

REPORT TO THE TRUST BOARD (PUBLIC)

TITLE	Workforce Disability Equality Standard (WDES) Acton Plan 2020-21 (DRAFT – Subject to Board Approval)
AUTHOR	Simon Howard, Equality, Diversity, Inclusion and Armed Forces Manager
EXECUTIVE SPONSOR	Louise Tibbert, Director of Workforce and OD
DATE OF MEETING	(DRAFT – Subject to Board Approval)
PRESENTED FOR	Approval

PURPOSE OF THE REPORT

Understanding of the Trust’s work in relation to the Workforce Disability Equality Standard with effect from 1st November 2020

EXECUTIVE SUMMARY

The Trust is required under the NHS England Workforce Disability Equality Standard to submit an annual online report. The report summarises the Trust’s position in the previous financial year and provides a conclusion for the information.

Using the data submitted in the WDES Annual Report and actions from the previous year, the Trust is required to identify key areas of work and develop an action plan to resolve these areas.

COMMITTEES/SUBGROUP WHERE THIS ITEM HAS BEEN CONSIDERED

People and Performance Committee – 23/10/2020
Hospital Management Committee – 23/10/2020



RECOMMENDATIONS

1. Publish report

STRATEGIC GOALS THIS REPORT SUPPORTS *(Check all that apply)*

Delivering outstanding care and experience	<input type="checkbox"/>
Recruiting developing and retaining our workforce	<input checked="" type="checkbox"/>
Improving and developing our services and infrastructure	<input type="checkbox"/>
Working together with local health and social care providers	<input type="checkbox"/>
Delivering financial sustainability	<input type="checkbox"/>

RISKS RELEVANT TO THE PAPER

Risk ID	Risk Description
none	

OTHER IMPLICATIONS OF THE PAPER

Legal/ Regulatory Relevance:	Equality and Human Rights Commission Care Quality Commission
NHS Constitution Delivery	The NHS provides a comprehensive service, available to all The NHS is accountable to the public, communities and patients that it serves
Freedom of Information Release	This report can be released under the Freedom of information Act 2000

Equality and Diversity Implications *(Check all that apply)*

Age	Gender	Ethnicity	Disability	Pregnancy/ Maternity	Marriage/ Civil Partnership	Religion/ Belief	Sexual Orientation	Gender Reassignment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Additional comments</i>								

Red	Amber	Yellow	Green	Blue
Evidence in place demonstrates the action has not been/will not be met	Evidence demonstrates the action is/will be mostly met but not within timescales	Evidence demonstrates the action is/will be mostly met but not within timescales	Evidence demonstrates action implemented	Item completed and/or no further action.

ACTION PLAN LOG			
VERSION 1	OCTOBER 2020		

EQUALITY OBJECTIVE	SUB-OBJECTIVE	ACTION	LEAD	TARGET DATE	PROGRESS UPDATE AND RAG RATING
1. Improve understanding	Create an atmosphere within the organisation that is supportive of disability and associated cultures.	Develop consistent communications plan for WDES subjects linked to Good to Outstanding	EA SH	31/10/20	Linked to the Confident Project. Timescale set as part of roll out.
		Highlight and positively promote events linked to the disabilities of staff within the Trust via a Diversity Calendar.	HZ SH EA		Diversity calendar under development by Comms on three-month cycle.
		Develop Allyship programme to support managers to better understand the needs of an inclusive workplace	SH	31/12/20	Allyship programme developed and underway. HMC Session complete. Further sessions run. Review of effect 31/12/21

