

Workforce Disability Equality Standard (WDES) Report 2023-2024 and Action Plan 2024- 2027



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Introduction:

“The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. NHS organisations use the metrics data to develop and publish an action plan, building on high impact actions shared in the first ever EDI improvement plan. Year on year comparison enables NHS organisations to demonstrate progress against the indicators of disability equality to create the cultures of belonging and trust that will improve retention, recruit from the widest possible talent pool and provide sustainable careers.

Making a difference for disabled staff

The 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 WDES puts data into the hands of people in NHS organisations who best understand the experiences of their disabled staff and how to make positive change. A more inclusive environment for disabled people working and seeking employment in the NHS is better for our people, for teams and for patients.” NHS England WDES website.

Launched in January 2019, the WDES is mandated in the NHS Standard Contract for all NHS Trusts and Foundation Trusts from April 2019. The WDES is based on the principles of the Workforce Race Equality Standard (WRES) and the NHS in England has committed to both equality standards in the NHS Long Term Plan and the NHS People Plan. Like the WRES, the WDES draws on workforce data, NHS Staff Survey data and leadership data. Further information about the WDES can be located on the NHS England WDES website: [NHS England » Workforce Disability Equality Standard](#)

Methodology:

The data for the WDES report was collated and prepared in the first quarter of 2024-2025. The workforce data has been verified by the Equality, Diversity and Inclusion (EDI) team. The NHS Staff Survey data is taken straight from the national staff survey database. The verified workforce data has been submitted to the NHS England Mandated Standards Team utilising the national data reporting platform ahead of the reporting deadline of the 31 May 2024.

Over the summer 2024, the data is being shared with the Trust's MAPLE (Mental and Physical Lived Experience) staff network for consideration and active engagement in relation to the actions for improvement required. The resulting action plan will be produced in partnership with our staff networks and published by 30 September 2024, as required by NHS England.

This current report provides an overview of the data by metric and compares the data to the previous years' reports, as appropriate. Further, since the inception of the WDES in 2019, the Trust has been tracking the trends over time for each of the WDES metrics. For the first time in this report, the data trends are reviewed and analysed. Infographics relating to the data trends for each of the metrics are provided in Appendix 1.

WDES Metric 1:

WDES Metric 1 reviews the workforce and compares the data relating to disabled staff and non-disabled staff. The indicator further disaggregates the data and compares clinical staff, non-clinical staff and medical staff.

In general terms the percentage of disabled staff employed by the Trust has increased in 2023-2024 to a total of 5.0%. This is a continued slight increase up from 4.22% in the 2022-2023 data.

The data confirms we have more staff with a disability / long-term condition working in non-clinical roles. The data informs us that staff in medical and clinical roles are more likely not to share their disability status with the Trust on the ESR system. Further, for clinical and non-clinical staff our data informs us that we employ fewer staff who have declared a disability / long-term condition in more senior positions. However, this needs to be understood in

the context that for both clinical and non-clinical staff in these senior positions we have the higher non-disclosure rates for disability status on ESR.

In reviewing and analysing the trend data for Metric 1 since the start of the WDES reporting a small but steady increase on self-declaration rates is noted from 2.9% in 2019 to 5.0% in the current reporting cycle. These increases in colleagues feeling comfortable and confident to share their disability with the Trust on ESR are encouraging. The increases also bear witness to the excellent work of the MAPLE network in raising awareness of disability and long-term conditions in the workplace.

Actions to address the issue of more staff feeling confident and comfortable to share their disability status on ESR need to be reviewed and implemented, as the percentage of staff reporting they have disability on the anonymous NHS Staff Survey in 2023 is significantly higher at 25.75%.

WDES Metric 2:

WDES Metric 2 reviews Trust recruitment data and compares the data relating to disabled staff and non-disabled staff. This indicator compares specifically the data and the relative likelihood of staff being appointed from shortlisting across all posts.

The Trust data for this metric for 2023-2024 confirmed that to a likelihood of 1.33 non-disabled staff are more likely to be appointed from shortlisting across all posts. In practical terms this is best understood that non-disabled people are approximately a third more likely to be appointed from shortlisting. This is a deterioration when compared with the 2022-2023 data return of 1.16 and indeed, in the reporting years 2021 to 2022 the Trust had achieved relative parity for disabled staff / staff with a long-term condition and non-disabled staff.

In reviewing and analysing the data for Metric 2 since the start of WDES reporting since 2019, it is disappointing to note that in the current reporting cycle the Trust has in effect returned to almost the same relative likelihood as in 2019. Following improvement in years prior to 2022-2023 this deterioration needs to be reviewed and robust actions put in place as a matter of urgency.

WDES Metric 3:

WDES Metric 3 reviews the Trust's Human Resources data and compares the data relating to disabled and non-disabled staff. This indicator specifically reviews the relative likelihood of staff entering the formal capability procedure, as measured by entry into the formal capability process. As the figures for this metric are numerically very small, the data is calculated using a rolling average from the last two years of data.

The Trust data for this indicator for 2023-2024 confirmed that the likelihood is 0. The reason for this zero return, is that in the rolling average of the last two years of data, there were no formal capability cases registered on the Human Resources system where a staff member had a disability or a long term condition. This is an improvement on the previous data return from 2022-2023 where to a likelihood of 2.85 disabled staff were more likely to enter the formal capability process. However, it is noted for the current reporting cycle although there were no staff with a disability / long-term condition recorded in the formal capability data, there was a number of staff recorded where the disability status was unknown. Although these numbers for disability status unknown are removed from the data calculation by the national algorithm, when linked to Metric 1, this highlights the importance of improving staff confidence in self-reporting their disability / long-term condition status.

In reviewing and analysing the data trend for this metric since the inception of the WDES, whilst the data trend evidences improvements in recent years, it also highlights significant fluctuations in the data. This is in part due to the statistically very small numbers in relation to formal capability cases, hence the use of two-year rolling average data, but also highlights challenges in relation to local data quality and the impact of the Trust not knowing a staff member's disability status when analysing data for this metric.

It is important that Metric 1 and Metric 3 are considered together when developing action plans for improvement.

WDES Metric 4:

WDES Metric 4a(i):

WDES Metric 4a(i) is taken from the NHS Staff Survey and compares the data relating to disabled staff / staff with a long-term condition and non-disabled staff. This indicator compares specifically the data and percentages of staff reporting they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months.

