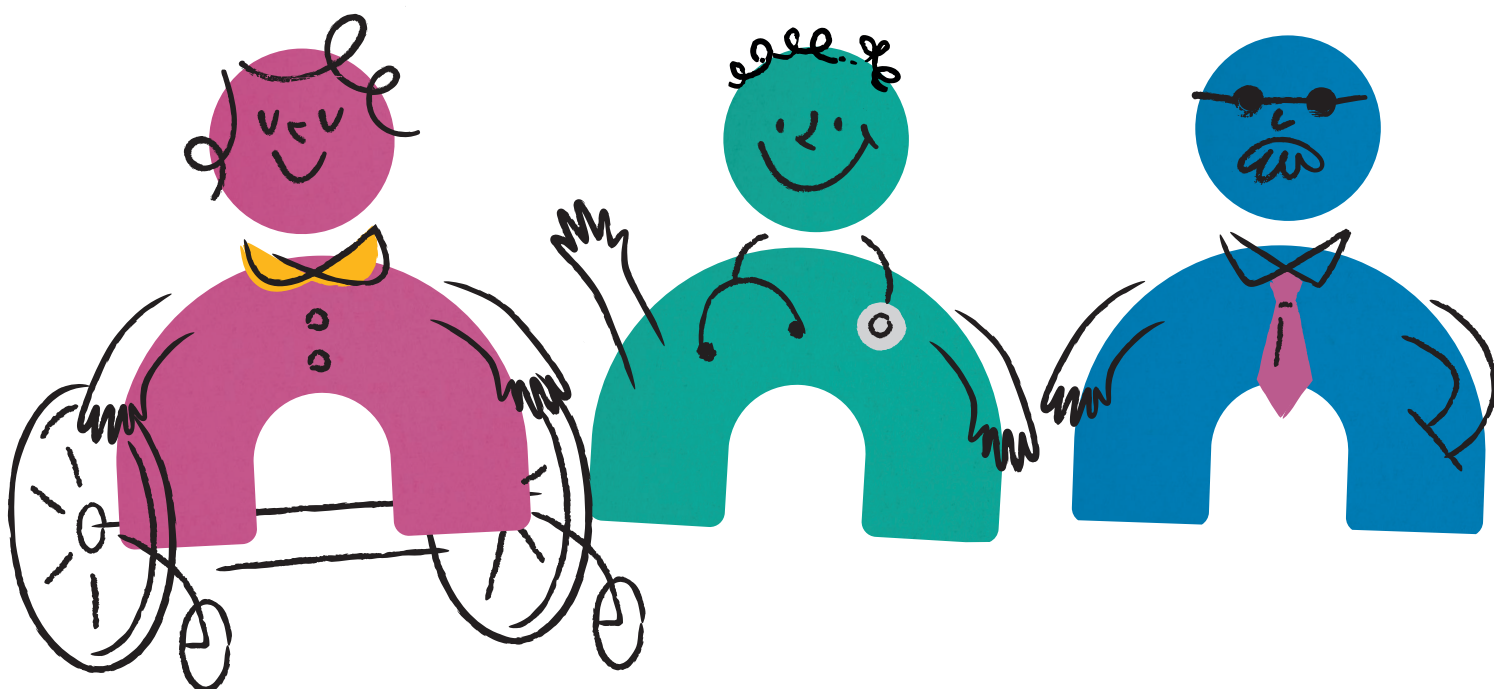


Humber Teaching NHS Foundation Trust

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2024



Caring, Learning
& Growing Together

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Over the past 12 months, the Trust has undertaken several initiatives and, as a result, has performed better than the national figure in all metrics.

1.0

Executive Summary

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) used by NHS organisations to compare disabled and non-disabled staff experiences. Like the Workforce Race Equality Standard (WRES) it provides an opportunity for NHS Trusts to hold up the mirror to organisational performance on the equality agenda and develop action plans to address areas of challenge.

