



Salisbury

NHS Foundation Trust

Workforce Disability Equality Standard (WDES)

Annual Report and Action Plan

2023/24

Introduction and Background to WDES 2023/24

About this annual report and action plan

This report presents Salisbury NHS Foundation Trust's Workforce Disability Equality Standard (WDES) annual report and action plan for 2023/24.

The WDES, a mandatory requirement of the NHS Standard Contract, is an evidence-based framework designed to enhance the experiences of disabled staff within the NHS. See [Annex A](#) for definitions of disability.

The WDES metrics allow NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff, fostering a deeper understanding of the issues and inequalities faced by disabled staff.

Introduced in 2019, the WDES has evolved over four years, with the 2024 metrics building on the progress made towards improving the experiences of disabled staff working in, or seeking employment with, the NHS.

[The WDES resources for NHS organisations can be found here.](#)

The [National WDES annual report 2023](#) provides key findings highlighting inequalities between the experiences of disabled staff and non-disabled staff across all ten metrics, emphasising the need for urgent action by NHS Trusts in 2023.

This includes cultivating inclusive leadership, reducing bullying and harassment, improving recruitment and selection plus enhancing the retention of disabled staff.

The WDES aligns with the People Promise commitments for a more inclusive, compassionate, and desirable NHS workplace.

Provider trusts must publish a WDES annual report and action plan (2023/24) on their website by 31 October 2024. This report should include:

- The organisation's data for each metric.
- A WDES action plan detailing how the organisation will address the differences highlighted by the metrics data over the next 12 months.
- A summary of progress made in achieving the objectives outlined in their 2022 WDES action plan.
- Steps the organisation will take to improve the experiences of disabled staff, as outlined in their 2023/24 WDES action plan.
- Steps to ensure disabled staff representation at all levels, identifying any barriers to career progression.

[Previous SFT's WDES annual reports for 2019, 2020, 2021, 2022, 2023 can be found here.](#)

EXECUTIVE SUMMARY

Workforce disability equality data

This report presents data on the Workforce Disability Equality Standard (WDES) of the Salisbury NHS Foundation Trust (SFT) for the year 2023/24. Data for metrics 1 to 3 and 9b are collected from the Trust's Electronic Staff Records (ESR) on 31 March 2024. Data for metrics 4 to 9a are collected from the 2023 staff survey.

Overall workforce (metric 1)

On 31 March 2024, SFT had a total of 4498 staff in the workforce (excluding Bank staff). Of which, 150 (3%) are disabled, 4145 (92%) are non-disabled and 203 (5%) have disability unknown. There is a big discrepancy between the ESR data (3% disabled) and the 2023 staff survey, where **24.5%** of those who responded (2217) declared themselves as having a physical or mental health conditions or illnesses lasting or expected to last for 12 months or more. The discrepancy rate is similar nationally in the NHS.

Disabled job applicants appointed from shortlisted (metric 2)

The purpose of this metric is to achieve equity between disabled job applicants and non-disabled job applicants. In 2024, the relative likelihood of non-disabled applicants compared to disabled applicants being appointed from shortlisted was **x1.17**. This is a **decrease** from 2023 (x1.47). A figure below 1:00 indicates that disabled applicants are more likely than non-disabled applicants to be appointed from shortlisting. **Note:** This figure excludes directly recruited international staff not using Trac. Recent surge in international applicants on Trac has created a considerable challenge for recruiting managers in time and resources to efficiently sift and shortlist those eligible to work in the UK, meet the essential criteria and are guaranteed an interview under the Disability Confident Scheme.

Disabled staff entering formal capability process (metric 3)

In 2024, the relative likelihood of disabled staff entering formal capability process compared to non-disabled staff was more than twice at **x2.86**. This is a **decrease** from 2023 (x2.92). Although x2.86 looks very high, the actual headcount (3 disabled staff) v (29 non-disabled staff) is low in relative terms. A figure below 1:00 indicates that disabled staff are less likely than non-disabled staff to enter the formal capability..

Metrics 4 to 9a are sourced from SFT's NHS staff survey 2023 (2265 respondent, 54% of the total workforce). LTC = Long Term Condition.

Metric 4a: Harassment, bullying or abuse from patients, relatives or public

30.0% of staff with a LTC or illness experienced harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question. This is an **increase** from 2022 (25.2%)

Metric 4b: Harassment, bullying or abuse from managers

14.8% of staff with a LTC or illness experienced harassment, bullying or abuse from managers in the last 12 months out of those who answered the question. This is an **increase** from 2022 (13.9%)

Metric 4c: Harassment, bullying or abuse from other colleagues

27.8% of staff with a LTC or illness experienced harassment, bullying or abuse from other colleagues in the last 12 months out of those who answered the question. This is an **increase** from 2022 (26.2%)

Metric 4d: Reporting harassment, bullying or abuse

50.8% of staff with a LTC or illness said that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it out of those who answered the question reported it. This is an **increase** from 2022 (49.7%). **51.0%** of staff without a LTC or illness reported it. This is an **increase** from 2022 (46.6%)