The percentages of disabled and non-disabled staff reporting they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months has reduced slightly for both groups. For disabled / long-term condition staff this has reduced from 32.02% in 2022 to 29.40% in 2023. For non-disabled staff the figure has reduced from 24.11% in 2022 to 22.74% in 2023. Whilst this continued reduction is welcome and our data is now below the national average for comparable Trusts, we still have more work to do and to further embed the United Against all Forms of Discrimination campaign.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, it is encouraging to note that since the 2021 report our staff are informing us through the NHS staff survey that there is a steady improvement in their experience.

WDES Metric 4a(ii):

WDES Metric 4a(ii) is taken from the NHS Staff Survey and compares the data relating to disabled / long term condition and non-disabled staff. This indicator compares specifically the data and percentages of staff reporting they have experienced harassment, bullying or abuse from managers in the last 12 months.

The percentages of disabled and non-disabled staff reporting they have experienced harassment, bullying or abuse from managers in the last 12 months has reduced slightly for both groups. For disabled staff / staff with a long-term condition this has reduced from 18.93% in 2022 to 17.66% in 2023. For non-disabled staff the figure has reduced from 11.69% in 2022 to 11.35% in 2023. Whilst this continued reduction is welcome, our data is above the

national average for comparable Trusts. Further the disparity between the experience of disabled and non-disabled staff is of concern. The Trust still has more work to do and to further embed the United Against all Forms of Discrimination campaign.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, it is encouraging to note that since the 2021 report our staff are informing us through the NHS staff survey that there is a steady improvement in their experience. However, as noted above the disparity of >6% between the reported experience of disabled staff / staff with a long-term condition when compared to non-disabled staff remains a concern and an area of improvement focus.

WDES Metric 4a(iii):

WDES Metric 4a(iii) is taken from the NHS Staff Survey and compares the data relating to disabled staff / staff with a long-term condition and non-disabled staff. This indicator compares specifically the data and percentages of staff reporting they have experienced harassment, bullying or abuse from other colleagues in the last 12 months.

The percentages of disabled and non-disabled staff reporting they have experienced harassment, bullying or abuse from other colleagues in the last 12 months has reduced slightly for both groups. For disabled staff / staff with a long-term condition this has reduced from 28.78% in 2022 to 27.36% in 2023. For non-disabled staff the figure has reduced from 20.07% in 2022 to 19.91% in 2023. Whilst this continued reduction is welcome, our data is above the national average for comparable Trusts. Further the disparity between the experience of disabled and non-disabled staff is of concern. The Trust still has more work to do and to further embed the United Against all Forms of Discrimination campaign.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, it is encouraging to note that since the 2022 report our staff are informing us through the NHS staff survey that there is a steady improvement in their experience. However, as noted above the disparity of >7% between the reported experience of disabled staff / staff with a long-term condition when compared to non-disabled staff remains a concern and an area of improvement focus.

WDES Metric 4b:

WDES Metric 4b is taken from the NHS Staff Survey and compares the data relating to disabled staff / staff with a long-term condition and non-disabled staff. This indicator compares specifically the data and percentages of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.

The percentage of disabled / staff with a long-term condition saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it has decreased from 50.44% in 2022 to 49.89% in 2023. Whereas the percentage of non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it has increased from 42.02% in 2022 to 45.96% in 2023. Whilst the improvement in reporting for non-disabled staff is welcome, the reduction in reporting for disabled staff / staff with a long-term condition needs further investigation. Moreover, our data is below the national average for comparable Trusts. Further, the disparity between the experience of disabled and non-disabled staff is of concern. The Trust still has more work to do and to further embed the United Against all Forms of Discrimination campaign.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, it is encouraging to note an overall trend of improvement, the year-by-year data is somewhat random with no steady or consistent improvement trend evident. However, with fewer than 50% of all staff or a colleague reporting when harassment, bullying or abuse at work is experienced, there remains significant scope for improvement in this area.

WDES Metric 5:

WDES Metric 5 reviews Trust NHS Staff Survey data and compares the data relating to disabled staff / staff with a long-term condition and non-disabled staff. This indicator compares specifically the percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.

The percentages of disabled and non-disabled staff reporting they believe that the organisation provides equal opportunities for career progression or promotion has increased slightly for both groups. For disabled staff / staff with a long-term condition staff this has increased from 48.43% in 2022 to 50.65% in 2023. For non-disabled staff the figure has increased from 57.04% in 2022 to 57.16% in 2023. Whilst this continued increase is welcome, our data remains below the national average for comparable Trusts. Further the disparity between the experience of disabled and non-disabled staff is of concern. The Trust will review and revise WDES action plans, in partnership with the MAPLE network, to develop a longer-term approach to improvement.

In reviewing and analysing the data for this metric, it is important to note that when the NHS introduced the NHS People Promise, the algorithm for calculating this question in the NHS Staff Survey was changed. It is for this reason that we are only able to compare data for the last three years. Although it is encouraging to note the improvement in all staff reporting through the NHS Staff Survey in relation to this metric, the >6% disparity between the reported experience between disabled staff / staff with a long-term condition and non-disabled staff is noted and further work to improve this is required.

WDES Metric 6:

WDES Metric 6 reviews Trust NHS Staff Survey data and compares the data relating to disabled / staff with a long-term condition and non-disabled staff. This indicator compares specifically the percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

The percentages of disabled and non-disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties has decreased slightly for both groups. For disabled staff / staff with a long-term condition this has decreased from 30.42% in 2022 to 29.29% in 2023. For non-disabled staff the figure has decreased from 22.22% in 2022 to 22.16% in 2023. Whilst this continued decrease is welcome, our data remains above the national average for comparable Trusts. Further the disparity between the experience of disabled and non-disabled staff is of

concern. The Trust will review and revise WDES action plans, in partnership with the MAPLE network, to develop a longer-term approach to improvement.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, it is encouraging to note a general steady improvement in the scores for all staff. There is one notable deterioration in the data for all staff and this was in 2021 and this was at the height of the pandemic.

However, at this time the disparity between disabled staff / staff with a long-term condition is also at its greatest at 11%. This would seem to indicate that at times of increased challenge and vulnerability, or disabled staff / staff with a long-term condition are likely to experience or feel increased pressure.

Thankfully since that time our staff reported experience has continued to improve, however a >7% disparity between the experience of disabled staff / staff with a long-term condition and non-disabled staff remains. This needs to be further explored and understood and improvement actions identified and implemented.

WDES Metric 7:

WDES Metric 7 reviews Trust NHS Staff Survey data and compares the data relating to disabled staff / staff with a long-term condition and non-disabled staff. This indicator compares specifically the percentage of staff satisfied with the extent to which their organisation values their work.

