



Whittington Health
NHS Trust

Workforce Disability Equality Standard

2023 outcomes and action plan for
Whittington Health NHS Trust



Introduction



The Development of the Action Plan

The following action plan has been developed with input from HR Business Partners, Organisation Development Team, Workforce Systems and Analytics, the Inclusion Group, and in collaboration with our WhitAbility disabled staff network. The action plan is also informed by concerns from the Freedom to Speak Up Guardian report and those highlighted to the inclusion team directly.

It has been presented and agreed at the Trust Executive Management and Trust Management meetings. All the stakeholders will make contributions to the delivery of the action plan. As a live document, progress will be monitored quarterly, and the action plan will be updated accordingly.

The Vision statement communicates a shared understanding of the culture we wish to achieve. It has informed our goals and strategy for pursuing them.

A place you want to come to, a place that's fruitful and abundant with joy and laughter. It's a safe and warm place that values and appreciates everyone's difference.

All staff, managers and leaders enable, empower and encourage colleagues, regardless of background to be their best and to give of their best. It's a place where we celebrate together the wonderful nature of our diversity and work together to deliver on our ambition of high-quality patient care for the people in our locality and beyond.

***Vision Statement developed by Staff Network Members & Staff.
Whittington Health NHS Trust***



Whittington Health 2022/23 WDES Outcomes and Overview Since 2019

Performing Well

Metric 2

Recruitment

1.18

Position Improved from 2019
but is within the target range of 0.8—1.25, and is higher than average for England (1.09)
▼ from 1.24 in 2019.

Metric 10

Representation

11.1%

Position Improved from 2019
but is higher than the average for England (4.6%)
▲ from 0.0% in 2019.

Making Improvement but more work Required

Metric 4

Bullying and Harassment
N/D: 18.8% Dis: 28.7%

Position Improved from 2019
but is greater than the England average for disabled (25.0%) and non-disabled staff (17.2%)
N/D: ▼ from 23.7% in 2019; Dis: ▼ from 30.1% in 2018.

Metric 5

Equal Ops / Progression
N/D: 51.8% Dis: 40.1%

Some Improvement from 2019
but is lower than average for England for disabled (51.3%) and non-disabled staff (57.2%)
N/D: ▲ from 50.2% in 2019; Dis: ▼ from 46.6% in 2019.

Making Improvement but more work Required

Metric 6

Presenteeism
N/D: 20.7 Dis: 29.5%

Position Improved from 2019
but is less than the England average for disabled (29.90%) and non-disabled staff (22.1%)

N/D: ▼ from 22.0% in 2019; Dis: ▼ from 33.5% in 2019

Further Work Required

Metric 3

Capability

5.37

No Improvement
from 2019 and higher than the England average (2.01)
▲ from 1.74 in 2019

Metric 7

Feeling Valued
N/D: 45.6% Dis: 34.7%

No Improvement
but is lower than average for England for disabled (35.1%) and non-disabled staff (44.1%)

N/D: ▼ from 51.6% in 2019; Dis: ▼ from 39.3% in 2019.

Metric 8

Reasonable Adjustments
64.7%

No Improvement
but is less than the England average 72.2%
▼ from 68.1% in 2019.



Findings



The following areas have been identified from 2022-23 WDES data by the national WDES Team as areas requiring our greatest focus:-

Metric 1 - Representation of Disabled staff in clinical and non-clinical roles

Metric 4b – Bullying, harassment and abuse from managers

Metric 5 – Equal opportunities for career progression for Disabled staff

Metric 8 – Reasonable adjustments

The Trust has also identified the following areas where further work is required:-

Metric 6 - Presenteeism.

Metric 7 – Feeling valued

Areas to note:

Metric 3 – Disabled versus non-disabled staff entering the formal capability process. (While the data for this year highlights an area for concern, the relatively low number of processes and low declaration rate will demonstrate any representation in this metric as disproportional. This is something that has been highlighted by the national WDES Team). We will monitor the progress of this metric.

The action plan highlights the high-impact actions the Trust will be taking to address the areas for improvement highlighted above.



Action Plan



	Action	WDES Metrics	Owner	Completion
1.	Focused campaign to encourage declaration of equality information	1 & 3	EDI Lead	By Mar-24
2.	Continued rollout of the reasonable adjustment guidelines and health passport programme	6, 7 & 8	EDI Lead	Ongoing
3.	Provide continued support to the WhitAbility Staff Network (Disabled Staff Network)	All Metrics	EDI Lead	Ongoing
4.	Conduct a disability pay gap audit with a data snapshot date of 31/03/24	1,5 & 7	EDI Lead	May-25
5.	Promote the NCL Core Manager’s Programme of Increasing Manager’s Disability Positivity	1, 2, 3, 4, 5, 6, 7 and 8	Joint Directors of Inclusion and EDI Lead	Quarter 4 23/24
6.	Place a bid for a bespoke manager’s training programme focussing on supporting Disabled staff with managing their disability and career progression. Within this there will be engagement with disabled staff to ensure the training reflects the current challenges faced by disabled staff.	1, 2, 3, 4, 5, 6, 7 and 8	Joint Directors of Inclusion and EDI Lead	Quarter 3 23/24