Metric 5: Equal opportunities for career progression or promotion

51.9% of staff with a LTC or illness believed that SFT provides equal opportunities for career progression or promotion out of those who answered the question. This is an **increase** from 2022 (51.0%)

Metric 6: Pressure from their manager to come to work

31.8% of staff with a LTC or illness said that they felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question – an **increase** from 2022 (29.4%)

Metric 7: Work is valued

31.02% of staff with a LTC or illness said that SFT values their work out of those who answered the question. This is an **increase** from 2022 (29%)

Metric 8: Making reasonable adjustment(s)

74.8% of staff with a LTC or illness said that SFT made reasonable adjustment(s) to enable them to carry out their work out of those who answered the question. This is an **increase** from 2022 (70.8%) and **above average** compared to other NHS organisations (73.4%)

Metric 9a: Staff engagement score

The staff engagement score for staff with a LTC or illness was **6.51**. This is an **increase** from 2022 (6.46). The staff engagement score for staff without a LTC or illness was **7.07**. This is an **increase** from 2022 (6.78). The staff engagement score range is between 0 and 10.

Progress against WDES 2022/23 action plan

Slides 18 to 21 sets out the Trust has made good progress against the eight WDES 2022/23 action plan on our journey to make SFT an inclusive and equitable employer and workplace for disabled staff. Activities are grouped around three objectives: Cultural Development, Networks and Communications, and Recruitment and Promotion.

Action Plan 2024/25

Slide 22 sets out three WDES actions for 2024/25 grouped under Cultural Development, Networks and Communications, and Recruitment and Promotion

National NHS WDES Report 2023 – Key Findings

NHS England's 2023 NHS Workforce Disability Equality Standard (WDES) report was published on 18 March 2024, providing a valuable insight into the working and career experiences of disabled people.

Workforce representation

4.9% of the workforce declared a disability through the NHS electronic staff record (ESR) in 2023, an increase of 0.7 percentage points since 2022. The number of people declaring a long-term condition or illness anonymously in the NHS Staff Survey has also increased, from 22.4% in 2021 to 23.4% in 2022.

Workplace adjustments

73.4% of disabled staff reported they had the reasonable adjustment(s) required to perform their duties.

Capability

The relative likelihood of a disabled colleague being in capability is 2.17. This means that disabled staff are more than twice as likely to be in the capability process on the grounds of performance.

Feeling valued

35.2% of disabled staff reported that they felt valued for their contribution..

Presenteeism

27.7% of disabled staff experienced presenteeism. We continue to observe steady improvements in this metric since 2020.

Harassment, bullying or abuse

33.2% of disabled staff reported having experienced bullying, harassment or abuse from patients, service users or the public, 16.1% from managers and 24.8% from other colleagues.

Recruitment

The relative likelihood of a disabled job applicant being appointed through shortlisting has improved from 1.18 in 2019 to 0.99 in 2022. This national average suggests disabled and non-disabled applicants are equally likely to be recruited, but experience varies at trust level.

Board representation

5.7% of board members declared a disability through ESR in 2023, an increase of 1.1 percentage points since 2022.

Staff engagement

The staff engagement score for disabled staff was 6.4, the third consecutive year it has fallen. 100% of trusts said that they had facilitated the voices of disabled staff to be heard..

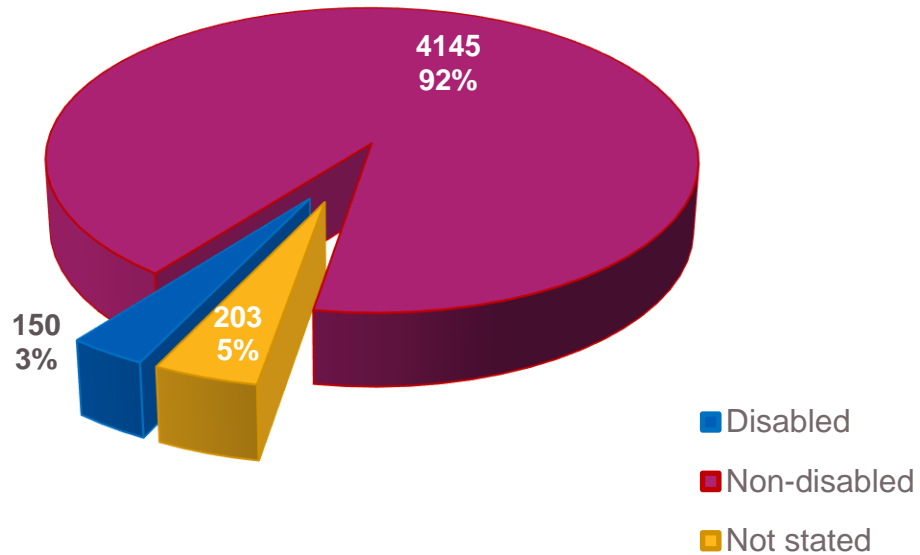
Career progression

52.1% of disabled staff believed they had equal opportunities for career progression or promotion. This is an increase from 51.3% in 2022.

