

Workforce Disability Equality Standard (WDES) Action plan for period April 2021 - March 2022 (based on March 2020 data) [NHSBT First year reporting](#)

The Workforce Disability Equality Standard (WDES) complements the existing Workforce Race Equality Standard (WRES) and both are vital to ensuring that the values of equality, diversity and inclusion are at the heart of NHS organisations.

It is important because it enables NHS organisations to better understand the experiences of their Disabled staff and those with Long term health conditions and supports positive change for all employees by creating a more inclusive environment for Disabled people working and seeking employment in the NHS.

Taking part in the WDES enables us to better understand the experiences of our colleagues who have declared that they have a disability and supports positive change for all employees by creating a more inclusive environment for people working and seeking employment at NHSBT.

Although as an Arm's Length Body (ALB) NHSBT is not required to implement the WDES and report data against its indicators; in the spirit of transparency and continuous improvement, we have agreed to do so and this will be the first time we will be reporting on the WDES, following a data collection process using 2020 data. This means that we have no comparable data from previous years.

Key headlines from NHSBT WDES data against reportable metrics for first time ALB annual reporting shows;

- Improving data collection on protected characteristics to be held on ESR
- Under representation of Disabled staff, particularly at senior levels.
- Inequalities in recruitment – non-disabled people are more likely to be appointed from shortlisting than Disabled people.

Key headlines from NHSBT March 2020 WDES data available shows:

Metric	March 2020 Data	Objective	Actions	Timescales	Lead	Stakeholders
Metric 1 Workforce Disability protected characteristic	2.3 % of our workforce have declared that they have a disability (126 people) up to end March 2020 reporting period)	Aim to increase the number of staff declaring they have a disability via ESR from 2.3% (Trust Average 3.5%)	<ol style="list-style-type: none"> 1. Work with the network to develop a communications campaign highlighting the benefits of staff declaring they have a disability. 2. Complete detailed analysis of data by directorate and grade to identify areas of under-representation and barriers to reporting and any potential barriers to career progression. 3. Improve organisational awareness of disability inequalities including a greater awareness of reasonable adjustments. 	<p>To be completed by July 2021</p> <p>To be completed between July - September 2021</p> <p>To be completed by August 2021</p>	<p>Health, Safety and Wellbeing Lead - (Phil Tanner)</p> <p>Human Resources lead - (Shane White)</p> <p>Health, Safety Wellbeing lead – (Ellen Betts)</p>	<p>Human Resources Communications Health, Safety and Wellbeing Staff Network Diversity and Inclusion Trade Union reps Other ALBs</p> <p>Human Resources Health, Safety and Wellbeing Diversity and Inclusion Staff Network Trade Union reps Other ALBs</p> <p>Human Resources Communications Recruitment Health, Safety and Wellbeing Staff Network Diversity and Inclusion Trade Union Other ALBs</p>

			4. Enable Managers to have supportive conversations with Teams	To be completed by end March 2022	Organisational Development lead - (Jamie Parker).	Human Resources Organisational Development Trade Union Other ALBs
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Metric	March 2020 Data	Objective	Actions	Timescales	Lead	Stakeholders
<p>Metric 2 Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts</p>	<p>1:27 (Below 1 – disabled people are more likely to be appointed from shortlisting than non-disabled people.</p> <p>Above 1 – non-disabled people are more likely to be appointed from shortlisting than disabled people.)</p>	<p>Reduce the inequality of recruitment from 1.27 to 1</p>	<ol style="list-style-type: none"> 1. Review of recruitment practices and end to end processes to ensure the lived experiences of candidates with disabilities and long-term health conditions are considered using the expertise of external advisors 2. Work with disability charities and agencies to promote the wide range of career opportunities across NHSBT liaise with recruitment regarding any attraction opportunities. 3. Take the next step to progress from Disability Confident (Level 2) to Disability (Level 3) where NHSBT would be externally assessed. https://www.gov.uk/government/publications/disability-confident-guidance-for-levels-1-2- 	<p>To be completed by September 2021</p> <p>To be completed by November 2021</p> <p>To be completed by October 2021</p>	<p>Recruitment lead – (Gill Travis)</p> <p>Recruitment lead – (Gill Travis)</p> <p>Recruitment lead- (Gill Travis)</p>	<p>Recruitment Diversity and Inclusion Health, Safety and Wellbeing Staff Network Trade Union Other ALBs</p> <p>Human Resources Health, Safety and Wellbeing Diversity and Inclusion lead Staff Network Trade Union Other ALBs</p> <p>Health, Safety and Wellbeing Resources Recruitment Diversity and Inclusion lead Staff Network Trade Union Other ALBs</p>

			and-3/level-2-disability-confident-employer. 4. Reviewing training and education, policies and procedures and PDPR process to improve managers' awareness and understanding of disabilities visible and non-visible and long-term health conditions.	To be completed by March 2022	Organisational Development lead – Jamie Parker	Human Resources Organisational Development Health, Safety and Wellbeing Staff Network Trade Unions Other ALBs
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Metric	March 2020 Data	Objective	Actions	Timescales	Lead	Stakeholders
Metric 10 Board level Disability	No data available	Aim to increase board representation from 0% (ALB average 4.7%)	1. Ensure agency briefs for the appointment of Executive and Non-Executive Directors encourages diverse applicants, including those who identify as Disabled. 2. Encourage existing board to feel confident in declaring disability status on ESR as leadership role model.	To be completed by September 2021 To be completed by March 2022.	Chief Interim People Director Patricia Grealish/ DAWN Exec sponsor - Wendy Clark DAWN Executive Sponsor Ellen Betts and Neil Powell	Human Resources Recruitment Diversify and Inclusion lead Executive Sponsor Diversity and Inclusion lead