	1 September 2023 – 31 August 2024	Communication Manager		Ongoing	Green
	Hate crime awareness to be promoted	December 2024	I&WB Lead		Completed	Green
	Promote Freedom to Speak Up Guardian, Champions and Staff network	1 September 2023 / August 2024	I&WB Lead		Ongoing	Green
	Diverse & Inclusive subgroup – disability representatives attending meeting to identify actions to focus on	31 March 2024	Head of I&WB / I&WB Lead	Completed	Green	

5	Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion	Create more visibility of disabled staff with career progression or promotion	1 September 2023 – 31 August 2024	Creating a Positive Workplace Culture Working Group Chair Head of I&WB HRBP	PEG	To be explored further	Amber
		Engage with Ability Staff Network to identify any barriers encountered blocking career progression	1 September 2023 – 31 August 2024	I&WB Lead		More work to be undertaken	Amber
		Disseminate training programmes, events or resources to staff network members	1 September 2023 – 31 August 2024	Head of I&WB / I&WB Lead		Ongoing	Amber
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.	More communication and training for managers on presenteeism	1 September 2023 – 31 August 2024	HRBPs	PEG	Ongoing	Green
		Ensure disability is taken into consideration in the Management of Sickness Absence	31 December 2023	HRBP			Green
		Promote meaningful and supportive wellbeing conversations. Toolkit to be	31 August 2024	HRBPs		Toolkit developed	Amber

		developed to support managers and launched				and being launched	
7	Increase percentage of disabled staff satisfaction rate and actions to facilitate the voices of disabled staff in the organisation to be heard.	Ability staff network creates a platform for staff to be heard	30 April 2023 – 31 March 2024	Ability staff network / I&WB Lead	PEG	Ongoing	Green
		Work with Ability staff network to produce a staff stories Comms Hub highlighting staff who are positive about working in the trust and feel valued	30 December 2023	Ability staff network / I&WB Lead		To be explored further	Amber
		Disability History Month campaign to be promoted	30 December 2023	Ability staff network / I&WB Lead		Completed	Green
8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Reasonable adjustment guidance to be developed	29 February 2024	I &WB Lead / Ability Staff Network	PEG	Completed	Green
		Neurodiversity guide to be developed	29 February 2024	I &WB Lead / Ability Staff Network		Completed	Green
		Develop Health & wellbeing conversations toolkit and launch	1 January 2024 - 31 August 2024	HRBP		Toolkit developed and being launched	Amber

9(a)	The staff engagement score for disabled staff, compared to non-disabled staff.	Ability staff network to engage with staff and identify any issues that staff is willing to share for key learning	1 September 2023 – 31 August 2024	Head of I&WB Communications Lead Disabled staff network Lead	PEG	Ongoing	Amber
		Create opportunities to share lived experiences, share achievements and be involved in campaigns such as Disability History Month	31 December 2023	Disability Staff Network / I &WB Lead		Improved from 6.5 to 6.8	Green
9(b)	Action to facilitate the voices to be heard of disabled staff in the organisation	Share Disabled staff stories with leaders	31 July 2023	I&WB Lead Head of Leadership &OD	PEG	Completed	Green
		Quarterly staff network reports presented at People Engagement Group	1 Sep 2023 – 31 August 2024	Disability staff network / I&W Lead		Quarterly report continues	Green
		Identify an Executive Sponsor	30 November 2023	I&W Lead		Newly appointed	Green
10	Reduce the gap between Board representation and overall representation of disabled staff in the workforce	Invite board members to check and refresh their personal details recorded in ESR including their disability data, since it was last recorded on their appointment into post.	September 2023	Workforce Information Manager	PEG	Completed	Amber
		Stronger relationships to be established with the Board and the Ability Staff Network	1 Sep 2023 – 31 August 2024	Head of I&WB/I&WB Lead		Regular meetings ongoing	Green

KEY RAG Rating



Complete



On track for delivery



Behind plan and action needed to bring back on target

Trusts	Priority 1	Priority 2	Priority 3
Barnsley Hospital NHS Foundation Trust	Metric 10: Board disability representation	Metric 2: Recruitment	Metric 6: Presenteeism
	Strength 1	Strength 2	Strength 3
	Metric 5: Career Progression	Metric 8: Workplace adjustments	Metric 4b: Harassment, bullying or abuse from managers

Workforce Disability Equality Standard (WDES) Action Plan – 2024/2025 Introduction Supporting Information for WDES Action Plan

Workforce Disability Equality Standard (WDES) Action Plan – 2024/2025

Introduction Supporting Information for WDES Action Plan

In our ongoing commitment to fostering an inclusive and supportive workplace, we have undertaken a thorough review of our Workforce Disability Equality Standard (WDES) actions. In collaboration with the Ability Staff Network, we have agreed to streamline our WDES actions to ensure they are both realistic and achievable. This strategic approach will allow us to focus our efforts on key priority areas that will have the most significant impact.