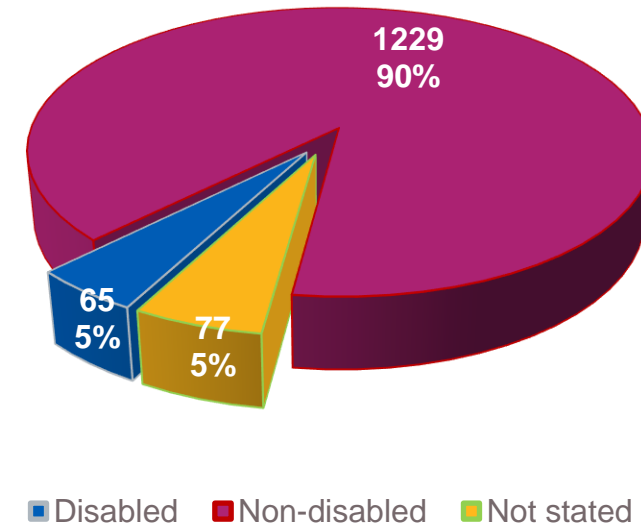
SFT Workforce 31 March 2024 (Metric 1)

On 31 March 2024, SFT had a total of 4498 staff in the workforce (excluding Bank staff). Of which, 150 (3%) are disabled, 4145 (92%) are non-disabled and 203 (5%) have disability unknown.

Total Workforce (4498)



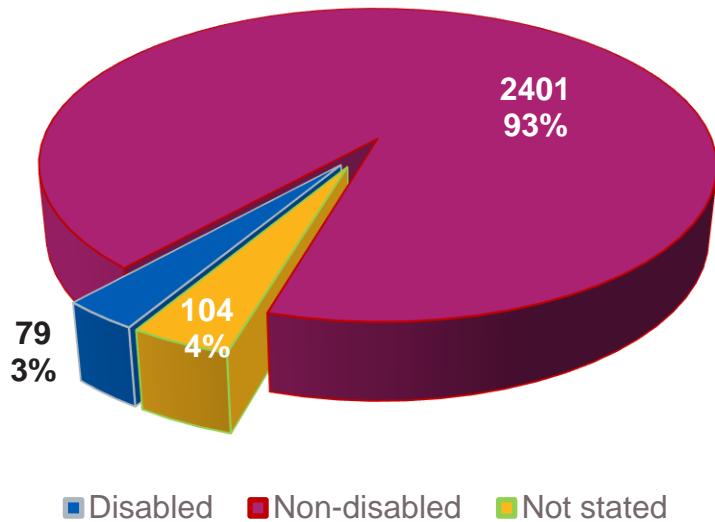
Non-Clinical (1371)



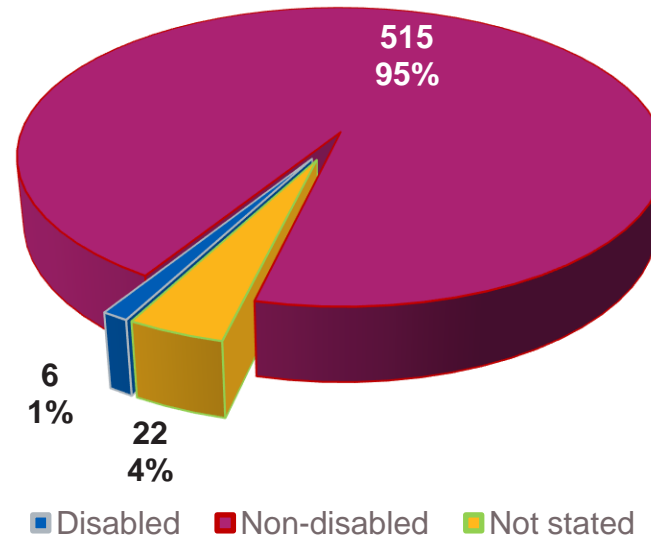
SFT Workforce 31 March 2024 (Metric 1)

On 31 March 2024, SFT had a total of 4498 staff in the workforce (excluding Bank staff). Of which, 150 (3%) are disabled, 4145 (92%) are non-disabled and 203 (5%) have disability unknown.

Clinical Staff (2584)



Medical and Dental (543)



SFT Workforce 31 March 2024 – Non-clinical (Metric 1)

On 31 March 2024, SFT had a total of 4498 staff in the workforce (excluding Bank staff). Of which, 150 (3.33%) are disabled, 4145 (92.15%) are non-disabled and 203 (4.51%) have disability unknown.

1a) Non-clinical workforce	Disabled (2023)	Disabled (2024)	Non-disabled (2023)	Non-disabled (2024)	Disability unknown (2023)	Disability unknown (2024)
	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount
Under Band 1	0	0	0	0	0	0
Band 1	0	0	2	1	0	0
Band 2	16	23	349	349	22	17
Band 3	17	15	346	358	22	22
Band 4	4	8	166	167	14	15
Band 5	3	5	98	104	9	8
Band 6	7	6	85	84	4	3
Band 7	2	4	50	68	4	4
Band 8A	2	2	39	39	2	2
Band 8B	1	1	22	25	2	1
Band 8C	1	0	9	9	1	1
Band 8D	1	1	10	9	0	1
Band 9	0	0	6	7	0	0
VSM	0	0	1	9	0	3
Total non-clinical	54	65	1184	1229	80	77

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SFT Workforce 31 March 2024 – Clinical (Metric 1)

On 31 March 2024, SFT had a total of 4498 staff in the workforce (excluding Bank staff). Of which 150 (3.33%) are disabled, 4145 (92.15%) are non-disabled and 203 (4.51%) have disability unknown.