In NHS England’s 2023 national WDES report the Trust was regularly recognised in the top 25% of Trusts. Highlights include the Trust being in the top 4.9% of Trusts for disability representation, and for metric 4d: Reporting last incident of harassment, bullying or abuse the Trust was placed 3rd in the country.

Similarly, in the ICBs recent evaluation of the six Trusts in our system, the Trust’s WDES results position well when compared to our system partners. We position higher than our system partners in almost all areas. For Indicator 5: Percentage of disabled colleagues believing they have equal opportunities for career progression and promotion, Humber was the only Trust in our system that scored above the national average. For Indicator 8: Workplace adjustments, the Trust places a close second (less than half a percent) in the system.

Over the past 12 months, the Trust has undertaken several initiatives and, as a result, has performed better than the national figure in seven out of ten metrics.

Other Key findings include:

- Up to 1295 colleagues with a disability or long-term condition responded to the WDES questions in the National Staff Survey which demonstrates a year-on-year improvement from 780 in 2019.
- From 1291 colleagues with a disability or long-term condition responding to the question, the percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months is 27.52% which is substantially higher than for colleagues without a disability or long term condition at 19.36%, but better than the comparison figure at 28.92%.This is an improvement on the 2023 figure of 32.16% and demonstrates a continuous improvement from the 2019 figure of 34.88%.
- From the 1289 colleagues with a disability or long-term condition responding to the question, the percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months is 17.90%. While this figure is over 7% higher than for colleagues without a disability or long-term condition at 10.24%, the figure does represent a significant improvement on the 2023 figure of 22.62%, and it is 1% better than the comparison figure.
- From the 1288 colleagues with a disability or long-term condition responding to the question, the percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion is 61.67%, compared to colleagues without a disability or a long-term condition where the figure is 65.06%. However, the figure is a significant improvement on the 2023 figure of 52.56% and is better than the comparison figure which is 56.66%.

- From the 1295 colleagues with a disability or long-term condition responding to the question, the percentage of staff satisfied with the extent to which their organisation values their work is 46.62%. This compares to colleagues without a disability or long-term condition where the figure is 57.37%. However, this represents a significant improvement on the 2023 figure of 41.78%, is slightly better than the comparison figure of 45.36% and it demonstrates an improving trend since the 2019 figure of 36.45%.
- From the 328 colleagues with a disability or long-term condition responding to the question, the percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work is 83.84%. This figure is significantly better than the comparison figure of 79.32%, and an improvement on the 2023 figure of 79.65%.
- The Staff engagement score for colleagues with a disability or long-term condition responding to the survey was 6.95, this compares to colleagues without a disability or long-term condition where the figure is 7.32. However, the comparison figure is 6.82, and the figure demonstrates an improving trend since the 2019 figure of 6.28.
- From 1286 colleagues with a disability or long-term condition responding to the question, the percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months

is 12.43% which is substantially higher than for colleagues without a disability or long-term condition at 4.82% and 0.5% higher than the comparison figure at 11.87%. However, despite a slight increase on the previous year, this figure demonstrates a downward trend since 2019 when the figure was 20%.

- From 315 colleagues with a disability or long-term condition responding to the question, the percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it was 56.38%. This compares to 61.27% of colleagues without a disability or long-term condition reporting. This represents a steep decline on the 2023 figure when it was 70.47%. It is also below the comparison figure which is 59.93%.

- From 580 colleagues with a disability or long-term condition responding to the question, the percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties is 20.63%, whereas colleagues without a disability or long-term condition the figure is 12.24%. This represents an increase on the 2023 figure of 17.34% and is slightly above the comparison figure at 19.35%.



- Up to 1295 colleagues who identify as having a disability or long-term condition responded to the WDES questions in the NSS. However, our workforce data suggests disability representation across the Trust is 9.14% (Source: December people Insight Report), which would give us approximately 311 staff with a disability. Given the substantial difference in numbers between those with a declared disability on ESR and those who identify as having a disability but have not declared on ESR, work is needed to understand why so many staff have not declared a disability on ESR, and what support is needed to improve our data.