The percentages of disabled and non-disabled staff who are satisfied with the extent to which their organisation values their work has increased for both groups. For disabled staff / staff with a long-term condition staff this has increased from 31.93% in 2022 to 33.43% in 2023. For non-disabled staff the figure has increased from 39.80% in 2022 to 45.18% in 2023. Whilst this continued increase is welcome, our data remains slightly below the national average for comparable Trusts. Further the disparity between the experience of disabled and non-disabled staff is of concern. The Trust will review and revise WDES action plans, in partnership with the MAPLE network, to develop a longer-term approach to improvement.

In reviewing and analysing the data for this metric since the inception of the WDES in 2019, it is encouraging to note a general improvement for all staff over time. The data for all staff did deteriorate between 2020 and 2022 and

this is likely to be related to the experience of the pandemic. Although it is encouraging that the data for all staff is steadily improving, the disparity of >11% in reported experience between disabled staff / staff with a long-term condition and non-disabled staff is an area of concern. This needs to be reviewed in partnership with the MAPLE network and improvement plans identified and put in place.

WDES Metric 8:

WDES Metric 8 reviews Trust NHS Staff Survey data and reviews the data relating to disabled / staff with a long-term condition in relation to reasonable adjustments being made. This indicator reviews the percentage of staff with a long-term health condition or illness saying their employer has made reasonable adjustments to enable them to carry out their work. Please note, as reasonable adjustments are a legal requirement embedded within the Equality Act 2010 for people with a disability, this is not a metric where data with non-disabled staff is compared.

The percentage of staff with a long-term health condition or illness saying their employer has made reasonable adjustments to enable them to carry out their work has decreased slightly in the current reporting cycle. In 2022 the figure was 71.52% and this decreased in 2023 to 70.59%. This figure is just under 3% lower than the national average for comparable Trusts. The Trust will review and revise WDES action plans, in partnership with the MAPLE network, and the publication of the new Reasonable Adjustments Policy and associated guidance is an important action for delivery in 2024-2025.

In reviewing and analysing the data for this metric since the inception of the WDES in 2019, it is encouraging to note a general improvement. However, there is currently no consistency or steadiness in improvement and the new Reasonable Adjustment Policy can only serve to support managers in relation to making reasonable adjustments and improving the experience of our staff for whom reasonable adjustments are essential for them remaining happy and healthy in work.

WDES Metric 9:

WDES Metric 9a:

WRES Metric 9a is taken from the NHS Staff Survey and is the staff engagement score for disabled / staff with long-term condition compared to non-disabled staff and the overall engagement score for the organisation.

The engagement score for disabled staff / staff with a long-term condition decreased slightly from 6.16 in 2022 to 6.05 in 2023. For non-disabled staff the engagement score increased slightly from 6.53 in 2022 to 6.63 in 2023. Overall, the engagement score for the organisation increased slightly from 6.44 in 2022 to 6.48 in 2023. The scores for disabled staff / staff with a long-term condition and non-disabled staff remain below the national averages for comparable Trusts. Continued engagement with and through the MAPLE network is central to the wider WDES work in the organisation in 2024-2025.

In reviewing and analysing the trend data for this metric since the inception of the WDES in 2019, whilst there is an improvement over time for non-disabled staff, there is a slight deterioration over time for disabled staff / staff with a long-term condition. Through further engagement with the MAPLE network this needs to be explored and understood, so that further improvement plans can be put in place.

WDES Metric 9b:

WDES Metric 9b is a free text question asking: Have you taken action to facilitate the voices of disabled staff to be heard in your Trust? The Trust can evidence through the great work of the MAPLE network, that we routinely take action to facilitate the voices of our disabled and staff with long-term conditions in a structured manner.

WDES Metric 10:

WDES Metric 10 reviews the organisation's leadership in relation to the establishment of the Trust Board.

In the 2022-2023 WDES data return all members of the Trust Board identified as not being disabled / having a long-term condition or disability status was

unknown. In the 2023-2024 WRES data return of the 15 Trust Board members 2 identified as having a disability / long-term condition, 5 identified as not having a disability / long-term condition and for 8 their disability status is unknown.

In reviewing and analysing the data trends for this metric since the inception of the WDES in 2019, it is encouraging that in the current reporting cycle, for the first time we have two voting Trust Board members who have chosen to declare their disability / long-term condition status. However, we still have a number of voting members who have not yet declared their disability status on ESR.

Conclusion:

In this report, for the first time, we have included a data trend analysis of the WDES from 2019 through to the current reporting cycle. Whilst for most of the WDES metrics there is, over time, an encouraging improvement, this is not true for all metrics and indeed, there remains room for continued improvement across all metrics, as we continue to strive for equity in experience for all our staff. Of particular concern across a number of the metrics is the disparity in experience between disabled staff / staff with long-term conditions and non-disabled staff.

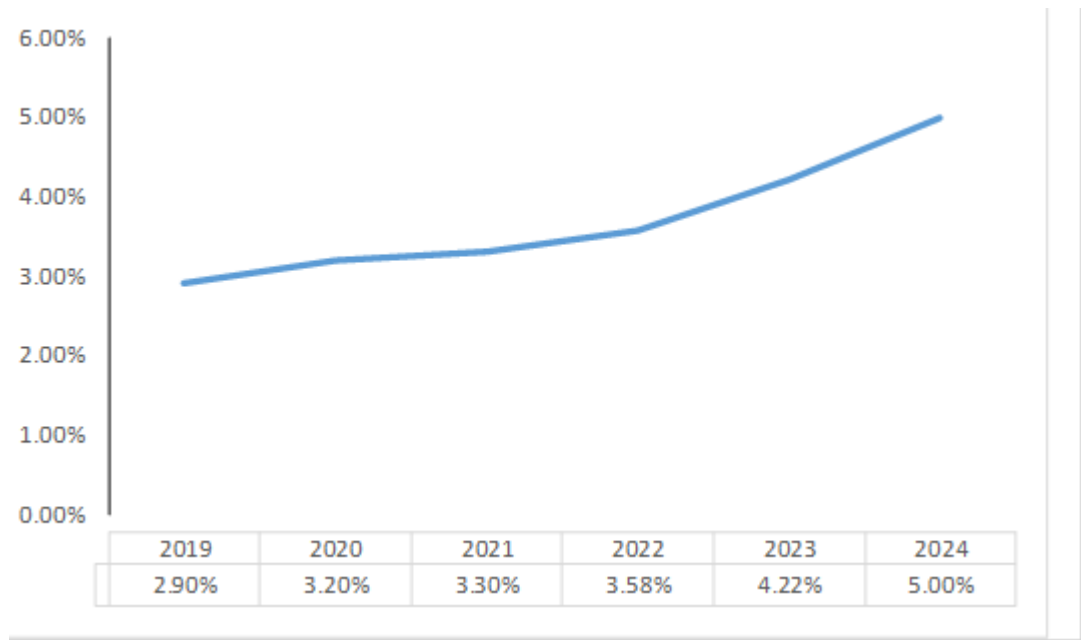
In appendix 2 the high level WDES Action Plan 2024-2027 is presented. In line with recognised best practice, we have moved to a three-year action plan, as this provides a more structured approach to delivering improvement actions, particularly those where a longer term and more detailed approach is required. Further, the action plan will be refreshed, developed and updated as new annual reporting data is published. Sitting behind the high-level action plan is a detailed operational delivery action plan through which milestones in task and action delivery are scheduled and monitored over the three-year duration of the plan. The MAPLE staff network plays an active role in delivery and seeking assurance in relation to the action plans. In appendix 3 the full and detailed WDES Action Plan 2024-2027 is presented.

