

Appendix 1. Workforce Disability Equality Standard Action Plan 2023 – 2024

Leadership Buy In

The Trust has developed a Belonging and Inclusion Plan which is available here [Belonging-and-Inclusion-Plan \(bdct.nhs.uk\)](https://bdct.nhs.uk) This plan outlines the Trust CEO's personal pledge to equality, diversity and inclusion and the Trust's plans to deliver on their ambitious EDI plans and aspirations. This strategy has been approved by the Trust Board, Senior Leadership Team (SLT), staff networks and staff side representatives through the EDI Governance structures. The plan was developed using a crowdsourcing platform which included over 1000 comments and inputs from the workforce, 35 meetings with teams, involvement partners and Bradford VCS partners.

Governance and Accountability

The Trust has robust structures for governance and accountability of its EDI priorities and plans including this WRES plan. The staff networks, SLT and staff side representation all attend a Strategic Staff EDI Partnership which feeds into the People and Culture Committee which is a subgroup of the Trust Board. The People and Culture Committee regularly escalates and reports EDI progress to the Trust Board who have regular direct reports on key issues for discussion and approval. In addition, the EDI Team links into the Bradford, Airedale and Craven Act as One Partnership, the Trust wide involvement group and Voluntary, Community Sector Assembly. The EDI Team works closely with West Yorkshire Integrated Care Systems EDI and health inequalities leads.

No.	Metric	Action Planned	NHS EDI Improvement Plan Link and Focus	KPI	Timescale	Responsible Lead	Evidence Base
1	Percentage of staff in AfC pay bands or medical and dental subgroups and Very Senior Managers (including Executive Board Members) compared with the	<ul style="list-style-type: none"> Continue to increase the number of staff sharing information with their manager and in ESR about their disability or long-term health condition by: 	High Impact Action 2: Overhaul recruitment processes and embed talent management processes.	Increase to 9% 2024 senior representation on equals organisational representation.	February 2024 Guidance shared quarterly	Head of EDI	A guide to improving staff disability data NHS Employers BDCFT data - Our workforce

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	percentage of staff in the overall workforce.	<ul style="list-style-type: none"> Supporting the Beacon Network to increase membership and promote the message of collective voice for disabled staff. Provide guidance on how to update personal information in the ESR record to staff. Implement the Disability Policy. Provide information via SWAY and Corporate Induction. 		110 members		Beacon Network Core Team	information - BDCT
					September 2024 Review implementation annually using policy governance measures	Disability Policy Author	
					December 2023	OD Team	
2.	Relative likelihood of disabled staff being appointed from shortlisting compared to that of non-disabled staff being appointed from shortlisting across all posts.	<ul style="list-style-type: none"> Embed training relating to the guaranteed interview scheme into the recruitment and selection (R&S) training. Review the impact of having trained BME representatives on selection panels on 	<p>High Impact Action 2: Overhaul recruitment processes and embed talent management processes.</p> <p>High Impact Action 3: Eliminate total pay gaps with respect to</p>	<p>Number of R&S attendees</p> <p>1% increase in disabled staff appointed.</p> <p>Disability pay gap analysed and</p>	<p>February 2024</p> <p>October 2023</p>	<p>Head of Recruitment</p> <p>Recruitment Manager</p>	Diversity Wins: How Inclusion Matters, McKinsey & Company, 2020.

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		appointment rates for BME staff and spread learning to impact on all protected groups. <ul style="list-style-type: none"> Evaluate reasonable adjustment pilot – neurodiversity and implement findings. 	race, disability and gender. High Impact Action 5: Comprehensive induction and onboarding for international recruited staff.	reported to the Trust Board annually. Activities in response embedded into the Gender pay gap actions. % retention of staff beyond one year of appointment	March 2024	Head of EDI	
3.	Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	<ul style="list-style-type: none"> Develop live monitoring system through the allocate system. Monitor the data via Strategic EDI Staff Partnership and the Beacon Network. 		Data available and included in the equality dashboard.	November 2023 February 2024	Head of HR Ops Head of EDI	2023 WDES data
4a.	Percentage of staff who experienced at least one incident of bullying, harassment or abuse from patients, service	<ul style="list-style-type: none"> Promote the Managing Racial and Other Types of Abuse from Service Users, Carers and the Public 	High Impact Action 4: Health inequalities within their workforce.	Increase in the % of staff from inpatients accessing	January 2024	Policy Author Head of EDI Clinical Service Leads	NHS England » Combatting racial discrimination against

