

WDES Action Plan 2024/2025

Indicator information from the latest report

There is an increase in the number of disabled staff we employ, and the Trust has shown a marked improvement in the number of disabled staff shortlisted and appointed into roles in 2024.

There has also been progress made in relation to the percentage of disabled staff who believe the organisation provides equal opportunities for career progression or promotion has increased.

Regarding the percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Patients/Service users, their relatives or other members of the public, for the first time since 2019 this figure is below 30% for all staff.

There is improvement in the percentage of staff experiencing harassment, bullying or abuse from managers.

There is also improvement in the percentage of staff experiencing harassment, bullying or abuse from colleagues.

There is improvement regarding the number of staff who feel the organisation values their work.

There has been a decline in the number of reasonable adjustments made and we are below average.

There are other areas for improvement including, improving representation at Band 9 and VSM level where currently there is no representation.

Additionally, the percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months with a long-term conditions or illness is above the average and 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 also above average.

As we further strengthen and embed the work we are undertaking in relation to our EDI priorities, we hope to see improvements in both staff representation and staff experience that are sustained and embedded.

Action plan in detail

Specific measures intended to target underrepresented groups (BME and Disability) at Band 7 and above.

Supporting local people through employability programs.

Implementation of values-based interviews and assessment processes.

Making processes fairer for all by sharing interview questions/themes in advance of interview.

Review of recruitment documentation to support a fully inclusive approach.

Developing our Disability Passport for staff (2025) and incorporate specific training on Reasonable Adjustments for Managers within our policy training.

An SWB Inclusive Talent Management programme has been launched to focus on addressing the under-representation of specific demographics within senior leadership roles, Band 8c – VSM

Compassionate and Inclusive Leadership for all line managers and for staff members - ARC Leadership programme (2.15 & 2.16)

Reframe our Mental Health & Wellbeing Support offer as part of our Fundamentals of Care offer for our people

Leads: EDI team, Recruitment team, Wellbeing team, Widening Participation & Apprenticeship, Human Resources, ESR team & staff networks

Establishment: EDI Priorities 2024/2025