1b) Clinical workforce	Disabled (2023)	Disabled (2024)	Non-disabled (2023)	Non-disabled (2024)	Disability unknown (2023)	Disability unknown (2024)
	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount
Under Band 1	0	0	0	0	0	0
Band 1	0	0	0	0	0	0
Band 2	8	9	89	100	5	2
Band 3	18	11	437	461	31	31
Band 4	0	4	165	174	8	3
Band 5	14	10	615	723	32	34
Band 6	18	25	510	512	16	18
Band 7	8	16	275	302	12	11
Band 8A	3	2	78	81	2	3
Band 8B	1	2	26	29	1	1
Band 8C	0	0	8	11	0	0
Band 8D	0	0	6	7	0	0
Band 9	0	0	1	0	0	0
VSM	0	0	1	1	0	1
Total Clinical	70	79	2211	2401	107	104

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SFT Workforce 31 March 2024 – Medical and Dental (Metric 1)

On 31 March 2024, SFT had a total of 4498 staff in the workforce (excluding Bank staff). Of which 150 (3.33%) are disabled, 4145 (92.15%) are non-disabled and 203 (4.51%) have disability unknown.

1b) Medical & Dental	Disabled (2023)	Disabled (2024)	Non-disabled (2023)	Non-disabled (2024)	Disability unknown (2023)	Disability unknown (2024)
	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount
Consultants	3	3	212	215	9	9
Non-consultants career grade	2	2	93	91	4	4
Medical & Dental trainee grade	2	1	196	209	9	9
Total Medical and Dental	7	6	501	515	22	22

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Appointment from shortlisting 31 March 2024 (Metric 2)

Relative likelihood of disabled job applicants being appointed from shortlisting across all posts.

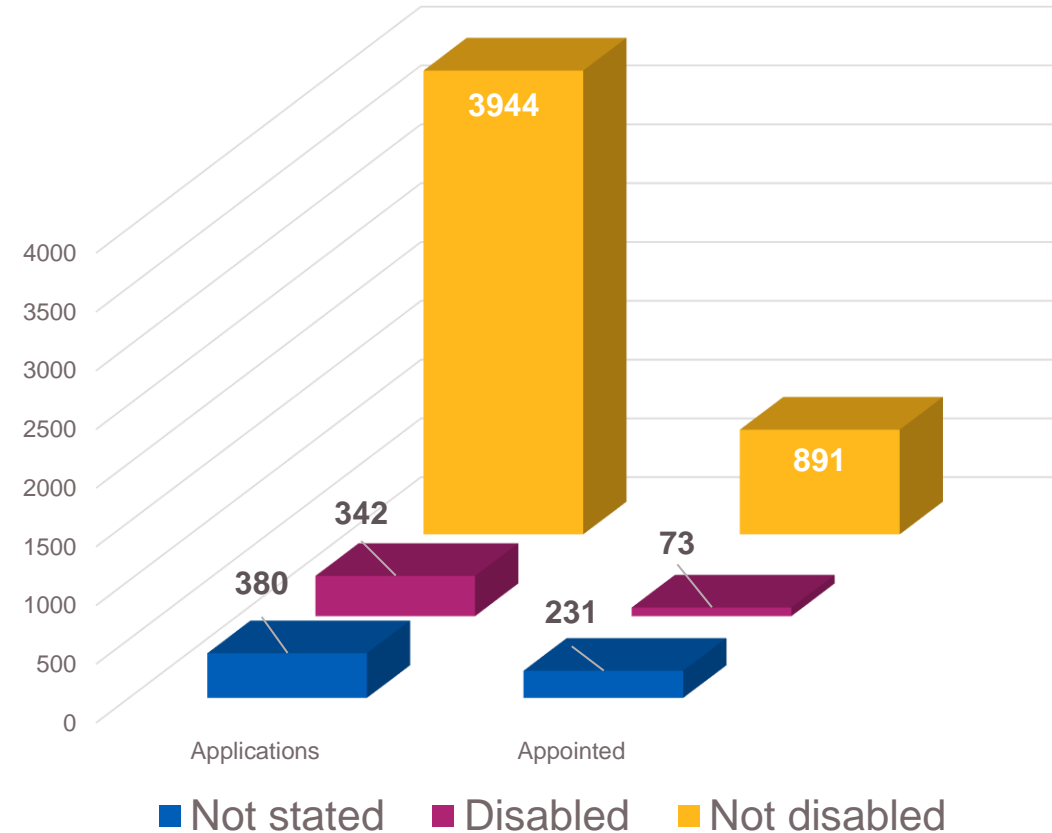
x1.17

The purpose of this metric is to achieve equity between disabled job applicants and non-disabled job applicants.

