

**WDES Action Plan 2021-22**

**WDES Executive Sponsor: Jas Sohal**

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| **WDES Indicator and findings** | **Aim** | **Actions** | **Accountable Leads** | **Updates** |
| 1. The percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.  Disability status not declared 20.64%  Non-clinical staff with a declared disability are likely to be in bands 7 and below, with highest levels in bands 2 and 3.  Clinical staff with a declared disability likely to be in bands 7 and below, with highest levels in bands 5 and 6.  Clinical staff with a declared disability likely to be in bands 7 and below, with highest levels in bands 5 and 6. | Increase disability declaration rates on ESR across Solent to 60% by July 2022  Increase the number of staff with a disability in bands 8a or above to 4% by July 2022 | 1.Workforce team to enhance and monitor ESR declaration rates for disability.  2. Work with the disability resource group to further understand what would help staff declare their disability on ESR and review the findings from the staff disability survey.  3. Engage with the NHS England programme focusing on leadership and disability to determine what actions we can take internally to increase the numbers of disabled staff in senior management roles.  4. Engage with community partners, promoting Solent as a good place to work | **Kim Milne**  Workforce Manager  *(objective 1)*  **Anna Rowan**  Head of People and OD  *(objective 1)*  **Kate Sonpal**  Head of Diversity and Inclusion  *(objectives 2, 3 and 4)*  **Katie Cheeseman**  WDES Taskforce member  *(objective 2and 3)*  **Anastasia Lungu-Mulunga**  Head of Community Engagement and Experience  *(objective 4)* |  |
| 2. Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts is 1.06  1.20 last year | Equal likelihood of non-disabled staff being appointed from shortlisting across all posts by July 2022. | 1. Develop Access by Design Process for applications and interviews by March 2022  2. Continue to encourage staff with a disability to share their stories about working at Solent through the Lived Experience pages  3. Promote the fact that Solent is a Disability Confident Employer on internal and external websites and through social media channels by November 2021  4. Create a video showing the various roles that disabled staff have at Solent by June 2022 | **Anna Rowen**  Head of People and OD  *(objective 1)*  **Claire Tromans**  Occupational Health and Wellbeing Practitioner  *(objective 2)*  **Tanisha Paulas**  Communications Engagement Officer  *(objective3 and 4)* |  |
| 3. Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff is 2.88  *This Metric is based on data from a two-year rolling average of the current year and the previous year. It applies to capability on the****grounds of performance and not ill health.***  No disabled staff entered into the formal disciplinary process last year. | Equal likelihood of disabled staff entering the formal capability process by July 2022 | 1. Promote the concept of an Early Resolution Approach by encouraging use of the Early Resolution Hub  2. Review cases relating to staff with a disability ensuring that reasonable adjustments have been made, and look into behaviour, attitudes, and unconscious bias towards the individual on a quarterly basis | **Sarah Martin**  Associate Director of People and OD |  |
| 4a) Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives, or other members of the public in the last 12 months is 27.2%  29.1% last year  Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months is 13.9%  12.6% last year  Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months is 16.7%  15.8% last year  4b) Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months is 58%  59.7% last year | Decrease percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives, or other members of the public in the last 12 months to below 25% by September 2022  Decrease percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months to below 10% by September 2022  Decrease percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months to below 12% by September 2022  75% of incidences of harassment, bullying or abuse of work to be reported by September 2022 | 1. Promote Solent’s zero tolerance to abuse approach on both internal and external websites, social media fora and posters  2. Review the work from the anti-discrimination taskforce and implement findings by September 2022  3. Look at findings from staff disability survey and use to drive forwards focused action by January 2022  4.Promote the role of Freedom to Speak Up Guardians  5. Offer peer support from DisAbility Resource Group  6. Promote staff to report abuse through the improved Ulysses System which has new function of being able to add protected characteristics  7. Encourage all staff to attend up-coming lunch and learn sessions where education on discrimination, bullying and abuse will be discussed | **Tanisha Paulas**  Communications Engagement Officer  *(objective 1)*  **Leon Herbert**  Head of Diversity and Inclusion System Wide  *(objectives 2, 6 and 7)*  **Katie Cheeseman**  WDES Taskforce member  *(objective 2 and 3)*  **Dan Winter-Bates**  Lead Freedom to Speak Up Guardian  *(objective 4)*  **Erin Power**  Chair of Disability Resource Group  *(objective 5)*  **Elton Dzikiti**  Diversity & Inclusion Partner (Staff Networks)  *(objectives 5 and 7)* |  |