2.0

Introduction

All NHS Trusts and Foundation Trusts are required to comply with the Workforce Disability Equality Standard (WDES) mandated by the NHS Standard Contract.

WDES is a data-driven standard that uses ten measures (metrics) to improve disabled staff experiences in the NHS. Metrics are drawn from existing data sources (recruitment dataset, ESR, NHS Staff Survey, local HR data).

The metrics have been developed to capture information relating to the workplace and career experiences of Disabled staff in the NHS.

The national WDES 2023 Annual Report has shown that Disabled staff have poorer experiences in areas such as bullying and harassment and attending work

when feeling unwell, when compared to non-disabled staff. Humber Teaching NHS Foundation Trust is an award-winning organisation, providing a broad range of care and services across a wide geographical area.

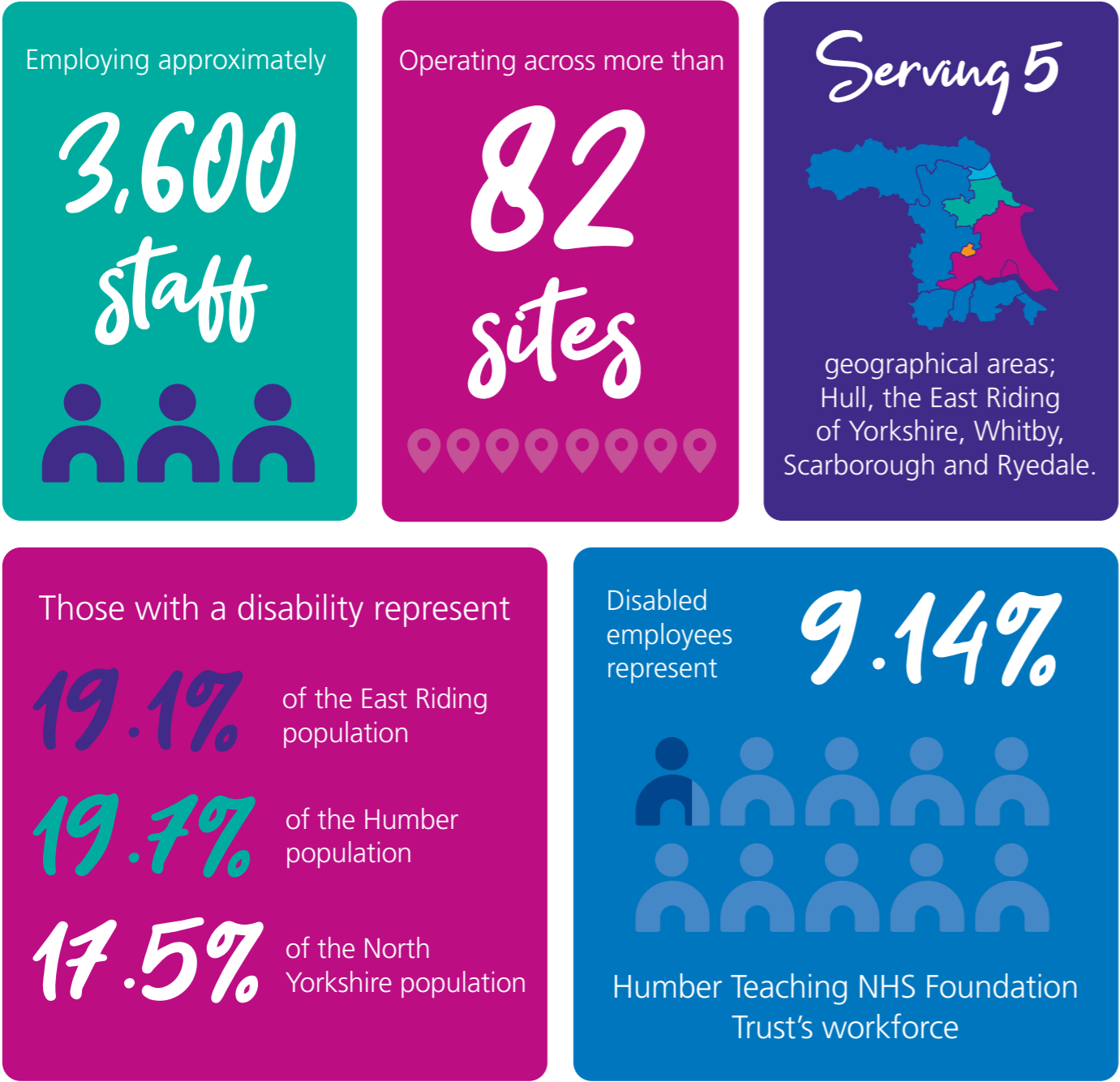
We employ approximately 3,600 staff across more than 82 sites at locations throughout five geographical areas; Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale. We provide care to a population of 765 thousand people of all ages who live within an area of more than 4,700 square kilometres,

