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| **WDES indicator** | **Actions** | **Lead** | **Progress** | **Outcome** | **Date** | **Status** |
| 1. % of staff in AfC pay bands or medical and dental subgroups and very senior managers (Including Executive Board members) compared with the of staff in the overall workforce
 | * Work with the Ability Network to develop a communications campaign highlighting the benefits of staff declaring they have a disability
* Complete detailed analysis of data by division and grade to identify areas of under-representation and barriers to reporting and any potential barriers to career progression.
 | E, D & I LeadAssociate Director of Workforce Services | * ‘Ability’ Staff Network being developed
 | * Increase the number of staff declaring they have a disability (via ESR) in line with those who complete the NSS and report a disability
* Improved organisational awareness of disability inequalities including a greater awareness of reasonable adjustments
 | Mar 23 | **G** |
| 1. Relative likelihood of non-Disabled staff being appointed from shortlisting compared to disabled staff
 | * Review of recruitment practices and end to end processes to ensure the lived experiences of candidates with disabilities and long-term health conditions are considered using the expertise of external advisors
* Work with disability charities and agencies to promote the wide range of career opportunities across the Trust.
* Develop a robust recruitment and selection training programme including sessions on unconscious bias and making reasonable adjustments
 | Senior Manager for Resourcing | * A new recruitment and selection training programme has been developed and piloted in July with senior managers
 | * Increase in the number of staff with a disability employed within the Trust
* Improved recruitment support for candidates who require reasonable adjustment to attend an interview
 | Mar 23 | **R** |
| 1. Relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff
 | * Analyse reasons for staff entering the formal disciplinary process
* Review the Trust’s current investigation skills training programme
* Review the pool of managers currently trained to undertake investigations
 | Head of HR | * The WDES report 21/22 demonstrates that there has been a slight reduction in the number of disabled staff who have entered the formal disciplinary process
* The Trust is already a Disability Confident Employer
 | * All managers involved in investigations are appropriately skilled and trained
 | Mar 23 | **G** |
| 4a. % of staff with a LTC or illness experiencing harassment, bullying or abuse from * Patients/Service users, their relatives, or other members of the public
* Managers
* Other colleagues

4b. % of staff with LTC or illness reporting harassment, bullying or abuse at work | * Review incidents of discrimination within each division
* Consider challenges posed to staff in relation to the care of patients who present discriminatory behaviour
* Ensure that all staff affected by abuse are fully supported
* Ensure managers receive training around the E, D, and I agenda
* Ensure all staff complete Freedom to Speak Up training
* Monitor reported cases of bullying & harassment through managers, Staff Side and HR
 | E, D, and I LeadHead of HRHead of OD | * Ability Network being established
* Psychological support available for colleagues who have experienced racist behaviour from patients
* B & H cases are monitored monthly at JNCC
* E, D and I training included in all leadership and management development training programmes
* Freedom to Speak Up training e-learning package available for managers and staff

  | * To create a culture of inclusion
* To create opportunities for discussion, listening, learning and education to increase individual, team, and organisational awareness of discrimination
* To develop and create systems, policy and process to support reducing and managing incidents of discrimination to enable staff to feel able to come and be safe at work
* All staff are aware of the behaviours expected of them
* Managers proactively address and manage poor behaviour
 | Mar 23 | **G****R** |
| 1. % of staff with a LTC or illness believing that the Trust provides equal opportunities for career progression or promotion.
 | * Ensure that the Trust’s succession planning, and talent management processes are embedded across the organisation
* Develop and implement a reciprocal mentoring programme
 | Head of OD | * A reciprocal mentoring programme is being developed with support from the NW NHS Leadership Academy
* The Trust already has a succession planning process in place. Further work needs to be undertaken to ensure the process is embedding across the organisation
 | * Staff believe that there is a fair and transparent promotion process in place
* Increase in the number of staff with a disability of long-term condition promoted into senior roles
 | Mar 23 | **R** |
| 1. % of staff with a LTC or illness saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties
 | * Engage with disabled staff via the Ability Staff network and explore why people feel pressured to come to work when not feeling well enough. Implement actions to address this.
 | E, D & I LeadAbility Staff Network Lead | * Ability Network being established
* Big Conversations take place within divisions to gain an understanding of NSS results and what the results mean to individuals
 | * A reduction in staff experiencing presenteeism measured through the Staff Survey.
 | Mar 23 | **R** |
| 1. % of staff with a LTC or illness saying that their employer has made adequate adjustments to enable them to carry out their work
 | * Include reasonable adjustment training in all management development programmes
* Investigate whether requests for reasonable adjustments are centrally coordinated
* Monitor the % of approved reasonable adjustments requests
* Monitor requests for reasonable adjustments via the Ability Staff Network
 | E, D & I Lead | * Reasonable adjustment training included in the new Technical Mastery management development programme
 | * An increase in the number of staff stating that reasonable adjustments are made through the Staff Survey
 | Mar 23 | **R** |
| 1. % difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:
* By Voting membership of the Board
* By Executive membership of the Board
 | * Ensure agency briefs for the appointment of Executive and Non-Executive Directors encourages diverse applicants, including those who identify as Disabled
* Encourage existing board to feel confident in declaring disability status on ESR as leadership role model.
 | Executive Director of People & CultureDirector of Corporate Governance | * Ability Network being established
 | * 100% of Board members to share their disability status
* Increase in the number of Board members who have declared a disability or long-term condition
 | Mar 23 | **G** |