

## People and Culture committee – 11 September 2024

### Workforce Disability Equality standard metrics 2024 and action plan

#### Purpose of the report

To present the 2024 WDES metrics data and action plan for publication in accordance with the technical guidance.

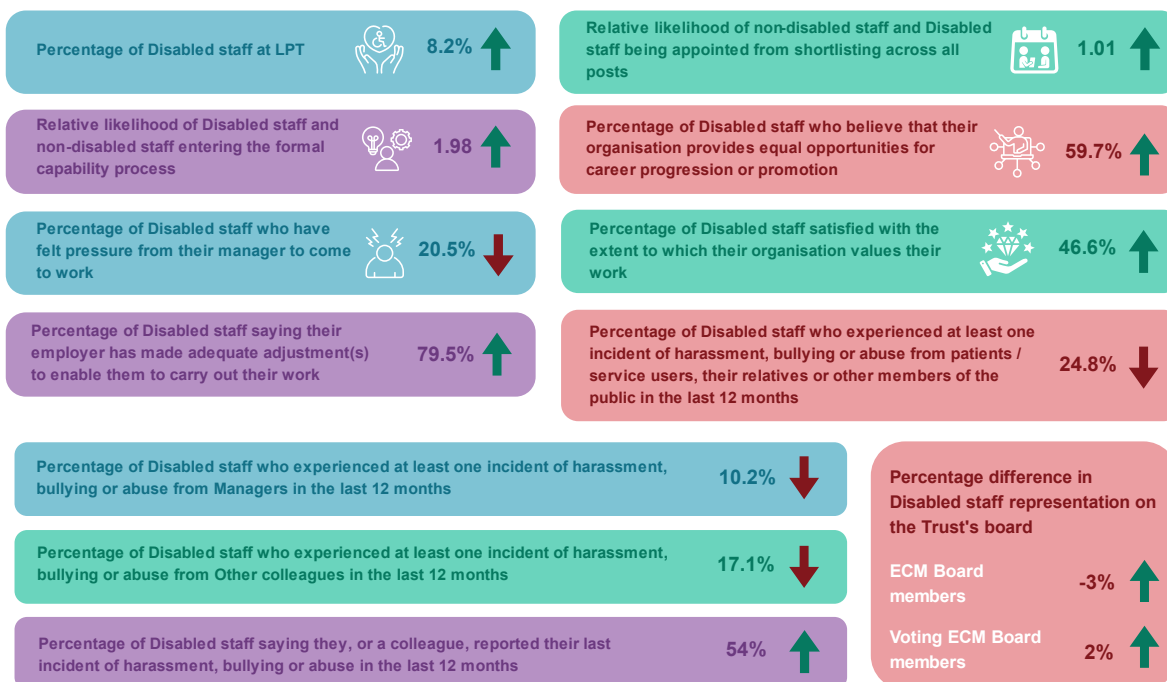
#### Analysis of the issue

##### WDES metrics 2023/24

LPT’s performance in relation to its work on WDES has been resulting in improvements against most of the 10 metrics with the exception of metric 3 where there has been a slight deterioration in the likelihood ratio of disabled employees entering the capability process. The numbers of employees is small and this indicator is subject to quite wide variations. Over a two year rolling period up to March 2024 4 employees entered the capability process compared to 6 the previous period. Please see the infographics below setting out the data comparing the past 2 years.

### Workforce Disability Equality Standard 2024

↑ Areas of improvement    ↓ Areas that have worsened



## WDES Action Plan 2024/25

In August 2024 the Trust held a WDES workshop in order to present the WDES metrics and the previous year's action plan to receive feedback on the areas for prioritisation. The Trust hasn't run stakeholder workshops for the development of the WDES action plan previously. 18 members of staff from across the Trust provided rich feedback (attached as appendix 2).

The revised action plan is attached as appendix 1. The main changes to this action plan are:

- A new objective 1 focusing on reasonable adjustments which was the top concern for those who attended the workshop prioritising actions to improve the experience of staff and their line-managers
- An ongoing emphasis on improving the culture of the organisation to be more inclusive of disabled employees and
- A new action around reviewing the Health and Well being wheel as there were a number of comments that this wasn't particularly helpful for disabled colleagues or those with long term health conditions

## Proposal

To note the WDES metrics data trends and discuss the WDES action plan 2024/25 that require publication by the end of October 2024.

