

## **Equality, Diversity & Inclusion Workforce Disability Equality Standard (WDES) Action Plan 2020/21**

Mid Cheshire Hospitals NHS Foundation Trust is committed to meeting the requirements of the Workforce Disability Equality Standard (WDES) and this is our second publication against this standard.

The Trust aims to ensure that principles of equality, diversity and inclusion are embedded throughout every part of the organisation and improve its status as an organisation that leads the promotion of equality, diversity and inclusion, challenges discrimination wherever it happens, and promotes equality in service delivery and employment.

To achieve our aims the Trust is committed to:

- Promoting equality of opportunity for all
- Promoting an inclusive environment in which all persons are treated with respect
- Fulfilling all of our legal obligations under the equality legislation
- Regarding all breaches of equal opportunities as misconduct which could lead to disciplinary proceedings

This document outlines the actions required as a result of the Trusts Workforce Disability Equality Standard (WDES) report from August 2020. The action plan will be monitored by the Equality, Diversity and Inclusion Group.

## WDES action plan

Objective	Specific Action	Lead	Timeframe	WDES 2020 submission	Indicator of improvement	Progress	
Leadership & Culture							
Staff will work in an environment free from bullying, harassment and discrimination	Develop a culture of dignity and respect for all staff - develop a campaign to ensure professional behaviours in the Workplace.	ED&I Lead Head of OD	December 2021	National staff survey for % of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:	Fewer cases of conflict going through formal processes compared to previous reporting periods		
	Patients /public						
	Patient/public Score			Disabled staff	Non-disabled staff		
	Staff Survey 2019			30%	22%		
	Staff Survey 2018	34%	23%		Fewer complaints of bullying and harassment		
	Introduce a Civility in the Workplace programme			From their manager	Disabled staff reporting less incidents of harassment bullying and abuse and feeling confident about reporting incidences of bullying and harassment – notable		
				Manager Score	Disabled staff	Non-disabled staff	
				Staff Survey 2019	15%	9%	
				Staff Survey 2018	10%	8%	

				<div>From colleagues</div> <table><tr><th>Colleagues Score</th><th>Disabled staff</th><th>Non-disabled staff</th></tr><tr><td>Staff Survey 2019</td><td>28%</td><td>14%</td></tr><tr><td>Staff Survey 2018</td><td>25%</td><td>14%</td></tr></table> <div>Reporting where it occurs</div> <table><tr><th>Reporting Score</th><th>Disabled staff</th><th>Non-disabled staff</th></tr><tr><td>Staff Survey 2019</td><td>37%</td><td>47%</td></tr><tr><td>Staff Survey 2018</td><td>55%</td><td>52%</td></tr></table>	Colleagues Score	Disabled staff	Non-disabled staff	Staff Survey 2019	28%	14%	Staff Survey 2018	25%	14%	Reporting Score	Disabled staff	Non-disabled staff	Staff Survey 2019	37%	47%	Staff Survey 2018	55%	52%	improvements recorded in future NHS staff survey	
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Ensure disability diversity balance on decision making forums	<p>Review all board committees / decision making forums to assess whether staff from protected groups sit on decision making boards – develop a plan to address this.</p> <p>Ensure that decision making</p>	<p>ED&amp;I Lead</p> <p>Director of Workforce and OD</p>	<p>December 2020</p>	<p>2.78% of the total workforce report that they have a disability. When reviewing Trust Board members, no disabilities are reported.</p> <p>54% of Board members report that they do not have a disability and 46% have not declared or prefer not answer.</p>	<p>Forum in place for staff with protected characteristics to be involved in decision making.</p> <p>Agreed robust system in place to ensure that EIAs are reviewed prior to decision</p>																			

	groups are reviewing equality impact assessments prior to any strategic decision making				making.	
<b>Recruitment, Retention &amp; Resourcing</b>						
<b>Ensure that recruitment and selection practices are inclusive for disabled staff and prospective applicants</b>	<p>Work with Trust communications to ensure that we present an inclusive picture to potential job applicants</p> <p>Develop a selection process for senior Trust posts with a clear focus on selecting for talent and reducing unconscious bias - include use of psychometric testing and diverse stakeholder panels for senior appointments</p>	<p>ED&amp;I Lead</p> <p>Recruitment Manager</p>	December 2021	<p>3.80% of all applications received for Trust positions during 2019/20 were from candidates who indicated that they had a disability. 3.70% of candidates who were shortlisted for interview reported that they had a disability and 2.30% of those appointed to post had a disability.</p> <p>The findings show that non-disabled staff are 1.63 times more likely to be appointed from shortlisting than disabled staff.</p>	Noted improvement in conversion rates for disabled applicants	<p>Disability Confident Employer</p> <p>Guaranteed Interview Scheme offered</p>