which contains some areas of isolated rurality, dispersed major settlements and pockets of significant deprivation.



As an employer of choice locally, we strive to offer long-term employment opportunities as well as structured personal and professional development for our workforce in order to provide high quality care for our patients. In East Riding, 19.1% of the population is disabled, in Humber, 19.7%, and in North Yorkshire, 17.5%. Disabled employees represent 9.14% of Humber Teaching NHS Foundation Trust's workforce. The purpose of this report is to understand the experiences of our disabled staff across the ten WDES metrics (see appendix 1).





We provide care to a population of 765 thousand people of all ages who live within an area of more than 4,700 square kilometres.

3.0

WDES Related Activity

As a Trust, we are committed to interpreting the WDES data and utilising it to improve representation. The following is a brief summary of some of the WDES related activities the Trust has undertaken since the 2023 report:

Diverse representation in the Workforce

During the year the Trust has seen disability representation across the workforce increase from 8.34% to 9.23%. We have also seen an improvement in the number of disabled staff in band 8c to VSM roles in both clinical and non-clinical roles. Similarly, the Board continues to be representative of the communities we serve with a 12.5% of members declaring a disability on ESR.

Addressing Bullying, Harassment and Discrimination

Respect Campaign

Our Respect campaign was launched on the 1st November 2023, with a range of 9 different 'Report It' posters which were displayed in the workplace, this a part of developing a positive and safe workplace culture.

This campaign has focused on developing a safe culture to report 'staff to staff' incidents of bullying, harassment or discrimination, towards all people, but with

particular emphasis on reaching underrepresented groups, namely but not limited to, the LGBTQ+ community, those with a disability or long-term condition and colleagues from ethnically diverse backgrounds.

In addition, a 'Report It' intranet page has been developed as a resource hub, hosting all relevant information, contact details and policies.

Since the launch we have seen a 70% increase in referrals for bullying, harassment, and discrimination. This has allowed colleagues in the HR Operations team to address these issues with a fair and equitable approach. So too has it allowed us to monitor the equality data of those making referrals and analyse statistics, themes, and areas of concern. This increase in referrals may have contributed to the increased reporting of bullying and harassment by staff from diverse cultural backgrounds in the staff survey and demonstrate that the Trust is creating a safe space culture to report bullying and harassment.



Since the launch we have seen a 70% increase in referrals for bullying, harassment, and discrimination. This has allowed colleagues in the HR Operations team to address these issues with a fair and equitable approach.



Strengthening our Staff Networks

At the Trust we have three staff networks including the Race Equality Network, Disability Staff Network, and the Rainbow Alliance (LGBTQ+ staff network). Our staff networks provide a safe and practical space where generating and sharing new ideas, and exchanging information can be expressed in an informal environment. They also provide peer support, networking opportunities and social activities. Their activities can help to open the door to changing the culture within the Trust.

