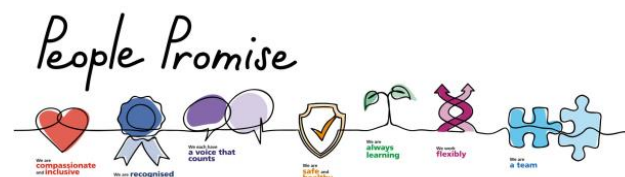




We are Bradford: we value diversity and champion inclusion



Workforce Disability Equality Standard (WDES) – Action Plan 2024/2025

Introduction

Bradford Teaching Hospitals NHS Foundation Trust is committed to meeting the requirements of the Workforce Disability Equality Standard for NHS Trusts and this is our fifth publication against this standard.

The Trust submitted its workforce data against the standard, to the national WDES team, on 31st May 2024, as per our contractual requirements. **You can review our 2024 WDES data and analysis [here](#).**

Having considered the 2023/2024 data, alongside data from previous years; there has been *some* improvement for disabled staff on all the WDES metrics, with the exception of Metric 2 (“relative likelihood of disabled applicants being appointed from shortlisting”) and Metric 10 (“Trust board representation”). Despite these improvements we know that *some* of the metrics still require further development.

This action plan has been developed to reflect targeted focus for *all* the metrics that require improvement, with the aim of bringing about positive change across the Trust in terms of disability equality. In developing this action plan, consideration has also been made to:

- The Equality, Diversity & Inclusion activity taking place at both regional and place level, including the wider system diversity and inclusion agenda.
- The BTHFT [EDI Strategy](#), which was launched in 2023
- The objectives outlined in the [National NHS People Plan 2020/21](#) and the [People Promise](#), which places significant focus and attention to the belonging & inclusion agenda and how we must all continue to look after each other and foster a culture of inclusion and belonging, as well as action to grow our workforce, train our people, and work together differently to deliver patient care.

- The [NHS Equality, Diversity & Inclusion Improvement Plan](#) which was launched in June 2023 and provides some focus for NHS Trusts with the introduction of 6 high impact actions that will work to address the widely-known intersectional impacts of discrimination and bias. This plan has been developed in conjunction and alignment with the National EDI plan. The EDI improvement plan will focus on improving the experiences of our workforce, benefiting retention and the attraction of new talents to the NHS, which is a key enabler to the [Long Term Workforce Plan](#), which will focus on the future size, shape, mix and number of staff needed in all parts of the country to deliver high quality and productive care in the future.
- Disability Disparity Ratio and other analysis shared with us by the National WDES team.

This years' WDES action plan has been developed with our Disability Equality Staff Network (Enable) and other colleagues from across the Trust and reflects the need to focus on those WDES metrics where the data is telling us we need to take action.

Monitoring and Evaluation

The Trust's Disability Equality Staff Network (Enable) will adopt this action plan as a basis for their work programme and will play a key role in monitoring and influencing the actions going forward. The Chair of the network will work closely with the Head of Equality, Diversity, and Inclusion, and will attend the Trust Equality and Diversity Council where regular updates on the action plan will be provided. Key updates will also be provided to the Trust People Academy and assurance provided to the Trust Board on an annual basis.

Workforce Disability Equality Standard (WDES): The 10 Metrics

Metric 1	Percentage of disabled staff in each of the Agenda for Change bands 1-9, medical & dental subgroups and very senior managers (VSM), including executive board members compared with the percentage of staff in the overall workforce.
Metric 2	Relative likelihood of disabled staff being appointed from shortlisting across all posts.
Metric 3	Relative likelihood of disabled staff entering the formal capability procedure (performance and not-ill health)
National Staff Survey Responses (Metrics 4-9 only)	
Metric 4	<p>4a) Q13a: Percentage of disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public. Q13b: Percentage of disabled staff experiencing harassment, bullying or abuse from their manager. Q13c: Percentage of disabled staff experiencing harassment, bullying or abuse from colleagues.</p> <p>4b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.</p>
Metric 5	Q14: Percentage of disabled staff who believe the Trust provides equal opportunities for career progression or promotion.
Metric 6	Q11e: Percentage of disabled staff who say they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
Metric 7	Q5f: Percentage of disabled staff saying they are satisfied with the extent to which their organisation values their work.
Metric 8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
Metric 9	Comparison of the engagement scores for disabled and non-disabled staff.
Metric 10	Comparison of disabled and non-disabled members of the board (voting membership/ Exec membership) against the overall workforce.

Workforce Disability Equality Standard: Actions 2024-2025

Objectives	Actions	Lead	Timeline
Improve confidence for colleagues to declare a disability or long-term health condition, ensuring engagement with disabled staff remains a key priority.	Improve engagement with our Enable Staff Equality Network (for staff with a disability or long-term health condition), providing opportunity to share their lived experience which will feed into the wider work around this objective.	Head of EDI	December 2024
	Review and refresh our recruitment & selection processes and approaches, with focus on the provision of inclusive selection methods, reasonable adjustments, and an improved overall experience for disabled applicants, ensuring EDI is a 'golden thread' throughout the recruitment cycle.	Asst Dir HR	January 2025
	Listen to the experiences of our diverse staff and using this to develop effective positive action approaches for disabled applicants.	Head of EDI/ Asst Dir HR	May 2025
Improve the overall experience of disabled staff working at the Trust.	Continuing to improve support for disabled staff and their managers in implementing adequate reasonable adjustments and developing open and compassionate relationships.	EDI/ HR Manager	July 2025
	Reflecting on data gathered from the October 2024 staff survey results (due to be published February 2025) – agree how the workplace civility work moves forward.	Head of OD	March 2025
	Focus on providing safe spaces for discussion and confidence to “speak up”, or respectfully challenge inappropriate behaviours, ensuring psychological safety is guaranteed.	Head of EDI/ FTSU Guardian	May 2025
Embedding the EDI Strategy, including everyone's role in raising the profile of EDI.	Focus on inclusive and compassionate leadership.	Head of EDI/ Head of OD	August 2025
	Continue to engage with CSU/ Department managers on their role and remit as part of the newly launched EDI Strategy. Encouraging them to develop local action plans, capturing team priorities around the 5 equality objectives.	Head of EDI	Ongoing
	Continue to engage with our disabled colleagues, empowering them to use their lived experience to raise the profile of disability equality across the Trust, and influence change.	EDI Manager	Ongoing