- **Metric 1 - Workforce Representation and Sharing Disability Status**
- **Metric 4 - Harassment, Bullying, and Abuse**
- **Metric 8 – Reasonable Adjustments** - Our 2023 results indicated a positive score in the percentage of disabled staff who reported they had adequate adjustments to enable them to perform their duties (85.4%), however, we recognise the need to continue to raise awareness and provide additional advice to managers and colleagues to ensure that all necessary adjustments are made to support our disabled staff effectively.
- **Metric 10 - Board Representation**

By focusing on these priority areas, we can make meaningful progress towards a more inclusive and supportive workplace for our colleagues

Workforce Disability Equality Standard (WDES) Action Plan – 2024/2025

Metric	WRES indicator Objective	Action/s	Timescale	Lead/s	Where reported/ monitored e.g. Committee/ Group	Status
1	<p>Workforce Representation and sharing disability status</p> <p>Increase the number of staff sharing their disability during employment at the Trust</p>	<ul style="list-style-type: none"> ➤ Work with colleagues to create a safe environment for sharing disability/ long-term condition and respecting those who do not feel comfortable in sharing their status 	30 November 2024 – August 2025	Ability staff Network, Head of I&WB / I&WB Lead, HRBP	PEG	
	<p>Aligns with:</p> <p>People Promise – We are compassionate and inclusive, We are learning, We each have a voice that counts, We are a team</p> <p>(5.2% staff recorded disability on ESR compared to 10.1% of</p>	<p>Collaborate with the Ability staff network and the Workforce Information team to launch a communication campaign:</p> <ul style="list-style-type: none"> ➤ Promote the benefits of sharing disability status ➤ Explain how the data will be used and who will have access to it ➤ Host drop in sessions for colleagues to update their disability data 	30 November 2024 – August 2025	Workforce Information Manager / I&WB Lead Communications Manager	PEG	

	staff survey responds who identified)	<ul style="list-style-type: none"> ➤ Provide guidance and support on using and updating MyESR through various communications channels 	30 November 2024 – August 2025	Workforce Information Manager, I&WB Lead / I&W Comms Engagement Officer, Comms manager		
		<ul style="list-style-type: none"> ➤ Include quarterly reminders through internal communication channels e.g. intranet and emails 	30 November 2024 – August 2025	Workforce Information Manager / I&WB Lead Communications Manager		
		<ul style="list-style-type: none"> ➤ Encourage line managers to remind new starters and existing staff to update ESR during one to one meetings and return to work interviews 	30 November 2024 – 31 August 2025	Workforce Information Manager, HRBP		
		<ul style="list-style-type: none"> ➤ Encourage managers when starting a conversation with staff about reasonable adjustments, give staff the opportunity to talk openly about disability and encourage to record on ESR / through health & 	30 November 2024 – 31 August 2025	HRBP, Head of Occupational Health		

		wellbeing passport conversations				
		➤ Reinforce message during Corporate induction	30 November – August 2025	Head of I&W		
		➤ Promote and celebrate disability and encourage staff to share their disability status at Disability History Month event	30 November 2024	I&WB Lead, I&W Comms Engagement Officer, Ability Staff Network		
		➤ Work with the Executive Sponsor to promote the benefits of updating disability status and champion disability equality	30 November 2024 – 31 March 2025	Head of I&WB / I&WB Lead		
		➤ Create opportunities to share lived experiences, achievements e.g. using quotes and short case studies from disabled colleagues talking about their experience of working in the Trust	1 October 2024 – 31 August 2025	Head of I&WB / I&WB Lead, Ability Staff Network		

		<ul style="list-style-type: none"> ➤ Share information in recruitment materials about how the Trust supports disabled people and what they can expect when they join 	30 November 2024 – August 2025	HR Resourcing Manager		
4	Reduce the incidence of Disabled colleagues experiencing harassment, bullying and abuse (HBA) from patients, managers and colleagues	<ul style="list-style-type: none"> ➤ Violence & Aggression management Group to look at incidence, trends, themes and hotpots areas 	1 October 2024 – 31 August 2025	Violence & Aggression Management group Chair	PEG, Proud to Care Cultural Group, Violence & Aggression Management Group, Health & Safety Group	
4a	Patients/relatives/Public: reduced from 30.8% to 27.8% for disabled, 23.6% for non-disabled	<ul style="list-style-type: none"> ➤ Evaluate the effectiveness of the Equality & Diversity, Passport to Management Training / Expectations of Line manager training to deliver the required manager skills and capabilities 	31 March 2025 (Passport to Management) August 2025 (Expectations of Line manager training to People Management)	Learning & OD Manager		
4b	Managers: reduced from 11.6% to 10.5% for disabled staff and 5.2% for non-disabled	<ul style="list-style-type: none"> ➤ Continue promoting the ongoing Respect Campaigns, Hashtag #NoPlaceForHateInBarnsley being adopted in partnership with Barnsley Council 	1 October 2024 – 31 August 2025	Communication Manager		
4c	Colleagues: slightly reduced from 23.3% to 23.2% for disabled staff, 14.3% for non-disabled					