During the year, we reviewed the terms of reference for our staff networks to support them to reach their goals. We introduced an EMT Sponsor from the executive leadership team who would attend meetings and support in the escalation of issues as they arise.

We introduced monthly meetings between the Associate Director of People and OD, the Network Executive Sponsor and the EDI lead in order to take feedback from the networks and address those issues escalated in network meetings.

We have continued to provide a budget of £5000 for each staff network to help them to put on engagement events. In March the Rainbow Alliance put on a face-to-face event with a range of guest speakers to celebrate International Trans Visibility Day.

No Excuse for Abuse Task and Finish Group

Through collaboration with our staff networks, it was identified that staff with a protected characteristic, especially those staff from ethnic minority backgrounds, those with a disability or long-term condition, and those from the LGBTQ+ community, were experiencing higher rates of bullying, harassment and discrimination from patients, carers and service users.

The Trust believes everyone has a duty to behave in an acceptable and appropriate manner. Staff have a right to work, as patients have a right to be treated, in an environment that is properly safe and secure.

To that end, a 'No Excuse for Abuse' task and finish group met in February 2024 which was

supported by senior leaders and with representation from People and OD, EDI, H&S (LSMS) and the Race Equality Staff Network.

The result was the drafting of guidance for managers and staff. This guidance was designed to bring together a range of information from multiple sources into one document to provide a process and expectations. The aim is that this guidance will reduce underreporting reporting of all incidents and ensure a consistent approach to supporting staff who have received aggression from patients, carers and service users.

Moving forward, the Trust will undertake listening exercises to ensure this draft guidance is consulted on by a wide range of stakeholders from across the Trust prior to a launch and embedding process.

Learning and Development

In April the Learning and Development team launched our own in house bullying and harassment awareness training for managers and leaders. This training will utilise Trust WDES data on bullying and harassment which can be contextualised within the training to ensure all colleagues are aware of the WDES findings regarding bullying and harassment.

Equality, Diversity and Inclusion Objectives for the Board

In March, a development session was held with the Board to establish a range of EDI objectives linked to the Trust EDI workstreams and strategies. A paper went to EMT which finalised the EDI objectives for all Board members including the Chief Executive and Chair for the appraisal window for 24/25.

EDI Assurance Reporting to the Executive team

This year the Trust introduced a quarterly EDI Assurance Report for EMT. This extensive report is designed to assure the Trusts Leadership of the progress against all our EDI workstreams, including the Workforce Race Equality Standard, the Workforce Disability Equality Standard, the Gender and Ethnicity Pay gap report, NHS England EDI Improvement Plan, the Act Against Racism Charter, and the impact of the Respect campaign.

Developing Cultural Awareness

Reverse mentoring

The Trust introduced a new Reverse Mentoring programme for the organisation, as part of the wider Mentoring programme for the organisation. The purpose is to create meaningful mentor/mentee relationships that assists in generating a greater awareness of issues relevant to equality, diversity and inclusion amongst senior leaders and provides an opportunity to develop a greater understanding of the experiences of staff from diverse groups on a more personal level. Moving forward the Trust will work to raise awareness of the reverse mentoring offer and look to recruit a bank of trained mentors with live experience to work with senior leaders.

Inclusive Language Guidance

The Trust developed inclusive language guidance which has been presented at the Senior Leadership Forum and plans are in place to provide wider coverage across the organisation to support fostering better relations between the protected characteristics as well as supporting improved awareness and understanding. One of the topics includes how the organisation is moving away from the use of outdated terminology. This will support the organisation to move towards more inclusive language when referring to the wide range of diversity in the workforce, and wider community.