Please note that each of the WDES actions is cross referenced to the NHS Equality, Diversity and Inclusion Improvement Plan, High Impact Actions.

Looking ahead, as the Lincolnshire Community and Hospitals NHS Group establishes, it is envisaged, that even through from a regulatory perspective each organisation will be required to report their own WDES data, we will look towards producing a unified LCHG action plan from 2025.

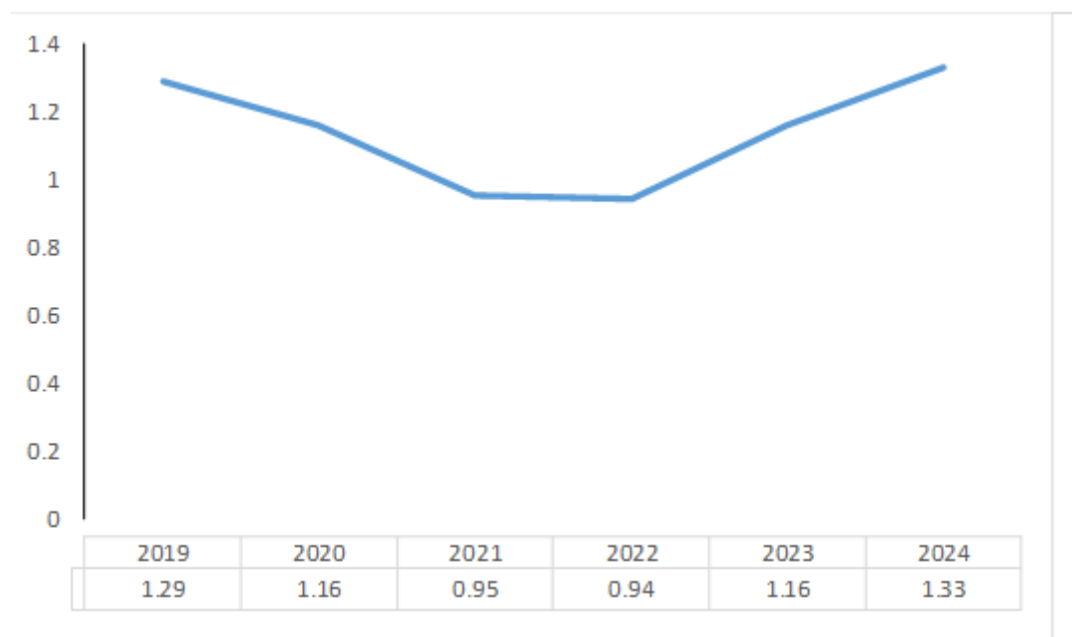
Appendix 1

Metric 1:



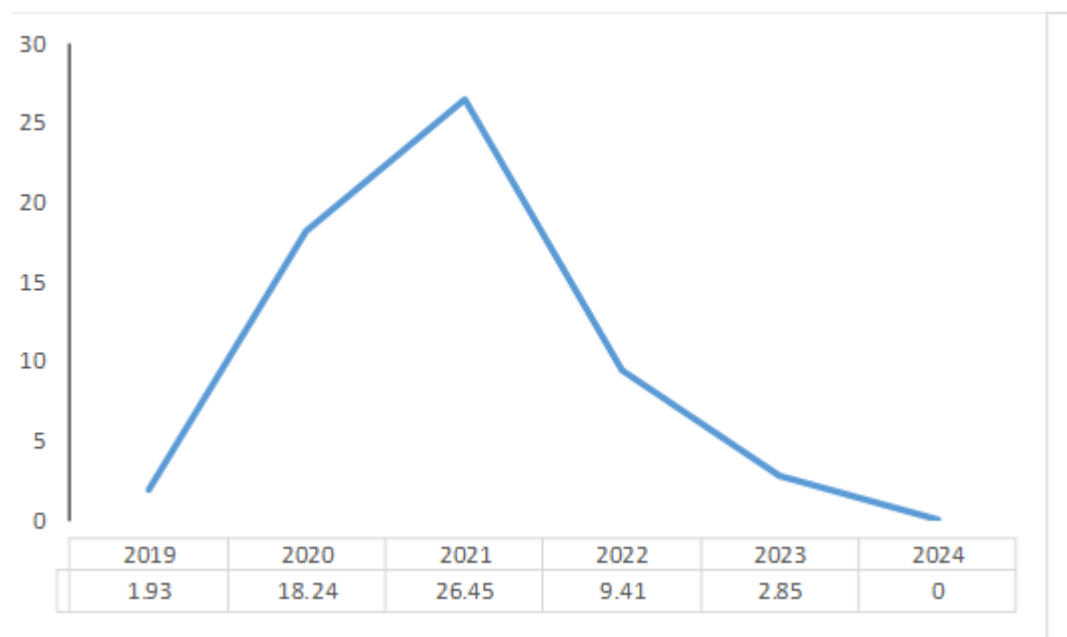
Metric Selected	1
Metric Definition	Percentage of staff in each of the AfC Bands 1-9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce.