In 2024, the relative likelihood of non-disabled applicants compared to disabled applicants being appointed from shortlisting was **x1.17**. This is a **decrease** from 2023 (x1.47)

A figure below 1:00 indicates that disabled applicants are more likely than non-disabled applicants to be appointed from shortlisting.

Note: This figure excludes directly recruited international staff not using Trac. Recent surge in international applicants on Trac has created a considerable challenge for recruiting managers in time and resources to efficiently sift and shortlist those eligible to work in the UK, meet the essential criteria and are guaranteed an interview under the Disability Confident Scheme.



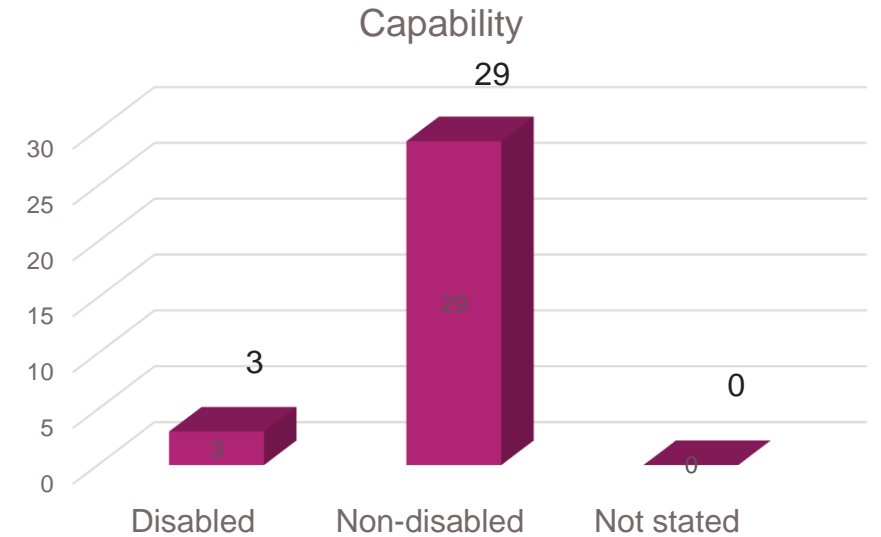
SFT WDES 31 March 2024 (Metric 3)

Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into a formal capability procedure.

Metric 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into a formal capability procedure.

Note: This indicator will be based on data from a two-year rolling average of the current year and the previous years (April 2022 to March 2023 and April 2023 to March 2024)

Formal capability process	Disabled	Non-disabled	Disability Unknown
	Headcount	Headcount	Headcount
Average number of staff entering the formal capability process over the last 2 years for any reason	3	29	0
Of these how many were on the grounds of ill-health	0	0	0
Relative likelihood of disabled staff entering formal capability compared to non-disabled staff	2.86		



x2.86

In 2024, the relative likelihood of disabled staff entering formal capability process compared to non-disabled staff was **x2.86**. This is a **decrease** from 2023 (x2.92). Although **x2.86** looks very high, the actual headcount (3 disabled staff) v (29 non-disabled staff) is low in relative terms.

Note: A figure below 1:00 indicates that disabled staff are less likely than non-disabled staff to enter the formal capability process.

SFT Staff Survey 2023 (Metric 4a & 4b)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2023

2265 people in the Trust responded to the 2023 staff survey (response rate of 54%). The following Staff Survey questions are recorded within our WDES data:

Metric 4a: Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question

30.0% of staff with a LTC or illness experienced harassment, bullying or abuse. This is an **increase** from 2022 (25.2%)

18.1% of staff without a LTC or illness experienced harassment, bullying or abuse. This is a **decrease** from 2022 (25.3%)

Metric 4b: Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months out of those who answered the question

14.8% of staff with a LTC or illness experienced harassment, bullying or abuse. This is an **increase** from 2022 (13.9%)

6.96% of staff without a LTC or illness experienced harassment, bullying or abuse. This is a **decrease** from 2022 (7.92%)

SFT Staff Survey 2023 (Metric 4c & 4d)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2023

2265 people in the Trust responded to the 2023 staff survey (response rate of 54%). The following Staff Survey questions are recorded within our WDES data:

Metric 4c: Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months out of those who answered the question

27.8% of staff with a LTC or illness experienced harassment, bullying or abuse. This is an **increase** from 2022 (26.2%)

15.5% of staff without a LTC or illness experienced harassment, bullying or abuse. This is a **decrease** from 2022 (17.7%)

Metric 4d: Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it out of those who answered the question

50.8% of staff with a LTC or illness reported it. This is an **increase** from 2022 (49.7%)

51.0% of staff without a LTC or illness reported it. This is an **increase** from 2022 (46.6%)

SFT Staff Survey 2023 (Metric 5 & 6)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2023

2265 people in the Trust responded to the 2023 staff survey (response rate of 54%). The following Staff Survey questions are recorded within our WDES data:

Metric 5: Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion out of those who answered the question