Recruitment Deep Dive Impact of the Disability Staff Network on Trust Culture

A Recruitment deep dive report was developed which places an EDI lens on our recruitment activities over the previous six months based upon protected characteristics. Insight from this report is shared with HR Business Partners who take this information into their workforce planning meetings to discuss underrepresentation with actions to support diverse recruitment strategies. This forms part of our work to ensure our EDI objectives are known in the areas and can support our organisational EDI aims.

The Staff Disability Network has contributed to growth in the organisation in a number of ways during the past year, with consultation work around the Trusts new Access to Work framework. Similarly, then have been instrumental in arranging for accessible desks, and a bank of laptops to be available in Trust HQ.

4.0

Data Summary

Detailed below is the organisation’s WDES data which was submitted in May 2024 covering the period 1st April 2023 – 31st March 2024.

Metric 1 Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce. (Data source: ESR).

1a.	Non-clinical workforce					
	Disabled staff in 2024	Disabled staff in 2023	Non-disabled staff in 2024	Non-disabled staff in 2023	Unknown/null staff in 2024	Unknown/null staff in 2023
Cluster 1 (Bands 1–4)	11.6% (74)	9.4% (59)	74.21 (471)	73.4% (463)	14.3% (91)	17.3% (109)
Cluster 2 (Band 5–7)	8.3% (17)	7.3% (12)	89.3% (183)	88.5% (146)	2.4% (5)	4.2% (7)
Cluster 3 (Bands 8a–8b)	8.8% (5)	12.2% (6)	78.9% (45)	75.5% (37)	12.3% (7)	12.2% (6)
Cluster 4 (Bands 8c–9 & VSM)	8.9% (2)	0.00% (0)	92.3% (21)	94.4% (17)	0% (0)	5.6% (1)
1b.	Clinical workforce					
	Disabled staff in 2024	Disabled staff in 2023	Non-disabled staff in 2024	Non-disabled staff in 2023	Unknown/null staff in 2024	Unknown/null staff in 2023
Cluster 1 (Bands 1–4)	7.6% (65)	6.8% (56)	77.2% (664)	75.4% (625)	15.2% (131)	17.9% (148)
Cluster 2 (Band 5–7)	20.2% (147)	9.4% (129)	73.5% (1063)	72.7% (1002)	16.3% (236)	17.9% (247)
Cluster 3 (Bands 8a–8b)	7.5% (11)	7.6% (12)	85.7% (126)	83.5% (132)	6.8% (10)	8.9% (14)
Cluster 4 (Bands 8c–9 & VSM)	12.9% (4)	9.7% (3)	77.4% (24)	80.6% (25)	9.7% (3)	9.7% (3)
Cluster 5 (Medical and Dental staff, Consultants)	5% (2)	2.7% (1)	72.5% (29)	83.78% (31)	22.5% (9)	13.51% (5)

	Disabled staff in 2024	Disabled staff in 2023	Non-disabled staff in 2024	Non-disabled staff in 2023	Unknown/null staff in 2024	Unknown/null staff in 2023
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	7.68% (1)	10% (1)	69.2% (9)	80% (8)	23% (3)	10% (1)
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	3.3% (1)	6.9% (2)	33.3% (10)	44.83% (13)	63% (19)	48.28% (14)

Metric	Trust 2024	Trust 2023	National Figures (2023)
2. Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts	Ratio: 1 (equal)	0.97	0.98*
3. Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure	Ratio: 2.6	1.27 (represents 1 member of staff)	2.17*
4a. Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	Disabled 27.52%** Non-disabled 19.3%**	Disabled 32.2%** Non-disabled 21.1%**	Disabled/LTC 28.9%*** Non-disabled 21.91%***
4b. Staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled 12.4%** Non-Disabled 4.8%**	Disabled 11.7%** Non-Disabled 6.4%**	Disabled/LTC 11.8%*** Non-disabled 6.19%***
4c. Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled 17.9%** Non-disabled 10.24%**	Disabled 22.6%** Non-disabled 10.9%**	Disabled/LTC 18.9%*** Non-disabled 11.38%***
4d. Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	Disabled 56.3%** Non-disabled 61.2%**	Disabled 70.4%** Non-disabled 61.6%**	Disabled/LTC 59.9%*** Non-disabled 62.07%***
5. Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	Disabled 61.6%** Non-disabled 65%**	Disabled 52.6%** Non-disabled 62.6%**	Disabled/LTC 56.6%*** Non-disabled 61.00%***
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	Disabled 20.6%** Non-disabled 12.2%**	Disabled 17.3%** Non-disabled 12.7%**	Disabled/LTC 19.3%*** Non-disabled 12.27%***