### Decision required – Please indicate:

Briefing – no decision required	
Discussion – no decision required	
Decision required – detail below	x

**To approve the WDES data and action plan for publication, subject to any amendments, by 31 October 2024.**

## Governance table

<b>For Board and Board Committees:</b>		
	Sarah Willis, Director of Human Resources	
<b>Paper sponsored by:</b>	Haseeb Ahmad- Head of EDI	
<b>Paper authored by:</b>	11 September 2024	
<b>Date submitted:</b>	EDI Workforce Group 20 August 2024	
<b>State which Board Committee or other forum within the Trust's governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):</b>		
<b>If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:</b>	Assured	
<b>State whether this is a 'one off' report or, if not, when an update report will be provided for the purposes of corporate Agenda planning</b>		
<b>STEP up to GREAT strategic alignment*:</b>	High Standards	
	Transformation	
	Environments	
	Patient Involvement	
	Well Governed	
	Reaching Out	
	Equality, Leadership, Culture	x
	Access to Services	
	Trustwide Quality Improvement	
	Organisational Risk Register considerations:	List risk number and title of risk
<b>Is the decision required consistent with LPT's risk appetite:</b>		
<b>False and misleading information (FOMI) considerations:</b>	N/A	
<b>Positive confirmation that the content does not risk the safety of patients or the public</b>	The content does not risk the safety of patients or the public	
<b>Equality considerations:</b>	Paper focuses on equality	

Version 1.0

Appendix 1 – WDES Action Plan 2024 – 2025

<b>WDES Action Plan 2024 - 2025</b>							
<b>Executive Sponsor: Sarah Willis</b>							
<b>Objective 1: To substantially improve the experience of disabled staff of the reasonable adjustment (and Access to work) processes</b>							
Links with NHS EDI High Impact Actions: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity; Develop and implement an improvement plan to eliminate pay gaps							
<b>Action Number</b>	<b>Action</b>	<b>Lead</b>	<b>Date</b>	<b>Milestones</b>	<b>Progress</b>	<b>KPIs &amp; Outcomes</b>	<b>RAG</b>
1	Develop and communicate a reasonable adjustment guide for line-managers and employees	Head of EDI, MAPLE Group	Dec-24	Sep 24: Development of draft guide. Nov 24 guide launched and communicated	Guide in development	Improvement in WDES Indicator 8 - The percentages of Disabled colleagues reporting that their employer has made adequate adjustment(s) to enable them to carry out their work from 79% to 90%	Amber
2	Provide training to line-managers in relation to their responsibility to make reasonable adjustments	EDI team	Feb-25	Create a learning session specifically in relation to RA that can be delivered throughout the year	current disability equality learning sets include RA guidance. New guide in development that incorporate new flow chart for RA. This will help with the creation of a stand alone training that can be delivered by a range of "experts"	Improvement in WDES Indicator 8 - The percentages of Disabled colleagues reporting that their employer has made adequate adjustment(s) to enable them to carry out their work from 79% to 90%	Amber

3	Create a group of "RA experts" who can provide localised support on RA	EDI Team, Directorate EDI leads, EDI ambassadors	45717	Dec 24: recruit "experts", Feb 25: provide training. Mar 25 launch RA experts programme and communicate support	TBC	Improvement in WDES Indicator 8 - The percentages of Disabled colleagues reporting that their employer has made adequate adjustment(s) to enable them to carry out their work from 79% to 90%	
<b>Objective 2: Create a highly inclusive culture for disabled colleagues so that they have a sense of belonging, feel valued and thrive at LPT</b>							
Links with NHS EDI High Impact Actions: Develop and implement an improvement plan to address health inequalities within the workforce; Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur.							
Action Number	Action	Lead	Date	Milestone	Progress	KPIs & Outcomes	RAG
1	Provide support to the MAPLE and Neurodiverse Staff Support Networks so that they can create spaces for staff to feel psychologically safe to share their lived experience and seek mutual support	MAPLE Group, Neurodiversity network Freedom to Speak Up Guardian, Director of HR and Director of AMH	Ongoing	Continue to promote MAPLE and Neurodiversity staff networks at induction, Health & Wellbeing Roadshows, through EDI intranet pages, etc.	Staff networks have stand alone budgets to help with promoting their work and activities	Improvement in metrics 4, 5, 6, 7, 8, 9 Qualitative feedback from listening events	Green