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	users, their relatives or other members of the public.	<p>Policy across the Trust ensuring it is being implemented effectively.</p> <ul style="list-style-type: none"> Develop operating procedures relating to zero tolerance in specific services to ensure consistency in response and escalation processes are in place. Wellbeing Walkabouts established. 	<p>High Impact Action 6: Eliminate conditions and environment in which bullying, harassment and physical harassment occurs.</p>	<p>the Beacon Network.</p> <p>Reduction in the % of disabled staff reporting abuse in the staff survey.</p>			<p>minority ethnic nurses, midwives and nursing associates</p>
4b.	Percentage of staff who experienced at least one incident of bullying, harassment or abuse from managers.	<ul style="list-style-type: none"> Implement the Kindness into Action project. 	<p>High Impact Action 6: Eliminate conditions and environment in which bullying, harassment and physical harassment occurs.</p>	<p>See No.4a</p> <p>50 staff accessing the Kind Life training offer.</p>	Ongoing	Head of EDI Head of Recruitment	
4c.	Percentage of staff who experienced at least one incident of bullying, harassment or abuse from colleagues.		<p>High Impact Action 4: Health inequalities within their workforce.</p>	<p>5 targeted Kind Life courses into teams.</p> <p>Access and take up of</p>			

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				the Trusts wellbeing offer.			
5.	Percentage believing that Trust provides equal opportunities for career progression and promotion.	<ul style="list-style-type: none"> • Monitor implementation of key related policies and procedures for example. <ul style="list-style-type: none"> ○ Study Leave Policy ○ Appraisal and Pay Progression Procedure ○ People Performance Management Policy and Procedure • Implementation of the Trusts strategy, best place to work objectives. • Focus on career conversations. 	High Impact Action 2: Overhaul recruitment processes and embed talent management processes.	% of disabled staff in 8a and above positions is equal to % of disabled staff in the workforce.	Review February 2024	Head of HR Ops and Head of EDI Head of Workforce Development	Identifying, managing and retaining talent – Talent Management Toolkit (leadershipacademy.nhs.uk)
6.	Percentage of disabled staff compared to non-disabled staff saying that they have felt	<ul style="list-style-type: none"> • Implement the Disability Policy. 	High Impact Action 4: Address Health Inequalities within their workforce	5% increase in use of disability	See Above		Focus group feedback, Beacon

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	pressure from their manager to come to work, despite not feeling well enough to perform their duties.	<ul style="list-style-type: none"> Reasonable Adjustments training launch. 		related sickness.			Network feedback.
7.	Percentage of staff that feel the organisation values the work that they do.	<ul style="list-style-type: none"> Implement the Kindness into Action project. Including the Praise Model. 		See Kind Life Metrics 2% reduction of FTSU concerns and grievances related to bullying.	February 2024	Head of EDI FTSU Guardian	Kindness into Action - A Kind Life
8.	Percentage of disabled staff whose employer made reasonable adjustments.	<ul style="list-style-type: none"> Implement the Disability Policy. Conduct a review on the Reasonable 	High Impact Action 4: Health inequalities within their workforce.	Increase to 85%	September 2023 July 2023	Policy Author Policy Author	Yorkshire and Humber Regional EDI Network

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		Adjustment element of the Disability Policy.	High Impact Action 3: Eliminate total pay gaps with respect to race, disability and gender.	Review access to training and career development opportunities by Disabled and Non-Disabled categories.			Workplace Adjustment event evidence.
9a.	The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	<ul style="list-style-type: none"> Continue to develop and support the Beacon Network increasing membership and engagement. EDI Calendar of events. 	High Impact Actions 4: Address Health Inequalities within their workforce	Increase of 50% more staff accessing the EDI Calendar events.	April 2023	Beacon Core Team EDI Team	Employee engagement and NHS performance (kingsfund.org.uk)
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes or No)?			Staff accessing the wellbeing offer.			
10.	Percentage difference between the organisations' Board	<ul style="list-style-type: none"> Reissue guidance to Board members about 	High Impact Action 1: Measurable objectives on EDI for Chairs Chief	0% Board members have not	December 2023	Trust Secretary	NHS England » Developing

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	voting membership and its overall workforce	<p>how to record their personal information on ESR.</p> <ul style="list-style-type: none"> • Use positive action to attract disabled candidates into positions that arise at Board level. • Executive sponsors for the Beacon Network to ensure understanding and connection with the agenda. 	Executives and Board members	<p>completed their diversity data.</p> <p>Objectives set and evaluated through appraisal processes and BAF.</p>			your NHS staff network

Plan Author

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25.10.23