East of England
Ambulance Service
NHS Trust

NHS Workforce Disability Equality Standard (WDES)
Annual Report 2023

EQUALITY, DIVERSITY & INCLUSION TEAM

Report Period: 2022 - 2023
Date of Report: June 2023

Contents

#WeAreEEAST

1   Introduction

On 1st April 2019, the Workforce Disability Equality Standard (WDES) came into effect. It is a set of ten specific measures (metrics) which will allow NHS organisations to compare the experiences of disabled and non-Disabled staff. This information will be used by the Trust to develop an action plan and demonstrate progress.

The WDES was commissioned by the Equality and Diversity Council (EDC), mandated in the NHS Standard Contract, and restricted to NHS Trusts and Foundation Trusts for the first two years of implementation.

The EDI team developed the 2022/2023 action plan in consultation with our Disability Support Network, as it has in previous years. The action plan is published on the Trust's internal intranet and external website. It was reviewed and updated at the EDI Group meetings and reports on progress were sent to the Trust's relevant Committees. In 2022/2023, a more comprehensive monitoring and reporting system was implemented.

A discussion regarding the Trust's 2022/2023 action plan took place at the EDI Group in March 2022. The Disability Support Network has been consulted regarding the plan's development; feedback has been sought.

We have a three-year plan to make EEAST a more inclusive place to work, and we have a skilled team in our Strategy, Culture and Education Directorate working on this plan.

Moving forward, all EDI workstreams, including the WDES will be held under one single 'inclusivity plan' – a unified programme plan designed to align key activities across all aspects of EDI.

This plan will be managed on a rolling three-year cycle, mapping out year-on-year progression against the plan for each key element.

#WeAreEEAST

2 Executive summary (2022/23)

We continue to bring attention to the challenges and differences of experience across our workforce even though progress against the Standard has been limited.

The introduction of a more robust reporting and monitoring method has led to some progress against most WDES metrics. However, this progress has been slight. While this is a positive outcome, we acknowledge that we are still in the early stages of improvement.

Action Owners were informed of their areas of delivery much earlier in the process, and monthly updates were requested by the EDI team. This enabled us to:

- Monitor with greater accuracy.
- Provide an update on progress.
- Identify possible compromises in delivery.

A regular review and update of the Action Plan was ensured and regular updates on progress are provided to the EDI Group, the Disability Support Network, and the relevant EEAST Committees and Boards.

A continued positive is EEAST's Disability Support Network, which is now firmly established. This network and our other Equality Networks are supported by the Trust Board and are sponsored by Exec and Non-Exec Board Members.

Also, as part of EEAST's Mandated Managers Training Programme, the EDI Team offers several training courses via Teams:

- Getting to know the diverse networks that exist.
- EDI made simple.

#WeAreEEAST

In 2022, we revised and refreshed Disability Awareness Training, now Mandated Managers Training Programme. To make meaningful progress and improvement during the reporting year (2022/2023), the Trust decided to prioritise four of the metrics (4,5,6 & 8) rather than trying to address all ten, the remaining metrics are aligned to existing actions in our Strategic Inclusivity plan.

3   WDES progress in 2022/23

As stated, we recognise that our progress of improvement against the Standard has been limited. An overview of the progress against the metrics is set out in the table that follows.

- *Key to the symbols included in the tables below:*

Key							
	Positive increase	Negative increase	Positive Decrease	Positive Partially met Decrease	No change	Negative Decrease	Positive Partially met Increase

#WeAreEEAST

Metric	WDES	Objective	2021/22 Data	2022/23 Data	Result	Position
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.	Bands 1-7	4.22%	5.92%	1.7%	Positive increase
		Bands 8-9 & VSM	6.11%	7.66%	1.55%	Positive increase
2	Relative likelihood of non-Disabled candidates being appointed from shortlisting compared to disabled candidates.		0.95 times greater	0.98 times greater	0.03 times greater	Negative Decrease
3	Relative likelihood of disabled staff compared to non-Disabled staff entering the formal capability process.		2.94 times greater	6.17 times greater	3.23 time greater	Negative Decrease

#WeAreEEAST

Metric	WDES	Objective	2021/22 Data	2022/23 Data	Result	Position
Metric	WDES	Objective	2021/22 Data	2022/23 Data	Result	Position
4a I	Percentage of disabled staff compared to non-Disabled staff experiencing harassment, bullying or abuse from:	i. **Patients** from 48.3% to 45.7%:	i. 48.3%	i. 49.0%	i. 0.7%	Negative Decrease
		ii. **Managers** from 32.8% to 27%	ii.32.8%	ii.25.9%	ii. 6.9	Positive Decrease
		iii. Other **Colleagues** from 33.3% to 30.5%	iii.33.3%	iii. 31.1%	iii. 2.2	Positive Partially met Decrease

