NHS
Whittington Health
NHS Trust

Workforce Disability Equality Standard

2026/27 Outcomes and Action Plan

Introduction

The Development of the Action Plan

The following action plan, built around key areas to ensure fairness and an equitable experience for staff working in our organisation regardless of their race and ethnicity, was developed with input from HR Business Partners, the Organisation Development team, Workforce Systems and Analytics, and the Inclusion Group, in collaboration with our four staff networks. It is also informed by concerns raised in the Freedom to Speak Up Guardian report and those highlighted directly to the Inclusion Group. We have presented it at our Trust governance meetings. All stakeholders will contribute to delivering the action plan. As a live document, we monitor progress quarterly and update the action plan accordingly. Some agreed actions are complete, some are in progress, and others are continuously monitored to ensure ongoing progress.

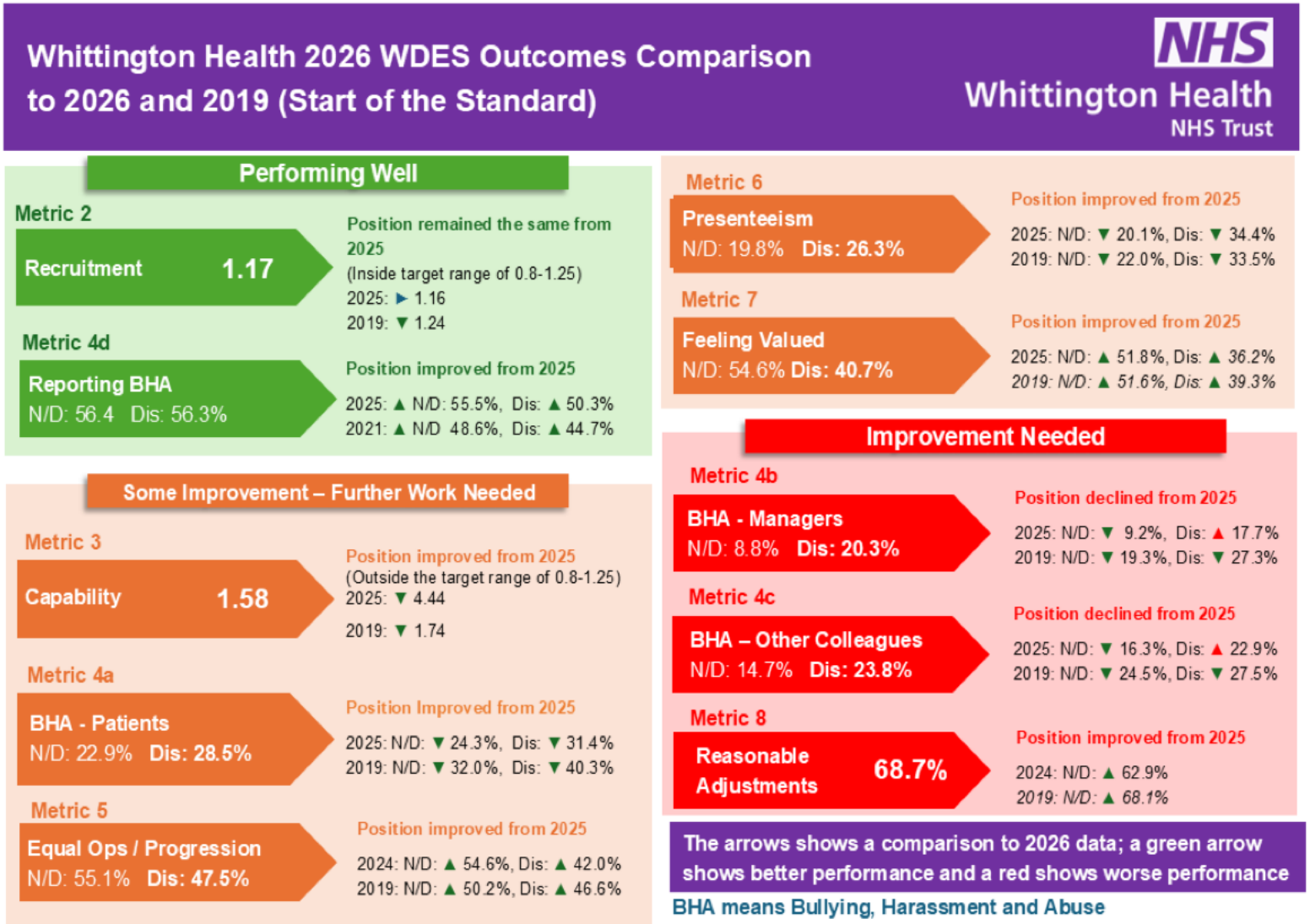
The vision statement below reflects our shared understanding of the culture we want to build. It has informed our actions and helps us engage staff at all levels in our ambition and goals for our organisation as an inclusive, fair place where we all want to work.

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

Outcomes for 2026/27



Findings

The following areas have been identified from 2026-27 WDES as areas requiring our greatest focus:

Metric 1 - Representation of Disabled staff in clinical and non-clinical roles
Metric 2 - Indicator 2 – Recruitment
Metric 4a,b,c,d - Bullying and harassment from service user/patient
Metric 5 - Equal opportunities for career progression for Disabled staff
Metric 6 - Presenteeism.
Metric 7 - Feeling valued
Metric 8 - Reasonable adjustments

Areas where progress has been made but where further work is required:

Metric 4 - Bullying, harassment and abuse from managers

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 actions the Trust will be taking to address the areas for improvement highlighted above.

Action Plan

	Action	WDES Metrics	Owner
1.	Focused campaign to encourage declaration of equality information	1 & 3	EDI Lead/ Joint Director of Inclusion
2.	Continued rollout of the reasonable adjustment guidelines and health passport programme	6, 7 & 8	EDI Lead
3.	Provide continued support to the WhitAbility Staff Network (Disabled Staff Network)	All Metrics	EDI Lead/ Joint Director of Inclusion
4.	Conduct a disability pay gap audit	1,5 & 7	EDI Lead/ Director of Inclusion
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
6.	Promote the NCL wide commissioned Calibre leadership development programme for disabled staff.	1, 2, 3, 4, 5, 6, 7 and 8	Joint Directors of Inclusion and EDI Lead
7.	Ongoing training for staff and managers around disability awareness and reasonable adjustments	3, 4, 6, 7 and 8	EDI Lead
8.	Promotion and development material for the Disability Support Hub	4, 6, 7 and 8	EDI Lead
9.	Promotion of centralised Reasonable Adjustment Budget	7 and 8	Joint Director of Inclusion