Metric 2:



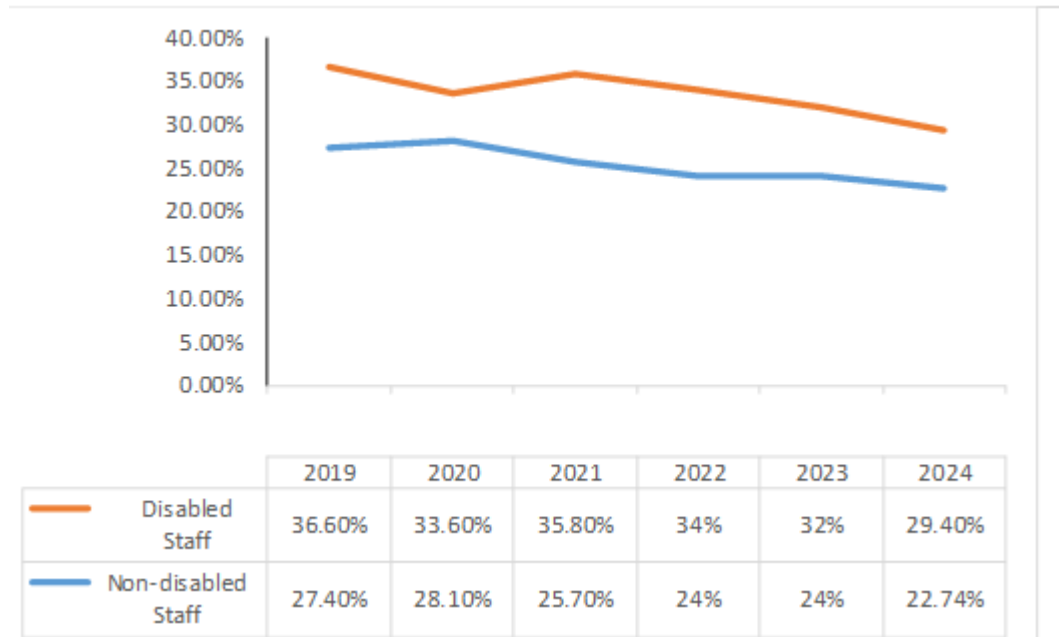
Metric Selected	2
Metric Definition	Relative likelihood of staff being appointed from shortlisting across all posts

Metric 3:



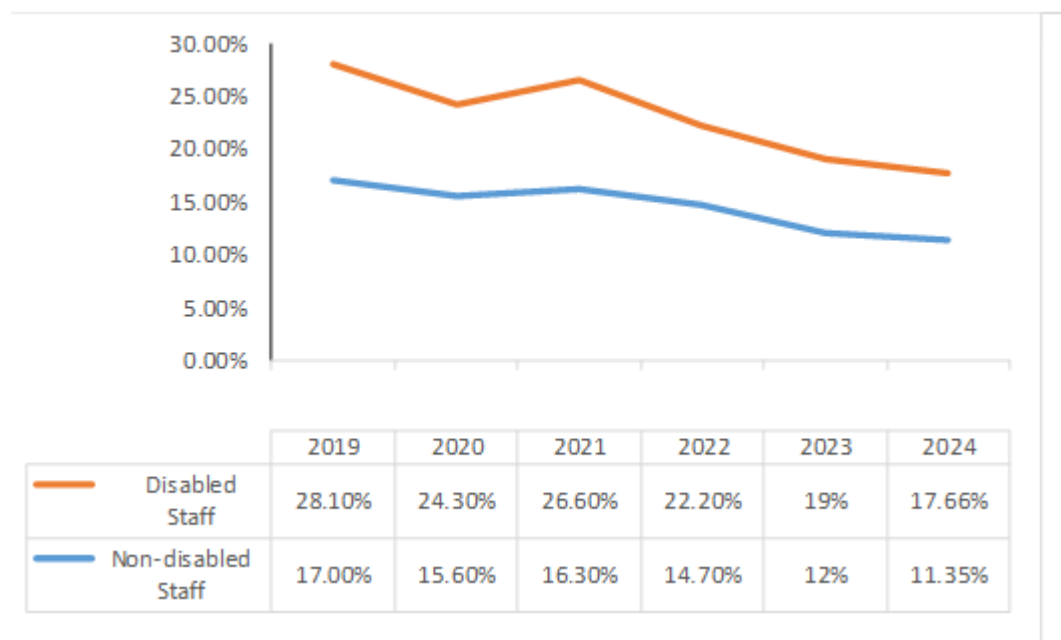
Metric Selected	3
Metric Definition	Relative likelihood of staff entering the formal capability procedure.

Metric 4a (i):



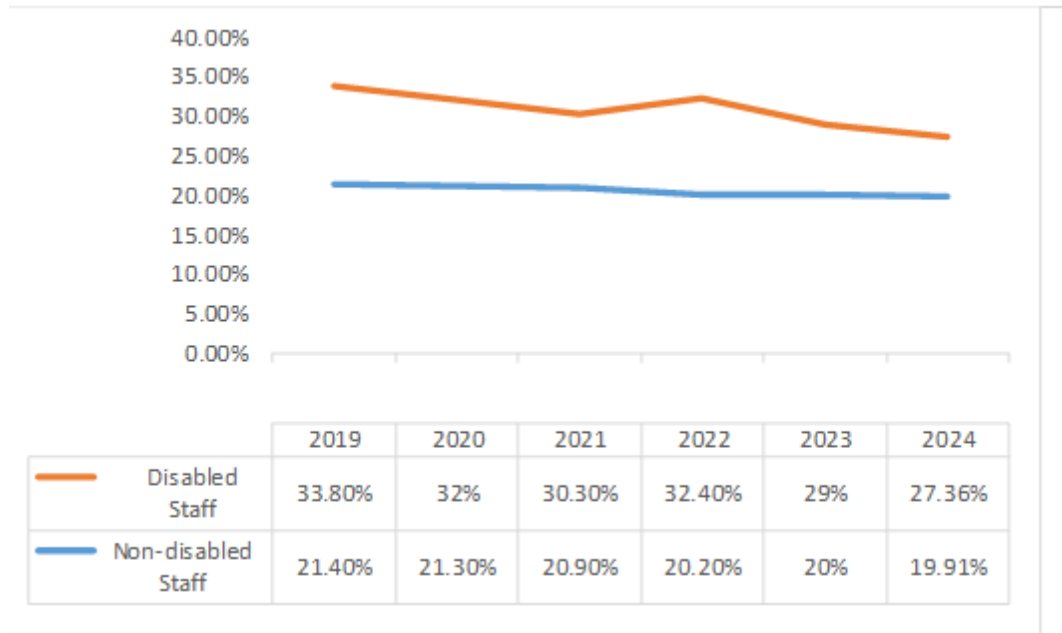
<p>Metric Selected</p>	<p>4a (i) - Abuse from patients and s ▼</p>
<p>Metric Definition</p>	<p>Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Patients/service users, their relatives or other members of the public</p>

