BARTS HEALTH NHS TRUST
WORKFORCE DISABILITY EQUALITY STANDARD (WDES) ACTION PLAN

INTRODUCTION
The Workforce Disability Equality Standard (WDES) is a data based standard that uses a series of measures to help improve the experiences of staff with a disability in the workplace. The WDES slightly differs from the Workforce Race Equality Standard (WRES) with ten metrics, whilst WRES has nine, also amongst its measures, WDES focuses on:

a. staff engagement/ staff networks for staff, with a disability, compared to staff without a disability and the overall engagement score for the organisation; and
b. looks at the action taken by the Trust to facilitate the voice of staff with a disability.

The programme of activity co-designed at Barts Health, is linked and relates to our People strategy and Inclusion strategy, with the aim of supporting our ambition to become a leading and inclusive employer. Barts Health published its WDES information in July 2019 and is proud to be one of the pioneering Trust’s to be involved in the early development and piloting the implementation of WDES in 2016/17.

From our workforce information,

a. We know from our electronic staff records (ESR) and NHS staff survey results that there is a discrepancy with declaration rates for disability i.e. based on 2018 workforce information, 2% state they have a disability on ESR, whilst 12% on NHS Staff survey. This is a 10% gap and the Trust seeks to raise awareness and dispel myths.

b. Results of the annual NHS staff survey show that staff with a disability consistently report higher levels of bullying and harassment and less satisfaction with appraisals and career development opportunities.

A series of WDES workshops were organised to introduce the metrics to all, whilst engaging with all staff (with and without a disability) in order to identify the challenges within the workplace, and possible solutions to help improve the experiences of staff with a disability in the Trust. Findings from these workshops have informed content of the action plan that follows. Key themes emerging from workshops include:

a. Mandatory Manager’s Induction to include Disability Awareness
b. Raising the awareness of Reasonable Adjustments for both staff and managers
c. Communications that includes the normalising of difference (Culture change) and
d. Review of policies and practices, including flexible working, consistent interpretation of policies and provision of guidance for disability related absences

In line with the Trust’s commitment towards disability equality, the following progress can also be reported:

a. Central fund for Reasonable Adjustments
b. Collaborative work with other agencies such as ‘DeafPlus and hosting a Deaf awareness workshop for Barts Health staff
WDES ACTION PLAN - 2019/20 Year 1

**Goal**
To secure an increase in the number of Staff reporting disability on ESR and narrowing the gap in their reported experience of working at Barts Health compared to all staff by 2022.

<table>
<thead>
<tr>
<th>Key Action</th>
<th>Key WDES year 1 enablers (linked to Year 1 People and Inclusion Strategy)</th>
<th>RAG</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Implementing WDES</td>
<td>Dedicated WDES Project Officer role funded</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Trust wide staff engagement programme</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Publishing WDES data by 1 August 2019 and annually thereafter</td>
<td></td>
</tr>
<tr>
<td>2. Funds and information to support ‘Reasonable Adjustments' for staff</td>
<td>Dedicated centralised ‘revenue’ budget for ‘reasonable adjustments’ to support purchase of tools for staff</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Including information on Reasonable Adjustments central fund in the Trust’s HR management guide</td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>BartsAbility</em> Passport embedded in Appraisal document to facilitate dialogue between staff and line manager on what reasonable adjustments are required</td>
<td></td>
</tr>
<tr>
<td>3. Disability Awareness Training for Staff (including during Managers induction)</td>
<td>Update Manager induction Equality Diversity module to include information on WDES</td>
<td></td>
</tr>
<tr>
<td>Key Action</td>
<td>Enablers</td>
<td>RAG</td>
</tr>
<tr>
<td>------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>-----</td>
</tr>
</tbody>
</table>
| 4. **Communications**  
(Normalising difference) | ‘Share your story’/ Staff Case studies publicised widely including on ‘WeShare’  
Raising Awareness about BartsAbility – staff diversity network subgroup available to staff, with a page on WeShare and providing a platform for staff to share their views  
Celebrating Difference/DisAbility – 3 December International Day of the Disabled Person  
- Launched Embracing Difference Posters on 3 December 2019  
Commence ‘Closing the Gap’ Campaign with ‘how to update your status on ESR’  
Start a #Tag challenge – with teams taking part in learning using the ‘Remove Barriers’ board game to keep the conversation current to address issues  
BartsAbility and staff to nominate teams and individuals for the Barts Heroes Awards where they have demonstrated the Trust values especially, **equitable** |     |
| 5. **Policies and Practices**  
Flexible Working; Interpretation of policies and Guidance for disability related absences | Promote / shared learning positive stories of flexible working; Create a reasonable adjustments guidance with a clear pathway for job candidates attending job interview for new and existing staff by December 2019  
- Reasonable Adjustments Guidance developed through QI project  
- Piloting the Easy read and Text Help  
BartsAbility involved in workforce related consultation exercises e.g. ‘NewEra’, Policy Working Group (PWG) to make sure that disability equality is reflected throughout policies and practices by August 2019  
- e.g. Sickness Policy  
Use of BartsAbility passport embedded and recorded throughout OH process and E-Rostering by January 2020  
Commence Disability Confident Assessment Level 3 by January 2020 |     |
<table>
<thead>
<tr>
<th>Key Action</th>
<th>Enablers</th>
<th>RAG/</th>
</tr>
</thead>
</table>
| 6. Accessibility        | Estates Improving Access work programme with DisabledGo now known as AccessAble  
- Trust wide online Access Guide launched.                                                                                                                                                           |      |
| 7. Talent Management    | Commencing the development of an inclusive talent management system  
- Talent growth included as enabler of People Strategy                                                                                                                                               |      |
| 8. Inclusive Recruitment| Complete review of recruitment and selection process with 3 priority areas identified as follows: a) Recruiting Inclusive Ambassadors; b) Recruitment & Selection Training; c) Blind Recruitment & selection                                                                 |      |
| 9. Psychological safety (including having safety Hubs) | Identify, share and engage with “hotspot” areas linked to ‘health and wellbeing’ questions in the additional questions part of the NHS staff survey)  
- Super ‘T’ work contributes towards improving psychological safety with senior teams  
- Training Inclusion Ambassadors – signposting channels for raising concerns                                                                                                                         |      |
| 10. Strengthening Governance | Continuing to strengthen governance of the Equality and Inclusion work programme with a focus on strengthening our leadership narrative, embedding delivery within sites and corporate functions, and setting aspirational and achievable annual goals that we can strive to achieve.  
- BartsAbility sits on site Equality & Inclusion Committee’s & Trust’s CEO-led Equality & Inclusion Board                                                                                     |      |