		Develop Champions Programme	SH	30/11/20	Linked to allyship
	Reinforce Staff Network and evolve as necessary	Identify formal roles and recruit	SH	31/10/20	Delay due to pandemic affecting attendance. AGM to be run in April 2021. Appointment of roles to be completed at this point.
2. To build a diverse and inclusive leadership	Compassionate and Inclusive Leadership as part of People Plan	Develop Allyship programme to support managers to better understand the needs of an inclusive workplace	SH	31/12/20	Rollout as part of Effective Managers and independently. Specific development of disability knowledge to be investigated and pick & mix style approach to training under development as part of Cultural Intelligence Programme.
		Expand Reverse Mentoring Programme to include a wider group of managers as mentees	SH	31/12/20	Delay due to pandemic.
3. Improve reporting rates	Identify all routes of data input	Map routes and opportunity for receiving and inputting data to ESR	DDL SH TP	31/03/21	
	Data validation exercise	Hold supernumerary data validation exercise (repeated annually for validation)	DDL	31/03/21	
	Improve Understanding of Data	Correlate WDES data to staff experience	SH	31/07/21	
4. Improve recruitment processes	Adapting Interviews	Design parallel scoring system for alternative interview process outcomes to be graded fairly.	TP SH	30/04/21	Carried from 2019/20 Linked to roll out of confident project

s for people with disabilities		Create additional disability specific training options alongside charity sector.	SH External Providers	30/04/21	Carried from 2019/20 Under development as part of confident project. Work started with external experts and implementation linked to planned cohort of Supported interns is Sept 2021.
	Countering Bias	Widen Unconscious Bias training to include more staff	SH	31/07/21	Included in Allyship Programme
		Mandate Implicit Association Testing as part of induction	SH BA	31/12/20	Results submission process under development to correlate organisational responses. Review of recruitment literature to include bias assessment.
		Introduce mandatory diverse representation into recruitment panels	TP	31/12/20	To be included as part of policy review at end of 2021
		Review of the Recruitment and Selection training programmes to include review of section on unconscious bias training.	TP	31/12/20	
		Introduce refresher training for recruiters which includes Implicit Association Testing and Unconscious Bias Training	SH TP	31/12/20	

		Audit recruitment panels to ensure representation is broadly achieved	SH TP	31/07/21	
		Undertake continuous audit of panellists to ensure diverse representation	SH TP	31/07/21	
5. Adapt Training for people with disabilities	Induction Training	Add accessibility to all induction training through RA or alternative delivery models	SH BA All SMEs	30/04/21	Carried from 2019/20
	Instructional techniques	Develop systematic instruction models for training programs	SH External Support	30/04/21	Carried from 2019/20. Under development as part of confident project. Work started with external experts. To be aligned with the introduction of supported interns in Sept 2021.
	Supported Internships	Reinstate supported internships	ND SH External Provider	31/12/20	Under development as part of confident project. Work started with external experts and implementation linked to planned cohort of Supported interns is Sept 2021.
	Apprenticeships	Reinstate parallel and adapted apprenticeships	ND SH External Providers	31/12/20	
6. Support employees with disabilities	Develop standardised package of support options	Introduce standardised signalling for hidden disabilities	SH	31/10/21	
		Develop "smart" disability passport	SH	31/12/20	Under development

		Introduce career focused Person Centred Planning for people with neurodiversities	SH	31/04/21	Under development. OD is assisting with this.
		Develop policy for people with Neurodiversities	SH	31/04/21	
	Advice for managers on how to support and manage people with disabilities.	Create information hub e.g. intranet portal	SH HZ	31/12/20	
		Introduce Cultural Ambassador's Programme	SH	31/12/20	Linked to system introduction of scheme. Delayed by pandemic

INITIAL	NAME	TOTLE/ROLE
LT	Louise Tibbert	Chief People Officer
SH	Simon Howard	Equality, Diversity and Inclusion Lead
DMc	Denise McMurray	Deputy Director of Workforce and OD
EA	Eleanor Anderson	EDI Communications Lead
BA	Brian Aird	Assistant Director of Learning and Development
ADOD	n/a	Assistant Director of Organisational Development
DDL	David De Lisle	Senior Workforce Information Analyst
SHe	Sam Hemraj	Staff Side Chair
TP	Tracy Priestman	Resourcing Manager
HRA	n/a	Human Resources Advisors
HRBP	n/a	Human Resources Business Partners
EM	Emma Morley	HR Business Partner
ND	Nikki Davis	Widening Participation Officer
SME	n/a	Subject Matter Expert with training responsibility
HZ	Hyacinta Zozulakova	Linguistics and Interpretation Service Coordinator and WNES Lead