*2023 NHS National WDES Report **2023 NHS Staff Survey Results ***NSS23 WDES – WRES National Tables



Metric	Trust 2024	Trust 2023	National Figures (2023)
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	Disabled 46.6%** Non-disabled 57.3%**	Disabled 41.8%** Non-disabled 54%**	Disabled/LTC 45.3%*** Non-disabled 54.35%***
8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Disabled 83.8%**	Disabled 79.6%**	Disabled/LTC 79.3%***
9. The staff engagement score for Disabled staff, compared to non-disabled staff	Disabled 6.95** Org average 7.3**	Disabled 6.7** Org average 7.1**	Disabled/LTC 6.82***
10. Percentage difference between the organisation's board voting membership and its organisation's overall workforce.	12.5%	8%	N/A

*2023 NHS National WDES Report **2023 NHS Staff Survey Results ***NSS23 WDES – WRES National Tables

5.0

Summary of Progress

Below is a brief summary of the Trust’s progress against each metric.

WRES Indicator	Description
1	Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce. Disabled representation in the workforce has improved on the previous year. 9.23% of the workforce identifies as being disabled which is an increase on the previous year's figure of 8.34%. Our work to improve representation across higher pay bands has seen us improve disability representation in clinical and non-clinical bands 8c – VSM.
2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. The relative likelihood of disabled staff being appointed from shortlisting is 1 which represents an equal figure and is a slight improvement on the previous year of 0.97. The figure indicates that disabled staff are not disadvantaged when compared to non-disabled staff in being appointed from shortlisting.
3	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. The relative likelihood of disabled staff entering the formal capability process is 2.6, which is higher than the national figure of 2.17. However, statistically the numbers entering the formal capability process remain very low, with 3 staff with a disability or long term condition entering the process, compared to 9 colleagues without a disability or long term condition.
4a	Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months. From 1291 colleagues with a disability or long-term condition responding to the question, the percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months is 27.52% which is substantially higher than for colleagues without a disability or long term condition at 19.36%, but better than the comparison figure at 28.92%. This is an improvement on the 2022 figure of 32.16% and demonstrates a continuous improvement from the 2019 figure of 34.88%.
4b	Staff experiencing harassment, bullying or abuse from managers in the last 12 months. From 1286 colleagues with a disability or long-term condition responding to the question, the percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months is 12.43% which is substantially higher than for colleagues without a disability or long-term condition at 4.82% and 0.5% higher than the comparison figure at 11.87%. However, despite a slight increase on the previous year, this figure demonstrates a downward trend since 2019 when the figure was 20%.