51.9% of staff with a LTC or illness said YES. This is an **increase** from 2022 (51.0%)

56.9% of staff without a LTC or illness said YES. This is an **increase** from 2022 (54.2%)

Metric 6: Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question

31.8% of staff with a LTC or illness said that they felt pressure to come to work. This is an **increase** from 2022 (29.4%)

17.9% of staff without a LTC or illness said that they felt pressure to come to work. This is a **decrease** from 2022 (21.5%)

SFT Staff Survey 2023 (Metric 7 & 8)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2023

2265 people in the Trust responded to the 2023 staff survey (response rate of 54%). The following Staff Survey questions are recorded within our WDES data:

Metric 7: Percentage of staff satisfied with the extent to which their organisation values their work out of those who answered the question

31.02% of staff with a LTC or illness said YES. This is an **increase** from 2022 (29%)

44.5% of staff without a LTC or illness said YES. This is an **increase** from 2022 (37.3%)

Metric 8: Percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work out of those who answered the question.

74.8% of staff with a LTC or illness said YES. This is an **increase** from 2022 (70.8%)

This is **above average** compared to other NHS organisations (73.4%)

SFT Staff Survey 2023 (Metric 9a & 9b)

NOTE: Metrics 4 to 9a are sourced from the SFT's national NHS staff survey 2023

2265 people in the Trust responded to the 2023 staff survey (response rate of 54%). The following Staff Survey questions are recorded within our WDES data:

Metric 9a: The staff engagement score (0-10) for disabled staff, compared to non-disabled staff.

- The overall average staff engagement score at the Trust was **6.95**. This is an **increase** from 2022 (6.71)
- The staff engagement score for staff with a LTC or illness was **6.51**. This is an **increase** from 2022 (6.46)
- The staff engagement score for staff without a LTC or illness was **7.07**. This is an **increase** from 2022 (6.78)

Metric 9b: Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)

YES. The Trust fosters an inclusive environment through its active staff network, Ability Confident, which is dedicated to supporting disabled staff. The network, with the Chief Nursing Officer as its Executive Sponsor, holds monthly meetings to actively engage with disabled staff and amplify their voices within the organization. To ensure staff concerns are heard at the highest levels, all staff network chairs, including the chair of Ability Confident, meet with the Chief People Officer every six weeks to discuss and address issues raised by their members. Additionally, the staff networks contribute valuable insights to the quarterly Organisational Development Culture & Learning Working Group, further amplifying the voices of disabled staff into the Trust's decision-making processes.

Trust Board Membership 2024 (Metric 10)

Metric 10: Trust Board Membership – snapshot on 31 March 2024						
Board	Disabled (2023)	Disabled (2024)	Non-disabled (2023)	Non-disabled (2024)	Disability unknown (2023)	Disability unknown (2024)
	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount
Total Board members	0	0	10	10	4	4
Of which: Voting Board members	0	0	10	10	4	4
Non-voting Board members	0	0	0	0	0	0
Of which: Exec Board members	0	0	4	4	2	2
Of which: Non Exec Board members	0	0	5	6	3	2

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Progress against WDES 2022/23 Action Plan

	Cultural Development Objective	Action	Progress	Workstreams carried over to 2024/25
1	<p>To seek a downward trend in the percentage of disabled staff experiencing harassment, bullying, abuse or discrimination</p> <p>Metric 4a, 4b & 4c (staff survey)</p> <p>To seek an upward trend in the percentage of staff disabled staff saying SFT has made reasonable adjustment(s) to enable them to carry out their work.</p> <p>This is above average compared to other NHS organisations (73.4%)</p>	<ul style="list-style-type: none"> Review and refresh training interventions for all staff with a focus on civility and respect to support recognition and prevention of discrimination. Develop an inclusive leadership programme that enhances the ability of managers and team leaders to understand OH processes and to make reasonable adjustments 	<ul style="list-style-type: none"> Behaviours Charter workshops have been successfully piloted and are now being implemented across all divisions. A new 30-minute induction focusing on inclusion, wellbeing, and personal/professional boundaries has been launched for all new staff. A 2-hour "Leading for Inclusion and Wellbeing" module has been integrated into the Transformational and Aspiring Leadership Programmes. Successful Neurodiversity summit (over 100 staff attending) held on 4 April 2024 with a focus on making reasonable adjustments for neurodiverse staff Successful Menopause Summit (over 95 staff attending) held on 31 May 2024 with a focus on making reasonable adjustments for staff going through menopause Metric 4a: In 2023, 30.0% of staff with a LTC or illness experienced harassment, bullying or abuse from patients/service users, their relatives or the public. This is an increase from 2022 (25.2%) Metric 4b: In 2023, 14.8% of staff with a LTC or illness experienced harassment, bullying or abuse from managers. This is an increase from 2022 (13.9%) Metric 4c: In 2023, 27.8% of staff with a LTC or illness experienced harassment, bullying or abuse from other colleagues. This is an increase from 2022 (26.2%) Metric 8: In 2023, 74.8% of staff with a LTC or illness said SFT made reasonable adjustments for the. This is an increase from 2022 (70.8%) 	<ul style="list-style-type: none"> Leadership Behaviours Charter workshops are being rolled out across all divisions. Neurodiversity awareness and support resources are being developed and will be made available for all staff. Menopause awareness and support resources are being developed and will be made available for all staff. Managers' Wellbeing Conversations training to be refreshed to incorporate the duty to make reasonable adjustments. Wellbeing Champions training and peer network are being refreshed to raise awareness of making reasonable adjustments and a culture of leading for wellbeing.