Metric 4a (ii):



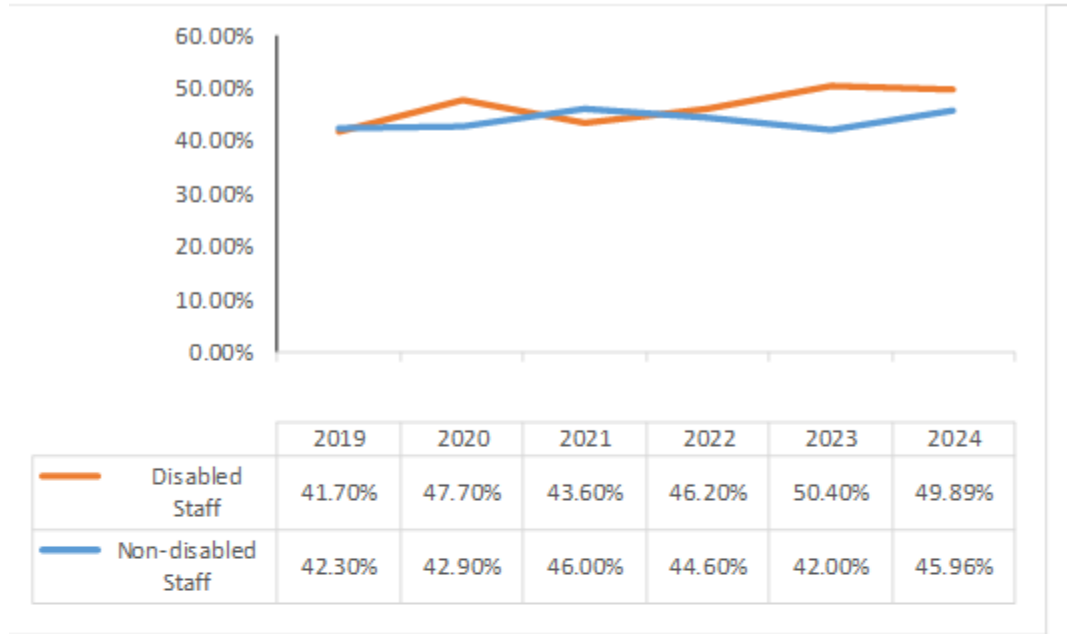
Metric Selected	4a (ii) - Abuse from managers ▼
Metric Definition	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers.

Metric 4a (iii):



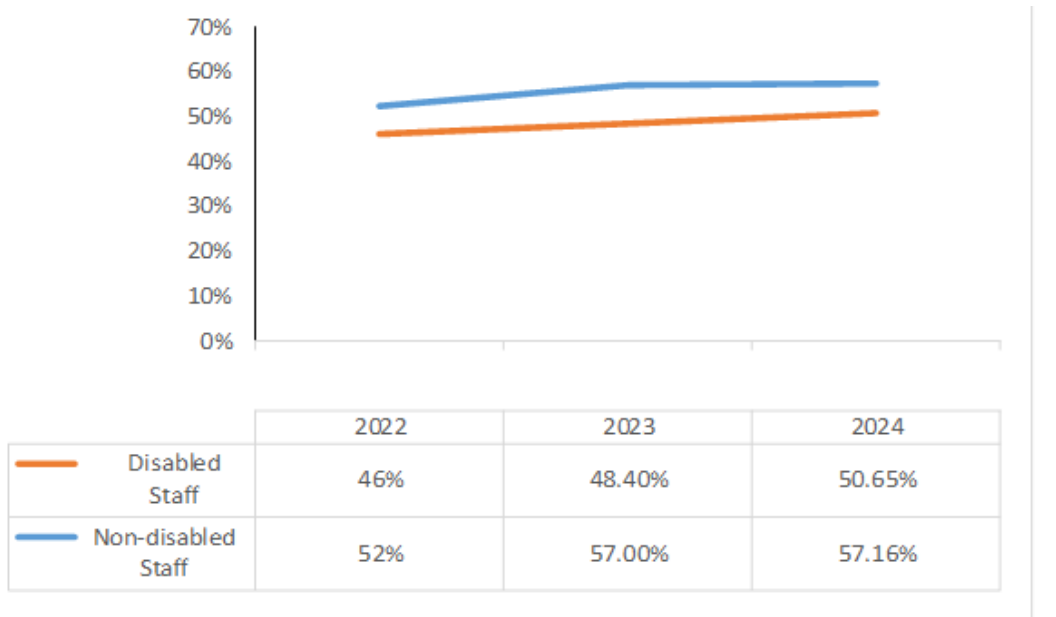
Metric Selected	4a (iii) - Abuse from other collegag ▼
Metric Definition	<p>Percentage of disabled staff compared to non-disabled other staff experiencing harassment, bullying or abuse from other Staff</p>

Metric 4b:



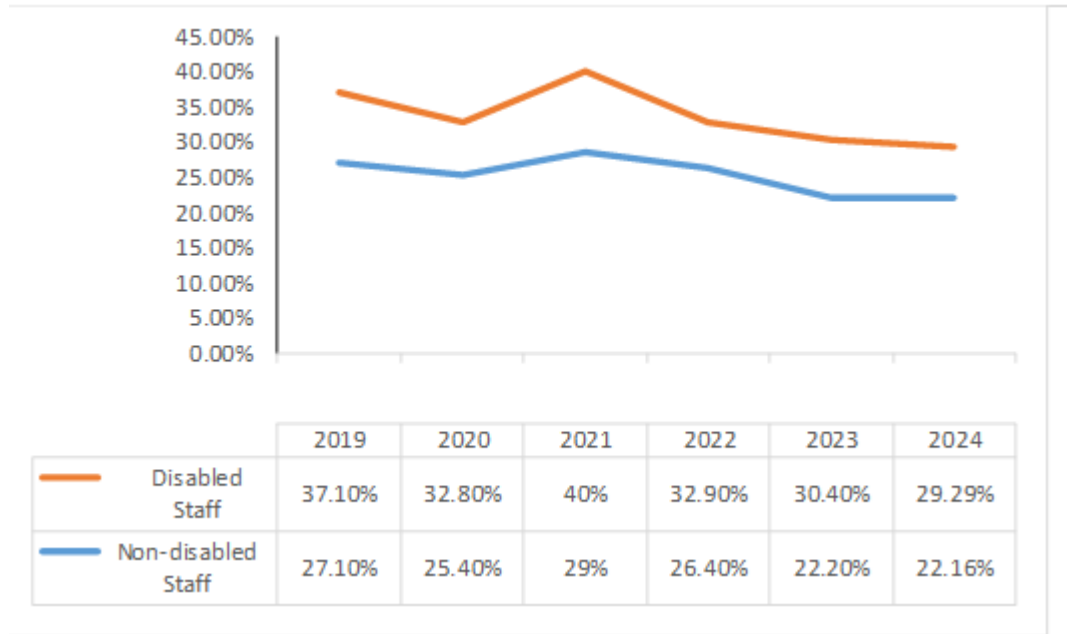
Metric Selected	4b
Metric Definition	<p>Percentage of disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it</p>