WRES Indicator	Description
4c	Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.
From the 1289 colleagues with a disability or long-term condition responding to the question, the percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months is 17.90%. While this figure is over 7% higher than for colleagues without a disability or long-term condition at 10.24%, the figure does represent a significant improvement on the 2022 figure of 22.62%, and it is 1% better than the comparison figure.	
4d	Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months.
From 315 colleagues with a disability or long-term condition responding to the question, the percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it was 56.38%. This compares to 61.27% of colleagues without a disability or long-term condition reporting. This represents a steep decline on the 2022 figure when it was 70.47%. It is also below the comparison figure which is 59.93%.	
5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
From the 1288 colleagues with a disability or long-term condition responding to the question, the percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion is 61.67%, compared to colleagues without a disability or a long-term condition where the figure is 65.06%. However, the figure is a significant improvement on the 2022 figure of 52.56% and is better than the comparison figure which is 56.66%.	
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.
From 580 colleagues with a disability or long-term condition responding to the question, the percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties is 20.63%, whereas colleagues without a disability or long-term condition the figure is 12.24%. This represents an increase on the 2022 figure of 17.34% and is slightly above the comparison figure at 19.35%.	
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.
From the 1295 colleagues with a disability or long-term condition responding to the question, the percentage of staff satisfied with the extent to which their organisation values their work is 46.62%. This compares to colleagues without a disability or long-term condition where the figure is 57.37%. However, this represents a significant improvement on the 2022 figure of 41.78%, is slightly better than the comparison figure of 45.36% and it demonstrates an improving trend since the 2019 figure of 36.45%.	
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
From the 328 colleagues with a disability or long-term condition responding to the question, the percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work is 83.84%. This figure is significantly better than the comparison figure of 79.32%, and an improvement on the 2022 figure of 79.65%.	
9	The staff engagement score for Disabled staff, compared to non-disabled staff.
The Staff engagement score for colleagues with a disability or long-term condition responding to the survey was 6.95, this compares to colleagues without a disability or long-term condition where the figure is 7.32. However, the comparison figure is 6.82, and the figure demonstrates an improving trend since the 2019 figure of 6.28.	
10	Percentage difference between the organisation's board voting membership and its organisation's overall workforce.

All Trust board members have up to date ESR Records, with a disability representation in its membership Of 12.5%, which is a significant improvement on last year's figure.

6.0

Conclusion

Trust performance in all indicators is better than the NHS average in seven of ten measures, which is a testament to the work undertaken to make positive improvements over the last few years. Despite this, we do recognise that there is still work to do and therefore the focus and attention will be on improving to a better than average position across all metrics, and continually improving year on year against our local position.

Most notably, focus is still required on improving the experience of disabled staff in relation to bullying and harassment, and further drive up a safe reporting culture:-

- Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.
- Staff experiencing discrimination at work from manager / team leader or other colleagues.

The Trust's WDES action plan addressing areas for improvement is attached at Appendix 1.



Trust performance in all indicators is better than the NHS average in seven of ten measures, which is a testament to the work undertaken to make positive improvements over the last few years.

Appendix 1

Trust WDES action plan 2024/25

Number	2024/25 Objective
1	Fulfil the requirements of the NHSE EDI Improvement plan and support the board to realise high impact action 1.
2	Utilise the July 2024 Trust Non-Executive Director recruitment window as an opportunity to further diversify the Board. The EDI Lead will represent staff (in capacity as Staff Governor) on the NED recruitment stakeholder panel.
3	Following the success of the Respect campaign, embed the respect framework as business-as-usual practice, raising the profile for the ambitions of the work and further drive up a safe reporting culture.
4	Consult with stakeholders on the ‘No Excuse for Abuse’ task and finish group on the guidance framework that seeks to address patient to staff bullying, harassment and aggression from patients. Further see this launched and embedded by March 2025.
5	Effective delivery of a working group to examine harm caused by formal investigations process and implement proportionate actions to address via multi stakeholder involvement.
6	Effective delivery of a staff experience working group which will examine issues of discrimination and belonging and implement proportionate actions to address via multi stakeholder involvement.
7	Implement the requirements of the Disability Confident Leader programme with a view to being awarded with improved status by March 2025.

Appendix 2

Data Sources

Metric	Data Source
Metric 1 – Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce.	ESR
Metric 2 – Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.	Trust’s recruitment data
Metric 3 – Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	Trust’s HR data
Metric 4 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.	Question 13, NHS Staff Survey
Metrics 5 – 8.	Questions 14, 11, 5, 28b, NHS Staff Survey
Metric 9 – Disabled staff engagement.	NHS Staff Survey
Metric 10 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce.	ESR and/or Trust’s local data

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Independently accredited
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