| 5) Percentage of staff believing that Solent provides equal opportunities for career progression or promotion is 86.7%  87.7% last year | Increase percentage of staff believing that Solent provides equal opportunities for career progression or promotion to above 90% by July 2022 | 1. Review the report from the Hennessy Pilot Coaching programme for staff with protected characteristics, identify areas for action and develop plan by December 2021  2. Implement learning gained from NHS Leadership Academy’s Reciprocal mentoring for Inclusion programme (programme now delayed with new start date of January 2022)  3. Training and learning opportunities are promoted to all relevant staff  4. Continue to review recruitment processes to ensure they are inclusive and consider an external peer audit.  5. Review the appraisal process to ensure that time is spent discussing career progression, and staff and managers accountable for progress by April 2022 | **Kate Sonpal**  Head of Diversity and Inclusion  *(objectives 1 and 2))*  **Elton Dzikiti**  Diversity & Inclusion Partner (Staff Networks)  *(objective 3)*  **Emma Lampard**  Head of learning and Development  *(objective 3)*  **Anna Rowen**  Head of People and OD  *(objectives 4 and 5))* |  |
| 6) Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties is 25.9%.  27.8% last year | Decrease percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties to below 20% by July 2022. | 1. Encourage all staff to access the well-being resources available on SolNet and the Hampshire and Isle of White Well-being Hub  2. Promote the well-being calls provided by Occupational Health.  3. List of mental health first aiders to be visible in SolNet by December 2021. | **Hilary Todd**  Occupational Health  *(objectives 1, 2 and 3)*  **Dan Winter-Bates**  Lead Freedom to Speak Up Guardian  *(objectives 1, 2 and 3)* |  |
| 7) Percentage of disabled staff saying that they are satisfied with the extent to which their organisation values their work is 54.3%  48.3% last year | Increase percentage of disabled staff saying that they are satisfied with the extent to which their organisation values their work to over 60% by July 2022 | 1. Review quarterly Pulse survey results to identify areas of dissatisfaction and liaise with relevant Heads of Departments to act on hot spots.  2. Promote the Solent staff awards more widely throughout the Trust. | **Andrea Hewitt**  Head of Communications |  |
| 8) Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work is 86.4%  83.3 % last year | Increase percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work to over 90% by July 2022 | 1. Write a reasonable adjustment policy by April 2022.  2. Investigate the possibility of creating a role for a Disability Advisor to coordinate and process reasonable adjustment requests. | **Erin Power**  Chair of Disability Resource Group  *(objectives 1 and 2)*  **Vanessa Taylor**  Vice Chair of Disability Resource Group  *(objectives 1 and 2)* |  |
| 9a) The staff engagement score for Disabled staff is 7.1/10  7/10 last year  9b) Has your organisation taken action to facilitate the voices of your Disabled staff to be heard? Yes | Increase the staff engagement score for disabled staff to 8/10 by July 2022 | 1. Promote the Disability Resource Group as a forum for peer support and information.  2. Promote the lived experiences of staff who have a disability through blogs on SolNet and social media. | **Erin Power**  Chair of Disability Resource Group  *(objectives 1 and 2)*  **Vanessa Taylor**  Vice Chair of Disability Resource Group  *(objectives 1 and 2)*  **Elton Dzikiti**  Diversity & Inclusion Partner (Staff Networks)  *(objective 1)*  **Claire Tromans**  Occupational Health and Wellbeing Practitioner  *(objective 2)*  **Tanisha Paulas**  Communications Engagement Officer  *(objective 2)* |  |
| 10) Board membership  7.14% of Board members have a disability  1 disabled member, 11 non-disabled members and 2 unknown  1 disabled member, 11 non-disabled and 1 unknown last year | Increase diversity of board membership when vacancies arise. | 1. Engage with local communities to advertise opportunities for Board members when vacancies arise to ensure that we represent the community that we serve  2. A selection of Board members to participate in the Reciprocal Mentoring Programme  3. Encourage all Board members to declare their disability status through discussion and support. | **Kate Sonpal**  Head of Diversity and Inclusion  *(objectives 1,2 and 3)*  **Anastasia Lungu-Mulunga**  Head of Community Engagement and Experience  *(objectives 1)* |  |