Metric 5:



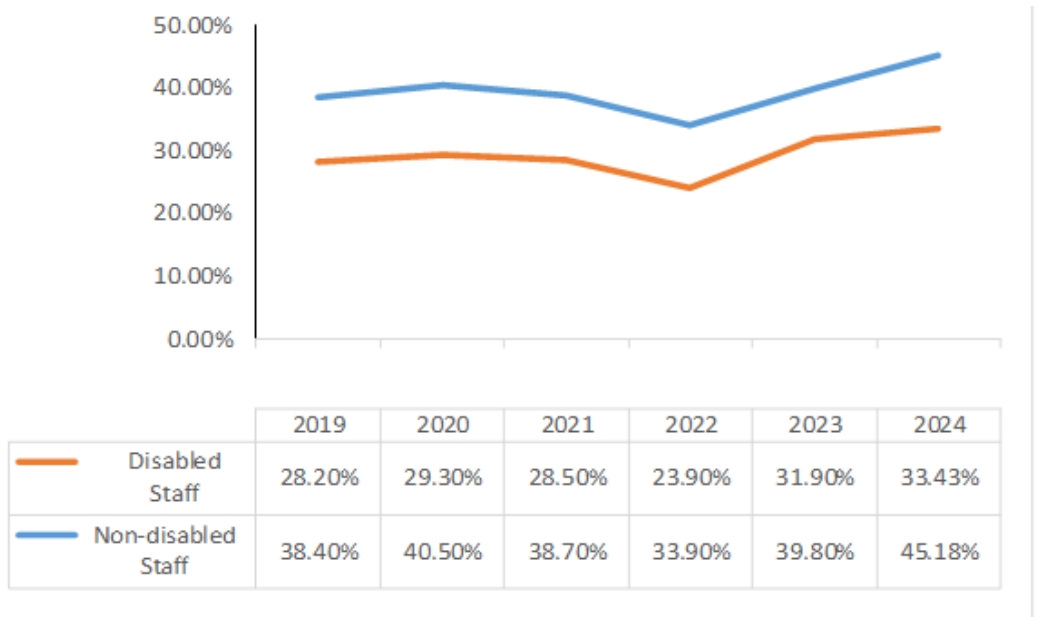
<p>Metric Selected</p>	<p>5</p>
<p>Metric Definition</p>	<p>Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.</p>

Metric 6:



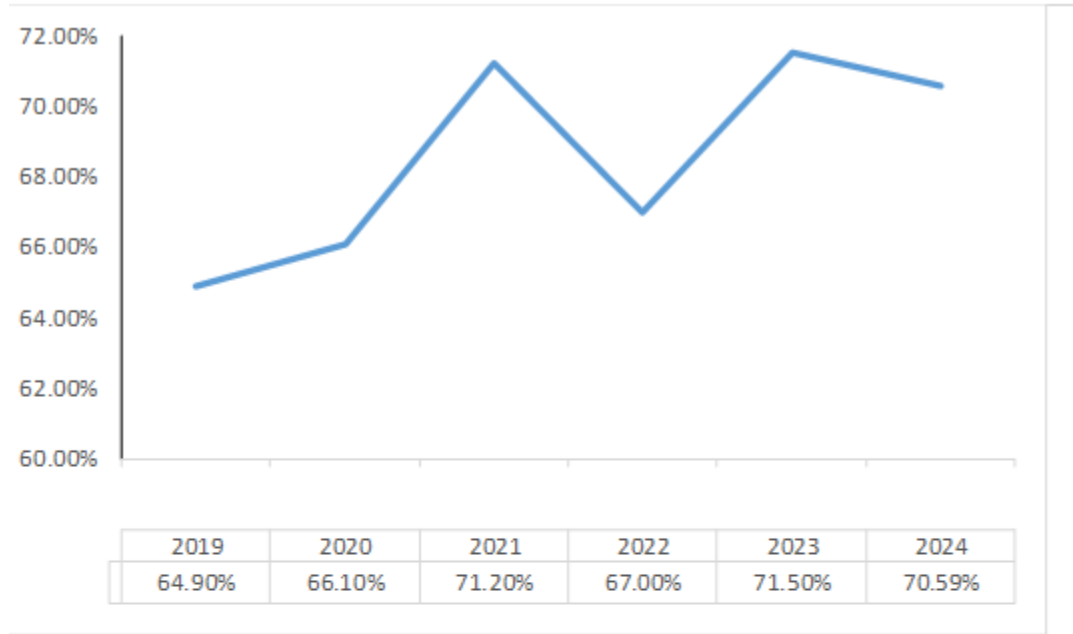
<p>Metric Selected</p>	<p>6</p>
<p>Metric Definition</p>	<p>Percentage of disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.</p>

Metric 7:



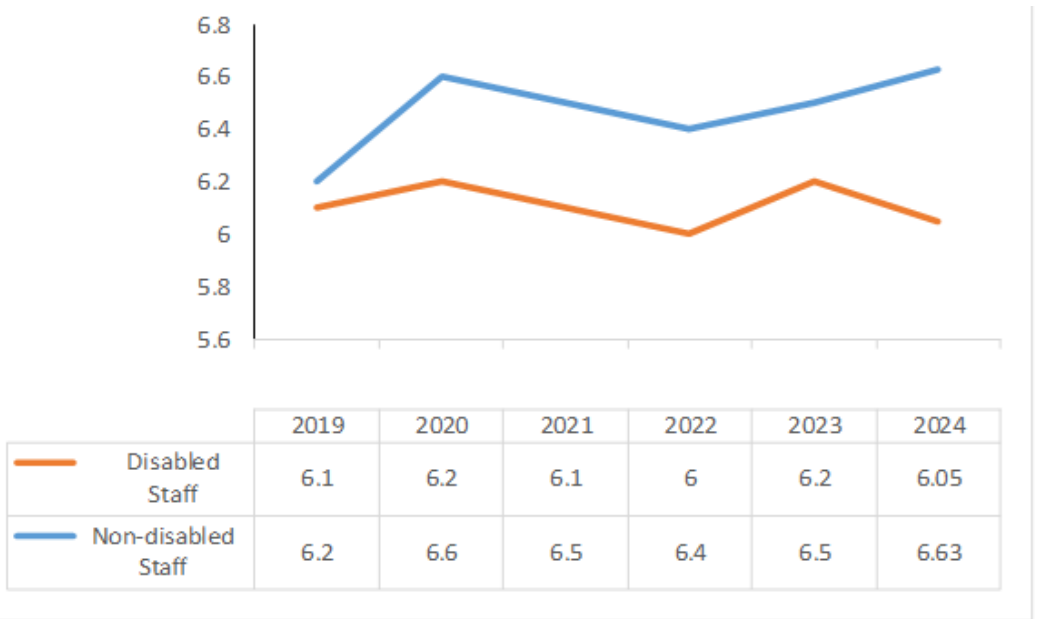
Metric Selected	7
Metric Definition	Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work

Metric 8:



Metric Selected	8
Metric Definition	<p>Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work</p>

Metric 9a:



<p>Metric Selected</p>	<p>9a</p>
<p>Metric Definition</p>	<p>Staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.</p>

Metric 10:

2019	2020	2021	2022	2023	2024
No representation	No representation	No representation	No representation	No representation	2 Board members identified as having a disability / LTC

Metric Selected	10
Metric Definition	Percentage difference between the organisation's Board voting membership and its overall workforce representation.

Appendix 2:

High-level WDES Action Plan 2024-2027

Metric 1: Percentage of staff in each of the AfC Bands 1-9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce.

Task 1

Establish Reciprocal Mentoring Programme with new Group Trust Board and Group Staff Networks.

High Impact Action 1

Task 2

Establish meaningful career conversations with disabled and neurodiverse colleagues and staff with long-term conditions in Agenda for Change roles, recognising where they have substantial previous experience, to ensure targeted career support.

High Impact Action 2

Task 3

Increase disability / long-term condition self-disclosure rates on ESR for staff with a condition.

High Impact Actions 4 & 6

Task 4

Establish and enact a talent management plan for Trust Board and Senior Leadership Teams, which includes improvements in the diversity of these teams.

High Impact Actions 1 & 2

Task 5

Implement a plan to widen recruitment opportunities within local communities, aligned to the NHS Long Term Workforce Plan and Lincolnshire Integrated Care Board (ICB), to include those with disabilities, including pathways into employment for those with Physical Disabilities, Learning Disabilities or Difficulties, Autism, ADHD, Dyslexia, Dyscalculia, Sensory Processing Disorder and other neuro-diversities.

High Impact Action 2

Metric 2: Relative likelihood of staff being appointed from shortlisting across all posts.

Task 1

Implement the Lincs ICB Inclusive Recruitment Toolkit.

High Impact Action 2

Task 2

The Trust will undertake a deep and broad Inclusive Recruitment review, including feedback from staff networks.

High Impact Action 2

Task 3

Achieve Disability Confident Leader status.

High Impact Action 2

Metric 3: Relative likelihood of staff entering the formal capability procedure, as measured by entry into formal investigation.

Task 1

Implement the new Just Culture at the Trust.

High Impact Action 6

Task 2

Deliver Leading Inclusively with Cultural Intelligence (CQ) Programme to LCHG leaders.

High Impact Action 6

Metric 4a:

(i) Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

(ii) Percentage of staff experiencing bullying, harassment or abuse from managers in the last 12 months.

(iii) Percentage of staff experiencing bullying, harassment or abuse from other colleagues in the last 12 months.

Task 1

Relaunch and expand the implementation of United against all forms of Discrimination programme.

High Impact Action 6

Task 2

Deliver a workshop for “calling out and calling in”. Topics to include: racism, LGBTQ+ hate, misogyny, ageism

High Impact Action 6

Task 3

Implement the award winning Lincs ICB Allyship toolkit

High Impact Action 6

Task 4

Complete the NHS Culture & Leadership Programme (CLP) with emphasis on respect and civility.

High Impact Action 6

Metric 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.

Task 1

Relaunch and expand the implementation of United against all forms of Discrimination programme.

High Impact Action 6

Metric 5: Percentage believing that the Trust provides equal opportunities for career progression or promotion.

Task 1

To better understand the data for this indicator which informs that staff with a disability / long-term condition report a lower belief that the Trust provides equal opportunities for career progression or promotion.

High Impact Actions 2

Task 2

Reciprocal Mentoring programme & Career Conversations – as per Metric 1.

Task 3

Inclusive recruitment review – as per Metric 2.

Metric 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.

Task 1

Write and implement a Reasonable Adjustments Policy to support managers and staff with a disability / long-term condition to remain and stay healthy in work, but also to understand the importance of disability leave when a person is unwell.

Task 2

Link to United Against all Forms of Discrimination work – Metric 4a

Metric 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.

Task 1

Reciprocal Mentoring programme & Career Conversations – as per Metric 1.

Task 2

Inclusive recruitment review – as per Metric 2.

Metric 8: Percentage of disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work

Task 1

Implement Reasonable Adjustments Policy – as per Metric 6

Metric 9a: The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

Task 1

To ensure that all disabled staff are well-supported in the Trust, with positive experience in all divisions – including those with less visible disabilities, mental health conditions and wellbeing (including men – with the establishment of a men’s network) and those who are neurodiverse.

Metric 9b: Have you taken action to facilitate the voices of disabled staff to be heard in your Trust?

Task 1

Free text, not data driven, response in the WDES. The Trust can demonstrate significant facilitation of the voices of disabled staff, primarily through the active MAPLE Network.

Metric 10: Percentage difference between the organisation’s Board voting membership and its overall workforce representation.

Task 1

Chief executives, chairs and board members must have specific and measurable EDI objectives to which they will be individually and collectively accountable.

High Impact Action 1

Appendix 3:

Full and detailed WDES Action Plan, 2024-2027:



WDES_Action_Plan_20
24_2027_vers_1_0.doc