

Workforce Disability Equality Standard (WDES) Action Plan 20/21

N°	WDES Outcome	Concern	12 Month Trend	Actions
1	20% of disabled staff reported experiencing harassment, bullying or abuse from a manager in the last 12 months, this compares to 10% of non-disabled staff.	Disabled staff are more likely to experience harassment, bullying or abuse from a manager in the last 12 months than non-disabled staff	Improving – 10% gap 2019 compared to 13% gap in 2018	Bullying and Harassment Awareness training has been made available from March 2020 via the Learning and Development Team and self-enrolment through ESR. Full review of Bullying and Harassment took place in 2019 resulting in a Bullying and Harassment working group, a new Bullying and Harassment Policy is to be put in place in 2020 with subsequent guidance and tool kits for managers.
2	18.3% of disabled staff reported experiencing harassment, bullying or abuse from other colleagues in the last 12 months, this compares to 13.3% of non-disabled staff.	Disabled staff are more likely to experience harassment, bullying or abuse from colleagues in the last 12 months than non-disabled staff	Improving – 5.3 % gap 2019 compared to 9.9% gap in 2018	
3	25.2% of disabled staff have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties, this compares to 17.1% of non-disabled staff.	Disabled staff are more likely to feel pressure from their manager to come to work, despite not feeling well enough to perform their duties than non-disabled staff	Improving – 8.1 % gap 2019 compared to 12% gap in 2018	Disability Awareness training for managers to be provided in 2020.
4	36.4% of disabled staff were satisfied with the extent to which their organisation values their work, this compares to 45.7% of non-disabled staff.	Disabled staff are less likely to be satisfied with the extent to which their organisation values their work than non-disabled staff	Getting worse – 9.3 % gap 2019 compared to 6.2% gap in 2018	Occupational Health resources and guidance for managers dealing with sickness available on staff intranet.

