



Developing WDES annual reports and action planning webinar

9 September 2020



Webinar co-chairs



Paul Deemer
Head of Diversity and Inclusion
NHS Employers



Rasheed Ogunlaru
Life coach, speaker and
author



Webinar housekeeping

- This webinar will last 90 minutes (1.30-3pm).
- Questions – type into the box.
- Approx. 20 mins for questions / discussion at the end.



Webinar Polls

1. Has your organisation developed a WDES Action Plan? YES/NO/NOT SURE
2. Has your organisation published a WDES action plan on your website? YES/NO/NOT SURE



Webinar schedule

Title	Led by	Approx. Time
Housekeeping, Aims and Introduction	Co-chairs: Paul Deemer, Head of Diversity and Inclusion, NHS Employers and Rasheed Ogunlaru, Life coach, speaker, author	1.30-1.40 (10 mins)
An introduction to WDES and action planning	Stuart Moore, Senior Project Manager, WDES Implementation team, NHS England and Improvement	1.40- 2.00 (20mins)
Leadership and governance	Chris Rowlands, Chair, Disability Pioneer Group, NHS Employers and Equality and Diversity Lead, Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	2:00-2.20 (20 mins)
Developing SMART WDES action plans and staff networks	Harinder Dhaliwal, Head of Equality, Diversity and Inclusion, Derbyshire Community Health Services NHS Trust and Derbyshire Healthcare NHS Foundation Trust	2.20-2.40 (20mins)
Questions/discussion and close	Paul Deemer, Head of Diversity and Inclusion, NHS Employers	2.40-3.00 (20 mins)

Webinar aims

1. To develop understanding about the importance of action planning in regard to the Workforce Disability Equality Standard (WDES).
2. To build an understanding of the newly developed WDES annual report template and guidance.
3. To hear from a variety of bodies on how to develop SMART high quality WDES action plans.
4. To recognise the importance of inclusive leadership and governance.
5. To learn ways on how to involve staff networks and disabled staff in the development of actions, tasks and evaluation.



Stuart Moore
Senior Project Manager
NHS Workforce Disability Equality Standard

An introduction to the WDES

- Ten evidence-based metrics which took effect from 1 April 2019.
- Mandated in the NHS Standard Contract.
- Restricted to NHS trusts and foundation trusts in the first two years.
- Enables NHS organisations to compare experiences of Disabled and non-disabled staff.
- NHS organisations published their annual reports in September 2019.
- National report, published in March 2020, highlights that disabled staff experience inequalities in all ten metrics.

Why do we need the WDES?

- Disabled staff have historically encountered inequalities in regards to their workplace and career experiences.
- Less likely to be appointed through shortlisting.
- More likely to go through formal capability processes.
- More likely to experience harassment, bullying and abuse.
- Less likely to believe that they have equal opportunities for career progression.
- More likely to feel pressured to come into work.
- Less likely to say that they feel their organisation values their work.
- Under represented in Board and senior leadership roles.

WDES annual reports and action planning

- Trusts have three mandated data reporting requirements:
 1. Develop an action plan
 2. Collect and report metrics data
 3. Publish the metrics data and action plan
- Together, the metrics data and action plan form the trust's WDES annual report.
- In response to requests, NHS Employers and the WDES Implementation Team have worked on an action plan template and guidance.



Overview of the new template and guidance

- Provides trusts with guidance on how to produce a high quality and accessible WDES action plan/annual report.
- Advises on how to present data for each of the ten WDES metrics.
- Provides an example of a completed WDES annual report, with examples of actions for each metric.
- Trust can still decide on its preferred approach to designing its WDES annual report.





Chris Rowlands

**Chair, Disability Pioneers & Equality and Diversity Lead,
Cumbria, Northumberland, Tyne and Wear NHS
Foundation Trust**

Leadership and Governance

- E&D responsibility and board level
 - Exec
 - Non-exec
 - Sponsors for Staff Networks
- How effective is your E&D Steering Group?
 - Who chairs?
 - Are staff network chairs members?
 - How action focused are meetings?
 - How are issues escalated?

Leadership and Governance

- Nothing about us without us
 - Engagement of Staff Network in developing WDES planning and monitoring their progress
 - Listening to the experiences of Disabled Staff and acting upon them
 - Facility time for network chairs
 - Time allowed for Disabled Staff to attend meetings
 - Resources for networks

A different conversation ... a different approach

- Reverse mentoring
- Shadow boards
- Adoption of the principles of the Social Model of Disability

The Social Model of Disability



Webinar Poll

1. Does your organisation have a disability board level champion? YES/NO/NOT SURE



Harinder Dhaliwal
Head of Equality, Diversity & Inclusion
Derbyshire Community Health Services NHS
Foundation Trust

Derbyshire Approach 1

- Embedding and ownership across the Organisation (not just EDI Team)
- Executive Sponsor – Tracy Allen, Chief Executive
- WDES Infographic to understand data and track
- Long Term Conditions & Disability Staff Network
- Role of the Chair and backfill for role
- Workforce Race Equality Standard Infographic
- Listening session Board and staff networks.



Derbyshire Approach 2

- External Recognition as Disability Confider Leader
- Reasonable Adjustment Guide & Passport
- Dignity & Inclusion Champions
- Reverse Mentoring –Trust Chair, Prem Singh and Staff Network Chair
- Staff Stories at Board, People and Equality Committee– lived experience
- Communications Team – Improving declaration rates

Webinar Poll

1. Does your organisation have a disability staff network or equivalent? – YES/NO/NOT SURE
2. Was your organisations disability staff network or equivalent involved in the development of the WDES action plan? YES/NO/NOT SURE



Q&A



Summary tips

- Demonstrate leadership's commitment to taking steps and building engagement.
- Select 2–3 areas of greatest organisational impact.
- Illuminate the need for managers to enrich current initiatives or create new ones.
- Offer the opportunity to adopt unique local themes and involve staff networks/employees in process.
- Enable action planning strategies to be communicated consistently.
- Check in/check out approach.

Further information and resources



To access the **guide to writing your trust's WDES annual report** and further guidance on supporting workforce disability visit:

www.nhsemployers.org/WDES

www.england.nhs.uk/about/equality/equality-hub/wdes/

Email: england.wdes@nhs.net



Webinar recording

A link to this webinar and presentation will be shared shortly with everyone that has registered and the recording will also be published on the NHS Employers website.





Thank you for joining us