4d	Reporting HBA incidents					
	(Increased from 53.2% to 56% for disabled staff, disabled 49.2%)	➤ Signpost and promote Freedom to Speak Up Guardian, Champions and Staff networks and create a Psychological safety approach where staff can feel able to speak up and raise concerns	1 October 2024 / August 2025	I&WB Lead / Head of I&WB		
	High Impact Action 2					
	People Promise ambitions:					
	We are compassionate and inclusive We are always learning, We each have a voice that counts We are safe and healthy We are a team	➤ Promote the internal mediation support service and opportunities to expand the pool of mediators to encourage informal resolution for workplace issues	1 October 2024 / August 2025	Head of I&WB	PEG, Health & Safety Group	
		➤ Embed and promote the Inclusion & Wellbeing Champions	1 October 2024 / August 2025	Head of I&WB		
	➤ Continue to promote and embed the Health & Wellbeing Passport	1 October 2024 / March 2025	HRBP			
	➤ Launch the newly developed Stress Policy	01 2025	Head of Occupational Health			

		➤ Offer the opportunity to Debrief following incidents	1 October 2024 / August 2025	Head of Occupational Health		
		➤ Proud to Care Culture Group looking at the Trust values and work to create a culture of civility and respect and share key learning	1 October 2024 / August 2025	Head of Learning & OD / Head of I&WB	PEG, Health & Safety Group, Violence and Aggression Management Group	
		➤ Work to eliminate the risk of sexual harassment in the workplace, launch and implement the sexual safety charter	31 March 2025	Deputy Director of People/Head of I&WB, Head of Occupational Health		
8	<p>Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</p> <p>(Increased from 80.7% to 85.4%)</p> <p>High Impact action 4 Develop and implement an improvement plan to address workforce health inequalities</p>	<ul style="list-style-type: none"> ➤ Deliver the expectations of line managers people management training ➤ Include reasonable adjustment information on the line managers expectations hub and signpost ➤ Support Staff Attendance Management training to line managers, which includes raising awareness and advice surrounding reasonable 	31 January 2025 - 31 August 2025	Head of I&WB, I&WB lead, HRBP	PEG	

		adjustments and supporting staff				
		<ul style="list-style-type: none"> ➤ Promote the Workplace adjustment guide, toolkit and infographic ➤ Promote the neurodiversity guide ➤ Continue to promote and launch the Health & wellbeing passport 	30 November 2024 – August 2025	I&WB lead, Head of Occupational health, Head of I&WB	PEG	
		<ul style="list-style-type: none"> ➤ Educate and seek opportunities to engage managers and staff to increase understanding and awareness around the provision of reasonable adjustments including access to work 	1 October 2024 - August 2025	HRBP, Head of Occupational health, Head of I&WB / I&WB Lead		
		<ul style="list-style-type: none"> ➤ Include clear statements in recruitment pack how accessible materials can be obtained in different formats e.g. braille, large print 	30 November 2024	HR Resourcing Manager – August 2025		
10	Reduce the gap between Board representation and overall representation of	Launch a range of campaigns on updating Disability data monitoring Campaigns will include:	30 November 2024 – 31 August 2025	Workforce Information Manager / I&WB Lead		

<p>disabled staff in the workforce</p> <p>No disabled board member</p> <p>High Impact Action 1: Chief executives, chairs and board members must have specific and measurable EDI objectives to which they will be individually and collectively accountable</p> <p>People Promise: We are compassionate and inclusive, We are always learning, We are a team We each have a voice that counts</p>	<ul style="list-style-type: none"> ➤ Raising awareness about the importance of updating personal details ➤ guidance on how to update MyESR ➤ Invite board members to check and refresh their disability data, ➤ Hosting drop in sessions for colleagues to update their status ➤ Involve board members and Executive board sponsor in the communication campaigns around this topic 		Communications Manager, Managing Director		
	<ul style="list-style-type: none"> ➤ Maintain strong relationships with the Board and the Ability Staff Network 	1 October 2024 – 31 August 2025	Head of I&WB/I&WB Lead, Ability Staff Network	PEG	
	<ul style="list-style-type: none"> ➤ Consider recruitment strategies to attract diverse Board candidates with disabilities to ensure the Board reflects the diversity of the workforce 	30 November 2023 – 31 August 2025	Director of Corporate Affairs		

KEY RAG Rating

 GREEN Complete	 AMBER On track for delivery	 RED Behind plan and action needed to bring back on target
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