2	To develop a Human Library (volunteers from the MAPLE Group who can share their lived experience and expertise through half hour sessions where colleagues can ask them questions)	MAPLE Group	Dec-22	Recruiting more volunteers through MAPLE and Neurodiversity networks	Human Library has been set up, but more books/readers are always appreciated.  Neurodiversity mythbusters event was well-received.	Improvement in metrics 4, 7, 9 Increased number of Human Library volunteers Increased membership of MAPLE and Neurodiversity networks	Green
3	Zero Tolerance to abuse campaign relaunch, with additional supportive materials to encourage speaking up	Zero Tolerance Project Group	Oct 25 and ongoing	Oct 24: ZT workshops delivered to Leading Together conference. Jan 25: exploration of impact of disability abuse and violence experienced by staff by patients.	New ZT resources being launched during Winter 24. More resources will be developed to reflect the experiences of disabled staff where appropriate.	Improvement in metric 4 Qualitative feedback from listening events Increased number of incidents reported (as we are aware of under-reporting at present), but also increased number of resolved issues on Ulysses	Amber

4	Review Health and well Being wheel in light of feedback from WDES action plan workshop where a number of staff indicated that they did not find it helpful.	HR, EDI	Mar-25	Dec 24: Identify lead to explore how the HWB wheel could be reviewed or modified to ensure it is appropriate for use with staff with disabilities. Mar 25: Incorporate changes in to revised HWB wheel.	TBC	Improvement in WDES Indicator 7 - The percentages of Disabled colleagues and non-disabled colleagues who were satisfied with the extent to which the organisation valued their work from 46.5% to 50%	Amber
<b>Objective 3: All disabled staff have the confidence to declare their disability on ESR</b>							
Links with NHS EDI High Impact Actions: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.							
Action Number	Action	Lead	Date	Milestone	Progress	KPIs & Outcomes	RAG

1	Develop a communication campaign so that staff feel confident sharing their disability on ESR	Communication Lead for MAPLE Network	Jan-24	<p>Clear guidance on how to update ESR is available on StaffNet.</p> <p>To continue to promote through directorates.</p>	<p>For Disability History Month (November/December), comms were sent to all staff and reiterated through line managers about the benefits to sharing your disability status. This was accompanied by a step by step guide for how to do this which is now permanently available on StaffNet. Comms supported by video from Faisal Hussein. Language – use “share” rather than “declare” or “disclose” Follow up Comms linking to StaffNet step by step guide shared w/c 16th Jan 2023 (Team Brief and ENews). WDES data suggests some improvement in sharing rates and overall % of workforce with a disability.</p>	<p>Improvement in metrics 1, 7, 9 Increase in % of people sharing their disability status on ESR, closer to the Staff Survey figure of around 27%.</p>	Green
<b>Objective 4: Embed Inclusive recruitment practice towards the employment and retention of candidates with disabilities to guarantee fairness throughout the process.</b>							



Links with NHS EDI High Impact Actions: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity; Develop and implement an improvement plan to eliminate pay gaps

Action Number	Action	Lead	Date	Milestone	Progress	KPIs & Outcomes	RAG
1.	Ensure all recruitment processes from job adverts to onboarding promote the inclusion of disabled people aligned to our commitments regarding being a Disability Confident employer	Resourcing Manager/ Communication Lead for MAPLE Network	Winter 2024	New Jobtrain system is maximised to include Disability Confident requirements. Job adverts are welcoming of disabled applicants and all onboarding processes are disability friendly and accessible.	New Jobtrain system mobilised. Green room facility allows for the sharing of our RA resources and approach including access to our staff networks. Further work required to ensure we maximise opportunities to be highly proactive in our recruitment campaigns.	Improvement in metrics 1, 2, 7 Increase in number of people with disabilities applying for, and being recruited to, roles in LPT.	Amber
2	Continue to promote the Trust as a 'Disability Confident' employer both internally and via recruitment social media sites	Resourcing Manager/ Communication Lead for MAPLE Network	Ongoing	Review recruitment literature Comms campaign	Recruitment literature includes Disability Confident logo and criteria such as guaranteeing an interview to candidates who meet the minimum criteria. Further work required: specific Comms	Improvement in metrics 1, 2, 7 Increase in number of people with disabilities applying for, and being recruited to, roles in LPT.	Amber

					campaign with volunteers to be featured on social media talking about their positive experiences as a member of staff with a disability/health condition.		
<b>Objective 5: Ensure Career Progression for staff with disabilities through the Talent management and succession planning approach.</b>							
Links with NHS EDI High Impact Actions: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity; Develop and implement an improvement plan to eliminate pay gaps							
Action Number	Action	Lead	Date	Milestone	Progress	KPIs & Outcomes	RAG
1	Ensure staff with disabilities benefit from Trust-wide talent management approach by making specific provisions	Head of OD	Ongoing	Integrate disability equality into Trust-wide approach	Trust wide approach to be developed.	Improvement in metric 1 Increased number of applicants with disabilities applying for LPT roles, particularly at higher bands.	Blue