Progress against WDES 2022/23 Action Plan

	Cultural Development Objective	Action	Progress	Workstreams carried over to 2024/25
2	To seek validation for SFT to become a Disability Confident Scheme Leader (Level 3) to support the Trust in becoming an inclusive and equitable employer of choice for disabled staff	<ul style="list-style-type: none"> Complete the Disability Confident Employer Level 3 Self-Assessment and apply for validation 	<ul style="list-style-type: none"> A gap analysis has been conducted to identify the specific differences between our current Level 2 (L2) capabilities and the desired Level 3 (L3) capabilities. 	<ul style="list-style-type: none"> A Task and Finish with relevant members to be set-up to support the elimination of the gaps and preparation for the L3 self-assessment and elevate any gaps L3 self-assessment be submitted for approval in Q2 (2024/5)

	Networks and communications objective	Action	Progress	Workstreams carried over to 2024/25
3	To seek an upward trend in the percentage of disabled and non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. Metric 4d (staff survey)	<ul style="list-style-type: none"> Discuss experiences of harassment, bullying or abuse with disabled staff, ensuring that there is a safe space for people to report and speak up. 	<ul style="list-style-type: none"> The Freedom to Speak Up Guardian (F2SU) and F2SU Ambassadors continue to place a pivotal role in creating a safe space for staff to report and speak up on a range of issues Several 'listening' events have been held by the CPO and F2SU Guardian Several 'listening' events have been held by the Chief Nursing Officer and the Deputy Head of Nursing (Surgery division) Metric 4d: In 2023, 50.8% of staff with a LTC or illness reported it. This is an increase from 2022 (49.7%) 	<ul style="list-style-type: none"> Promote further 'listening' events

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Progress against WDES 2022/23 Action Plan

	Networks and communications objective	Action	Progress	Workstreams carried over to 2024/25
4	To seek an upward trend in the percentage of disabled staff satisfied with the extent to which their organisation values their work Metric 7 (staff survey)	<ul style="list-style-type: none"> Develop a communications campaign focused on the benefits of employing disabled people, aligning these with the NHS People Promise values including the activities that support disability as an asset. 	<ul style="list-style-type: none"> A successful Neurodiversity summit with over 100 staff was held on 4 April 2024 with a focus on making reasonable adjustments for neurodiverse staff A successful Menopause Summit with over 95 staff was held on 31 May 2024 with a focus on making reasonable adjustments for staff going through menopause Metric 7: In 2023, 31.02% of staff with a LTC or illness said YES. This is an increase from 2022 (29%) 	<ul style="list-style-type: none"> Celebrate with a big 'Thank You' to the contribution disabled staff make in the care of patients and carers during Disability History Month 2024 Neurodiversity awareness and support resources are being developed and will be made available for all staff. Menopause awareness and support resources are being developed and will be made available for all staff.
5	To seek an upward trend in the disabled staff engagement score. Metric 9 (staff survey)	<ul style="list-style-type: none"> Continue to support the Ability Confident Staff Network in identifying and reporting on prevalent themes and issues concerning disabled staff. 	<ul style="list-style-type: none"> Metric 9a: In 2023, the staff engagement score for staff of staff with a LTC or illness was 6.51. This is an increase from 2022 (6.46) 	<ul style="list-style-type: none"> Promote further 'listening' events
6	To improve self-declared disability data on ESR	<ul style="list-style-type: none"> Encourage all staff and Board execs to update their personal status on ESR 	<ul style="list-style-type: none"> In 2023 ESR self-declared disability showed 150 staff as disabled (3%). The 2023 staff survey, however, had 24.5% of those who responded (2217) declaring themselves as having a physical or mental health conditions or illnesses lasting or expected to last for 12 months or more. Board members: 6 non-disabled and 4 disability unknown 	<ul style="list-style-type: none"> Continue to encourage all staff and board members to update their personal status on ESR via comms bulletin and managers weekly newsletter

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Progress against WDES 2022/23 Action Plan

