



## WORKFORCE DISABILITY EQUALITY STANDARD (WDES) ACTION PLAN TO 31 AUGUST 2022

### Introduction

Yorkshire Ambulance Service NHS 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.

Yorkshire Ambulance Service submitted the Trust's workforce data, for disabled and non-disabled staff, to the national WDES team on the 26<sup>th</sup> August 2021 as per our contractual obligations.

As a result of collecting evidence to support our WDES submission, we have identified gaps in our data alongside some areas for improvement from the National Staff Survey (undertaken in October 2020). Therefore, the action plan below sets out our primary work to address these areas for improvement gaps. This action plan covers 18 months with completion of actions expected by 31 August 2022. The action plan has been co-produced with stakeholders including Staff Network Chairs, Service Leads and Staff Side.

### Monitoring and Evaluation

The action plan will be monitored by the Diversity and Inclusion Steering Group (DISG) on a bi-monthly basis, then through the Trust Management Group and Quality Committee for end of year assessment and evaluation.

## Workforce Disability Equality Standard Action Plan 31 August 2022 (data as at 31<sup>st</sup> March 2021)

No	Action	Aim	Metric/Objective	Data 2020	Data 2021	By When	Action Owner	
1	Undertake a Diversity Census to increase the rates of staff declaration on ESR by January 2022 and quarterly updates thereafter  *Workforce headcount for the purpose of the WRES dataset is inclusive of permanent, fixed term and temporary employees. The figures are not inclusive of staff on bank contracts or volunteers	Increase declarations rates (employees comfortable to share) on ESR to show a true representation of staff with disabilities or long-term health conditions	<b>Metric 1</b> - Percentage of staff in each of the AfC bands 1 - 9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce.	<b>*Workforce headcount</b>	5361	5736	January 2022	Head of D&I
				<b>Overall % Disability</b>	3% ↑	3.3% ↑		
				<b>Disabled headcount</b>	136 ↑	188 ↑		
				<b>Non-disabled headcount</b>	5217	5489		
				<b>Not stated</b>	8	59		
2	Implement the Recruitment and Selection Action Plan	To ensure parity of shortlisting between those with disabilities and non-disabled staff	<b>Metric 2</b> - Relative likelihood of non-Disabled staff being appointed from shortlisting compared to that of Disabled staff being appointed from shortlisting across all posts  <i>(A figure below 1.00 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting)</i>	0.21 ↑	1.04 ↑	August 2022	Head of D&I / Head of HR Operations	
		To increase the number of staff believing that Trust	<b>Metric 5</b> - Percentage of Disabled staff compared to non-disabled staff	<b>Disabled</b>	60.9% ↑	71.5% ↑	August 2022	Head of D&I /

No	Action	Aim	Metric/Objective	Data 2020	Data 2021	By When	Action Owner	
		provides equal opportunities for career progression or promotion.	believing that the Trust provides equal opportunities for career progression or promotion.	<b>Non-Disabled</b>	73.3%	79.1%		Head of OD
3	Support the continuation of the Employee Relations Review process to ensure the initiation of any formal capability processes are appropriate	To ensure parity of entering a formal capability process between those with disabilities and non-disabled staff	<b>Metric 3</b> - Relative likelihood of disabled staff entering the formal capability process, compared to that of non-disabled staff, as measured by entry into a formal capability procedure <i>(A figure above 1.00 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process)</i>	0.00 	0.00 	Continue existing process	Head of Employee Relations + Head of D&I	
4	Support in awareness with the wider public through social media and tying into national communications about treating staff with kindness, dignity, and respect	Reduce the number of staff experiencing harassment, bullying or abuse from patients, relatives, or the public	<b>Metric 4</b> - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months.	<b>Disabled</b>	52.3% 	47.5% 	On-going	Head of Corporate Comms + Head of D&I
				<b>Non-Disabled</b>	40.1%	37%		
5	To target areas of concern identified through the Culture Review work to undergo the "Say Yes to Respect" training through Investment Days and specific	Reduce the number of staff experiencing harassment, bullying or abuse from managers	<b>Metric 4</b> - % Of staff experiencing harassment, bullying or abuse from managers in the last 12 months	<b>Disabled</b>	16.2% 	19.2% 	August 2022	Head of OD
				<b>Non-Disabled</b>	9.1%	10.3%		
		Reduce the number of staff experiencing	<b>Metric 4</b> - % Of staff experiencing harassment,	<b>Disabled</b>	25.9% 	24.5% 		

No	Action	Aim	Metric/Objective		Data 2020	Data 2021	By When	Action Owner
	SYTR workshops by 31 August 2022.	harassment, bullying or abuse from other colleagues	bullying or abuse from other colleagues in the last 12 months	<b>Non-Disabled</b>	14.4%	16.7%		
	Raising awareness of the Dignity at Work Policy incorporate into the Investment Days	Increase the number of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	<b>Metric 4</b> - % 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	<b>Disabled</b>	44.4%	47.8%	December 2021	Head of Employee Relations
				<b>Non-Disabled</b>	39.2%	46.1%		
6	Launch the Reasonable Adjustment/Health Passport with raising awareness with managers	To reduce the number of staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	<b>Metric 6</b> - Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	<b>Disabled</b>	36.1%	29.7%	December 2021	Head of Employee Relations / Head of D&I / Head of Corporate Comms
				<b>Non-Disabled</b>	23.6%	22.0%		
		Increase the number of disabled staff saying that they are satisfied with the extent to which their organisation values their work	<b>Metric 7</b> - Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work	<b>Disabled</b>	29.0%	34.6%	December 21	
				<b>Non-Disabled</b>	38.9%	41.6%		
		Increase the number of Disabled staff saying that their employer has made adequate adjustment(s) to	<b>Metric 8</b> - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	<b>Disabled</b>	67.7%	73.1%	December 2021	Head of Employee Relations / Head of D&I / Head of
				<b>Non-Disabled</b>				

No	Action	Aim	Metric/Objective	Data 2020	Data 2021	By When	Action Owner	
		enable them to carry out their work.					Corporate Comms	
7	Contribute to wider staff engagement work across the Trust	To increase the staff engagement score for Disabled Staff	<b>Metric 9a</b> - The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	<b>Disabled</b>	6.2 ↑	6.3 ↑	August 2022	Head of OD
				<b>Non-Disabled</b>	6.8	6.8		
8	Continue to raise awareness and support of the importance of the Disability Support Network including with abstraction and support from the D&I Team	For our staff with disabilities and long-term health conditions to feel they have a voice in the organisation	<b>Metric 9b</b> - Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)	Yes ↔	Yes ↔	Ongoing	Head of D&I	
9	Work in collaboration with Corporate Affairs on future Board appointments ensuring positive action approaches are implemented such as JD, Advert, Networks	For the Board to continue to be representative of the workforce	<b>Metric 10</b> - Percentage difference between the organisations' board membership and its overall workforce disaggregated:	<b>Disabled</b>	8% ↔	11% ↑	Ongoing	Head of Corporate Affairs
				<b>Non-Disabled</b>	92%	89%		