



Royal Devon  
University Healthcare  
NHS Foundation Trust

# Workforce Disability Equality Standard (WDES)

Action Plan 2023/24



# Introduction

The Workforce Disability Equality Standard (WDES) is a workforce standard that all NHS Trusts are required to submit which involves collecting and analysing data across a series of indicators (below) to help to improve the workplace experiences of staff identifying as having a disability staff across the NHS.

Royal Devon NHS Trust submitted its annual WDES report on 31st May 2023 which can be found [here](#)

Indicator 1	Percentage of disabled staff in each of the Agenda for Change bands 1-9, medical & dental subgroups and very senior managers (VSM), including executive board members compared with the percentage of staff in the overall workforce.
Indicator 2	Relative likelihood of disabled staff being appointed from shortlisting across all posts
Indicator 3	Relative likelihood of disabled staff entering the formal disciplinary process, compared to that of white staff
Indicator 4	Percentage of staff experiencing harassment, bullying or abuse from i. Patients, relatives or the public, ii. Managers and iii. Other colleagues in the last 12 months
Indicator 5	Percentage of disabled staff believing that the Trust provides equal opportunities for career progression or promotion
Indicator 6	Percentage of disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties
Indicator 7	Percentage of disabled staff saying they are satisfied with the extent to which the Trust values their work
Indicator 8	Percentage of disabled staff saying the Trust has made adequate adjustment(s) to enable them to carry out their work
Indicator 9	Staff engagement score for disabled staff
Indicator 10	Difference between Board members and overall workforce by disability status

# Key Themes

- Increase in staff not recording disability status on ESR, particularly high for Medical and Dental staff
- Staff with disabilities less represented in higher bandings in clinical roles with higher levels of unknown status
- Concern for staff with a disability experiencing harassment, bullying and abuse, particularly from other colleagues
- Decline in those feeling the Trust offers equal opportunities with regards to career progression

# Action plan

Indicator	Issue identified	Ref	Action	Lead	Timescale	Outcome
1	Increase in unknown status on ESR	1.1	<ul style="list-style-type: none"> <li>Workforce analytics team are carrying out a system cleanse to ensure data accuracy,</li> <li>Promote benefits of disclosure at key events</li> </ul>	AW/SH	March 2024	<ul style="list-style-type: none"> <li>Lower levels of non disclosure recorded on ESR</li> <li>Staff understand how disclosure can bring benefit to them</li> </ul>
	Disabled staff underrepresented in Medical and Dental staff group with high rates of non disclosure	1.2	<ul style="list-style-type: none"> <li>Review induction for Medical and Dental staff to encourage sharing,</li> <li>Promote benefits of disclosure at key events</li> </ul>	VLT/SH	January 2024	<ul style="list-style-type: none"> <li>As above</li> </ul>
4	Increase in disabled staff experiencing harassment, bullying or abuse from public	2.1	<ul style="list-style-type: none"> <li>Deliver preventing violence and aggression campaign</li> </ul>	HF/SI	February 2024	<ul style="list-style-type: none"> <li>Staff have increased ability to de-escalate situations.</li> <li>Members of public are aware of consequences of abusing staff</li> <li>Appropriate action is taken when instances of abuse take place</li> </ul>
	Increase in all staff experiencing harassment, bullying or abuse from manager and other colleagues	2.2	<ul style="list-style-type: none"> <li>As above</li> </ul>	HF/SI	As above	<ul style="list-style-type: none"> <li>As above</li> </ul>

## Action plan

Indicator	Issue identified	Ref	Action	Lead	Timescale	Outcome
5	Decrease in all staff, particularly disabled believing Trust acts fairly for career progression	3.1	<ul style="list-style-type: none"> <li>Widen scope of Driving your Career programme to include disabled (including neurodiverse) staff and deliver to a minimum of one cohort</li> <li>Continue delivery of Inclusive Leadership Programme</li> </ul>	SI	March 2024	<ul style="list-style-type: none"> <li>More leaders and managers are aware of how to treat everyone equally well and have the knowledge, tools and techniques to support them in this process.</li> <li>More of our diverse staff have the knowledge, tools and techniques to better navigate driving their careers</li> </ul>
6	High levels of unknown status among Board members	8.1	<ul style="list-style-type: none"> <li>Analyse current processes to understand if there is a barrier or lack of opportunity to allow Board members to share their details</li> <li>Discuss benefits of disclosure at Board development day</li> </ul>	SH	November 2024	<ul style="list-style-type: none"> <li>Board members have the opportunity to discuss disclosure and update status should they wish to do so</li> </ul>