

Workforce Disability Equality Standard (WDES) Action Plan (21/22)
Date of Report – September 2021

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Workforce Disability Equality Standard (WRES) Action Plan 2021/22

Introduction

Calderdale & Huddersfield Foundation NHS Trust is committed to meeting the requirements of the Workforce Disability Equality Standard for NHS Trusts.

The Trust submitted its workforce data against the standard, to the national WDES team, as per our contractual obligation.

Having considered the 2020/21 data, alongside data from previous years along with the reality of the current pandemic, this year's action plan will contain more virtual interaction, more on line education and awareness and we believe our approach to One Culture of Care (where we care for each other the same way we care for our patients) will support positive change. There will also be an increased level of support for colleagues across the Trust to support self care and personal wellbeing.

In doing this, it is anticipated that this will bring about positive change across the Trust resulting in an improvement in all WDES indicators.

The Trust's Colleague Disability Action Group has been instrumental in the development of this action plan

Monitoring and Evaluation

The action plan will be monitored by the Inclusion Advisory Group on a bi-annual basis along with regular discussion at all the Equality Groups in the Trust

WDES Indicator	Action (s)	Delivery	Supporting
<p>1. % of colleagues in AfC pay bands or medical and dental subgroups and Very Senior Manager (inc Exec Board members) compared with the % of colleagues in overall workforce</p>	<ul style="list-style-type: none"> • Self Declaration campaign • Raise awareness of the network • Appoint an Executive Sponsor 	<p>June 2022</p>	<ul style="list-style-type: none"> • Exec Sponsor • Asst Director of HRs (NH - Inclusion Lead & AK - HR Ops Lead) • CDAG • WOD Colleagues
<p>2. Relative likelihood of disabled colleagues compared to non disabled colleagues being appointed from shortlisting across all posts</p>	<ul style="list-style-type: none"> • Inclusive Recruitment • Unconscious bias training mandatory for panellists • Review how Trac maps colleagues with a disability and how we apply the disability confident commitment • Provide support to colleagues for application form completion and interview skills practice 	<p>June 2022</p>	<ul style="list-style-type: none"> • Exec Sponsor • Asst Director of HRs (NH - Inclusion Lead & JR - Recruitment Lead) • CDAG • WOD Colleagues
<p>3. Relative likelihood of disabled colleagues compared to non disabled colleagues entering the formal capability process, as measured by entry into the formal capability procedure</p>	<ul style="list-style-type: none"> • Accessible disability awareness modules • Colleague Disability Action Group championing and supporting disabled colleagues • Unconscious bias training mandatory for panellists 	<p>June 2022</p>	<ul style="list-style-type: none"> • Exec Sponsor • Asst Director of HRs (NH - Inclusion Lead & AK - HR Ops Lead) • CDAG • WOD Colleagues

WDES Indicator	Action (s)	Delivery	Supporting
<p>4a. % (i)of disabled colleagues compared to non disabled colleagues experiencing harassment, bullying or abuse from patient/service users, their relative or other members of the public (ii) managers and (iii) other colleagues</p> <p>4 (b) % of disabled colleagues compared to non disabled colleagues saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it</p>	<ul style="list-style-type: none"> • Wellbeing support for victims of bullying & harassment • Review Trusts Bullying & Harassment Policy • One Culture of Care wrapped around colleagues • Lived Experience stories • Colleague Disability Action Group championing and supporting disabled colleagues 	June 2022	<ul style="list-style-type: none"> • Exec Sponsor • Asst Director of HRs (NH - Inclusion Lead & AK HR Ops Lead) • CDAG • Management
<p>5. % of disabled colleagues compared to non disabled colleagues believing the Trust provides equal opportunities for career progression and promotion</p>	<ul style="list-style-type: none"> • Inclusive Recruitment • Unconscious bias training mandatory for panellists • Disability awareness modules • Empower – inclusive leadership development programme • Enhance – CHFT Talent programme 	June 2022	<ul style="list-style-type: none"> • Exec Sponsor • Asst Director of HRs (NH - Inclusion Lead & JR - Recruitment Lead) • CDAG • Management
<p>6. % of disabled staff compared to non disabled staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties</p>	<ul style="list-style-type: none"> • Management Toolkits • Wellbeing Ambassadors • Wellbeing resources • Management education 	June 2022	<ul style="list-style-type: none"> • Exec Sponsor • Asst Director of HRs (NH - Inclusion Lead & AK HR Ops Lead) • CDAG • Management

WDES Indicator	Action (s)	Delivery	Supporting
7. % of disabled colleagues compared to non disabled colleagues saying they are satisfied with the extent to which their organisation values their work	<ul style="list-style-type: none"> • Management Toolkits • Lived experience series • Disability awareness modules • Reverse mentoring 	June 2022	<ul style="list-style-type: none"> • Exec Sponsor • Asst Director of HRs (NH - Inclusion Lead & AK HR Ops Lead) • CDAG • Management
8. % of disabled colleagues saying their employer has made adequate adjustments to enable them to carry out their work	<ul style="list-style-type: none"> • Management Toolkits • Management Education • CDAG/Wellbeing Ambassadors to support colleagues locally • Policy Review 	June 2022	<ul style="list-style-type: none"> • Exec Sponsor • Asst Director of HRs (NH - Inclusion Lead & AK HR Ops Lead) • CDAG • Management
9a. The staff engagement score for disabled colleagues, compared to non disabled colleagues and the overall engagement score of the organisation 9b. Has the Trust taken action to facilitate the voices of disabled colleagues in your organisation and let them be heard?	<ul style="list-style-type: none"> • Wellbeing Support • One Culture of Care wrapped around colleagues • Colleague Disability Action Group championing the rights of disabled colleagues • Increase visibility and awareness of Colleague Disability Action Group • Grow the membership of the network 	June 2022	<ul style="list-style-type: none"> • Exec Sponsor • Asst Director of HRs (NH - Inclusion Lead & AK HR Ops Lead) • CDAG • Management

WDES Indicator	Action (s)	Delivery	Supporting
<p>10. % of difference between the organisations board voting membership and its organisations overall workforce, disaggregated:</p> <ul style="list-style-type: none"> -by voting membership on the board -by executive membership of the board 	<ul style="list-style-type: none"> • Colleague Disability Action Group to present at board 	<p>June 2022</p>	<p>Exec Sponsor CDAG</p>