	<p>band 8a and above.</p> <p>Enhance recruitment training so focus is on reducing unconscious bias at all stages of selection</p> <p>Expand and mandate diversity of all selection panels – proposal paper to ED&amp;I Group in October 2020</p>					
<b>Examine issues facing disabled staff and have strategies in place to support</b>	<p>Explore via way of staff forums what barriers staff have faced in relation to adjustments being made to the workplace and develop a plan based on feedback to address this.</p> <p>Explore the</p>	ED&I Lead	December 2020	72% of all disabled staff respondents who required adjustments felt that these were adequately made to enable them to carry out their work.	<p>Disabled staff feel their physical, mental and psychological needs are met</p> <p>Noted improvement in staff survey results</p>	

	culture amongst managers in relation to making adjustments in the workplace – Survey to department managers in addition to gathering feedback from managers who have implemented adjustments					
<b>Employee Voice</b>						
<b>Examine issues facing disabled staff and improve working experience</b>	Introduce forums to start staff discussions in relation to disability	ED&I Lead	October 2020	No disability staff network in place at present	<p>Series of successful staff forum sessions to generate conversations regarding disabilities</p> <p>Disabled staff feel engaged and listened to</p> <p>Successful launch of disability staff network</p>	First staff disability forum scheduled for Sept 2020
<b>Examine issues</b>	Create a	ED&I Lead	December	No disability staff network in place at	An engaged	

<b>facing disabled staff and improve working experience</b>	disability Staff Network to support staff with a disability		2020	present	and productive disability staff network in place – improved engagement score in the staff survey for disabled staff.	
<b>All disabled staff have confidence in declaring their disability on ESR</b>	Develop a communication campaign so that staff feel confident about self-recording their disability on ESR.  Increased promotion of Trust as a 'Disability Confident' employer both internally and via recruitment social media sites  Share stories from disabled staff regarding their experiences in the workplace	ED&I Lead  Recruitment Manager	December 2020	<b>MCHFT staff</b>	<b>ESR March 2019</b>	<b>ESR March 2020</b>
				Disabled - Yes	2.6%	2.78%
				Disabled - No	79.7%	81.23%
				Not declared/prefer not to answer/unspecified	17.7%	15.99%
					Reduce not declared/prefer not to answer responses to 12% by March 2021.	Health Passport developed - to be rolled out

Education and Learning							
To have strategies in place to equip and support disabled staff to progress	Develop a Disability Confident Training Package for managers to cover reasonable adjustments.	ED&I Lead	December 2020	72% of all disabled staff respondents who required adjustments felt that these were adequately made to enable them to carry out their work.			Improvement in staff survey results in relation to reasonable adjustments and 4% improvement in disability reporting rates
	Encourage managers (via training, ongoing education and coaching conversations) to have health and well-being discussions with staff about what reasonable adjustments can be made.						Health Passport developed - to be rolled out
	Review development opportunities available to Staff (both formal and informal) which	ED&I Lead	March 2021	Equal Opportunities	Disabled staff	Non-disabled staff	Improvement in staff survey results relating to progression and promotion for disabled staff.
		Head of OD  Head of Education		Staff Survey 2019	80%	90%	
				Staff Survey	85%	92%	



	would support promotion and career progression using feedback from disability forums (exploring themes in relation to barriers to accessing)			<table><tr><td>2018</td><td></td><td></td></tr></table> <p>The staff survey results showed that 80% of disabled staff felt the Trust provides equal opportunities for career progression or promotion compared to 90% of non-disabled staff. This is compared to 85% for disabled staff in the previous year.</p>	2018									
	2018													
Promote relevant awareness days across the Trust to show support for staff members with both short term and long term disabilities – such as Dyslexia Week and International Day for People with Disabilities.	ED&I Lead	March 2021	<p>40% of disabled staff reported that they were satisfied with the extent to which their work was valued compared to 53% of non-disabled staff.</p> <table><tr><th>Sense of being valued Score</th><th>Disabled staff</th><th>Non-disabled staff</th></tr><tr><td>Staff Survey 2019</td><td>40%</td><td>53%</td></tr><tr><td>Staff Survey 2018</td><td>43%</td><td>50%</td></tr></table>	Sense of being valued Score	Disabled staff	Non-disabled staff	Staff Survey 2019	40%	53%	Staff Survey 2018	43%	50%	Improved engagement score in the staff survey for disabled staff.	
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