**Workforce Disability Equality Standard (WDES)**

The Workforce Disability Equality Standard (WDES) is a set of specific measures that will enable us to compare the experiences of our disabled and non-disabled staff. We will use the data collected to develop an action plan which will enable us to demonstrate our progress against the indicators of disability equality.

The WDES is important to us, because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety.

Completing the WDES will help us in Solent better understand the experiences of our staff with disabilities. We want it to support positive change for existing employees, and enable a more inclusive environment for disabled people working in the NHS.

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| **Date** | **Action** |
| June 2019 | Reporting sheet with prepopulated data sent to NHS Trusts and Foundation Trusts |
| August 2019 | First WDES reports to be published in August 2019, based on data from the 2018/19 financial year |
| April/May 2020 | First National WDES annual report published by NHS England |

More information about the WDES can be found on the NHS England website:  
<https://www.england.nhs.uk/about/equality/equality-hub/wdes/>

Patient, workforce and customer involvement is central to everything we do. We will ensure our WDES journey involves everyone in everything we do.

You can find a copy of our WDES report here (after 30th September 2019)