	Recruitment and Promotion Objective	Action	Progress	Workstreams carried over to 2024/25
7	To achieve equity on appointment from shortlisting for disabled applicants compared to non-disabled applicants. Metric 2 (staff survey)	<ul style="list-style-type: none"> Collect insights from disabled applicants who were not selected after the shortlisting stage to improve selection 	<ul style="list-style-type: none"> Full overhaul of recruitment and selection processes in place including diverse interview panels Metric 2: In 2023, the relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting is x1.17. This has decreased from 2022 (x1.47). This takes SFT above the national average on equity. A figure below 1:00 indicates that disabled staff applicants are more likely than non-disabled applicants to be appointed from shortlisting 	<ul style="list-style-type: none"> Continue to embed best practice in recruitment and selection processes to achieve par on equity between disabled and non-disabled job applicants. Continue to develop diverse interview panels
8	To seek an upward trend in the percentage of disabled staff who believe that their organisation provides equal opportunities for career progression or promotion. Metric 5 (staff survey)	<ul style="list-style-type: none"> Incorporate the principles of EDI from the NHSE/I's Six Point plan into the Trust's recruitment and promotion overhaul to foster inclusivity for disabled staff. 	<ul style="list-style-type: none"> Appraisal system streamlined and line managers regularly prompted to conduct appraisal Managers encouraged to hold wellbeing conversations with their staff Metric 5 In 2023, 51.9% of staff with a LTC or illness said YES. This is an increase from 2022 (51.0%) 	<ul style="list-style-type: none"> Promote meaningful appraisals that focus on professional development plans Promote wellbeing conversations that eliminate inclusion and wellbeing barriers to career progression

Person Centred & Safe

Professional

Responsive

Friendly

Progressive

WDES Action Plan 2023/24

	Cultural Development Objective	Action	Lead	Deadline
1	To seek a downward trend in the percentage of disabled staff experiencing harassment, bullying, abuse or discrimination and an upward trend Metric 4 (staff survey)	<ul style="list-style-type: none"> Rollout Leadership Behaviours Charter workshops across all divisions. Develop neurodiversity awareness and support resources to empower staff and managers with knowledge about the impact of neurodiversity, self-awareness, and behaviours, fostering a more inclusive workplace.. Managers' Wellbeing Conversations training to be refreshed to incorporate duty of care onto support staff on mental wellbeing related to discrimination/exclusion. Wellbeing Champions training and peer network are being refreshed to raise awareness of the link between mental wellbeing and discrimination/exclusion. Rollout Inclusion Masterclass training for all staff. Run active bystander 'nip in the bud' workshops to support staff to be confident to address discriminatory behaviours at the outset 	<p>Head of Inclusion & Wellbeing</p> <p>Head of Organisation Development & Leadership</p>	Q3 2025/26

	Cultural Development Objective	Action	Lead	Deadline
2	To seek validation for SFT to become a Disability Confident Scheme Leader (Level 3) to support the Trust in becoming an inclusive and equitable employer of choice for disabled staff	<ul style="list-style-type: none"> A Task and Finish with relevant members to be set-up to support the elimination of the gaps and preparation for the L3 self-assessment and elevate any gaps L3 self-assessment be submitted for approval 	Head of Inclusion & Wellbeing	Q3 2025/26

	Networks and Communications Objective	Action	Lead	Deadline
3	To improve self-declared disability data on ESR	<ul style="list-style-type: none"> Encourage all Continue to encourage all staff and board members to update their personal status on ESR via comms bulletin and managers weekly newsletter Staff and Board execs to update their personal status on ESR 	<ul style="list-style-type: none"> Head of Inclusion & Wellbeing Associate Director of Communication and Engagement 	Q3 2025/26

Annex A - Definitions of disability – Equality Act 2010, NHS Staff Survey, NHS Jobs & ESR

A	Equality Act 2010 – Legal definition of disability
	<p>A person (P) has a disability if—</p> <p>(a) P has a physical or mental impairment, and</p> <p>(b) the impairment has a substantial and long-term adverse effect on P’s ability to carry out normal day-to-day activities</p>
B	NHS Staff Survey disability monitoring question
	<p>Q28a. Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?</p> <p>If YES, please answer part b below; if NO, go to Question 29</p> <p>Q28b. Has your employer made adequate adjustment(s) to enable you to carry out your work?</p> <p>1 Yes</p> <p>2 No</p> <p>3 No adjustment required</p>

C	NHS Jobs disability monitoring question
	<p>The Equality Act 2010 protects Disabled people – including those with long term health conditions, learning disabilities and so called “hidden” disabilities such as dyslexia.</p> <p>If you tell us that you have a disability, we can make reasonable adjustments to ensure that any selection processes – including the interview – are fair and equitable.</p> <p>* Do you consider yourself to have a disability?</p> <ol style="list-style-type: none"> 1. Yes 2. No 3. I do not wish to disclose this information. <p>Please state the type of impairment which applies to you. People may experience more than one type of impairment, in which case you may indicate more than one. If none of the categories apply, please mark ‘other’.</p> <ul style="list-style-type: none"> • Physical impairment • Learning Disability/Difficulty • Sensory impairment • Long-standing illness • Mental health condition • Other <p>If you have a disability, do you wish to be considered under the guaranteed interview scheme if you meet the minimum criteria as specified in the person specification?</p> <ol style="list-style-type: none"> 1. Yes 2. No

D	Disability categories on ESR are:
	<ul style="list-style-type: none"> • Learning disability/difficulty • Long-standing illness • Mental Health Condition • No • Not Declared • Other • Physical Impairment • Sensory Impairment • Prefer Not to Answer • Yes – Unspecified