WDES Annual Report 2022/23. June 23 V1
www.eastamb.nhs.uk

#WeAreEEAST

Metric	WDES	Objective	2021/22 Data	2022/23 Data	Result	Position
Metric	WDES	Objective	2021/22 Data	2022/23 Data	Result	Position
4B	Percentage of disabled staff compared to non-Disabled saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	To increase Reporting From 48.5% to 51.5%	48.5%	49.9%	1.4%	Positive Partially met Increase

8

#WeAreEEAST

Metric	WDES	Objective	2021/22 Data	2022/23 Data	Result	Position
5	Percentage of disabled staff compared to non-Disabled staff believing that the Trust provides equal opportunities for career progression or promotion. Reduce inequality in career progression opportunities (between disabled and non-Disabled staff).	To increase career opportunities from 31.7% to 34.7%	31.7%	32.30%	0.60	Positive Partially met Increase
Metric	WDES	Objective	2021/22 Data	2022/23 Data	Result	Position
6	Percentage of disabled staff compared to non-Disabled staff saying they	To reduce disabled staff feeling pressured to come	48.6%	42.3%	6.3%	Positive Decrease

#WeAreEEAST

Metric	WDES	Objective	2021/22 Data	2022/23 Data	Result	Position
	have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	to work when feeling unwell (presenteeism). from 48.6% to 45.6%				
7	Percentage of disabled staff compared to non-Disabled staff saying they are satisfied with the extent their organisation values their work.		15.9%	18.3%	2.4%	Positive increase
8	Percentage of disabled staff saying their employer has made adequate adjustments to enable them to carry out their work.	To increase reasonable adjustments for disabled staff from 54.7% to 55.7%	54.7%	59.50	4.8	Positive increase
9a	Staff engagement score for disabled staff compared to non-Disabled staff.		5.0	5.1	0.10	Positive increase

#WeAreEEAST

Metric	WDES	Objective	2021/22 Data	2022/23 Data	Result	Position
Metric	WDES	Objective	2021/22 Data	2022/23 Data	Result	
9b	Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard?	Yes	Yes	N/A	N/A	

11

Number	OBJECTIVE	Exec Board	CURRENT REPORTING Year 2022-2023 (as at 31/03/2023)			PREVIOUS REPORTING Year 2021-2022 (as at 31/3/2022)			RESULTS		
			YES/ Disabled	NO/Non-Disabled	Unknown	YES/ Disabled	NO/Non-Disabled	Unknown	Yes, disabled Result	NO/Non-Disabled	Unknown Result
10	This metric is addressed in EEAST's Inclusivity Plan in line with our Inclusive Leadership objective.	VOTING	2	3	2	0	9	2	**2.00** Positive increase	**-6.00** Positive Decrease	0.00 No change
		NON-VOTING	0	8	2	0	6	2	0.00 No change	**-2.00** Positive Decrease	0.00 No change
		EXEC	2	5	2	0	8	2	2.00 Positive increase	-3.00 Positive Decrease	0.00 No change
		NON-EXEC	0	6	2	0	7	2	0.00 No change	-1.00 Positive Decrease	0.00 No change

Our Disability Support Network is firmly established at EEAST and continues to provide a safe space for staff with disabilities to share experiences, discuss challenges, contribute insight, as well as providing an opportunity to share positive stories. The Chair and or Deputy Chair attend the quarterly EDI Group meetings and provide feedback on the

#WeAreEEAST

network. Network Chairs are also invited to attend the People Committee meetings to provide an overview of progress and raise awareness of any issues or problems.

Other progress that we have made against the actions during 2022/2023 are as follows:

- Disability Support Network (DSN) members have produced articles and stories for the Trust internal communication forum Need to Know and regularly posts on its Twitter pages.
- Training: We continue to deliver our EDI Made Simple session and Getting to Know the Diversity Networks, monthly. These are part of our Mandated Managers Training Programme. These informative and interactive sessions are designed to improve the awareness and knowledge of our line managers.
- During 2022 the Mandated Managers Training programme, Disability Awareness Training was reviewed and updated.
- Members of the HR team have continued to deliver training on numerous HR policies to inform and support managers i.e., Recruitment and Selection, Managing Sickness Absence, Dignity at Work Policy.
- Active promotion of our staff networks has increased, this includes publishing information on our external website.
- A Reasonable Adjustment Task and Finish Group was set up to bring about a more consistent and fair process for reasonable adjustments. Staff were surveyed to find out about their experiences and this information is included in a paper capturing the findings. During the next year, we will introduce some of these recommendations and in order to support this, we've recently hired a Medical Redeployment Officer.
- The Trust continues to promote the Speak Up, Speak Out, Stop It Campaign, to tackle bullying and harassment. Leadership messages also endorse this with the clear message that bullying, and harassment is not tolerated at EEAST.
- The Learning and Development Team produced an online Values and Behaviours training programme.
- The Trust has introduced Learning Circles for managers to attend.
- More trained mediators at EEAST.
- The Trust is hosting the newly formed National Ambulance Disability Network. Our DSN Chair, Deputy Chair and members of the EDI team attend this network.

#WeAreEEAST

- We are registered as Disability Confident Committed (Level 1).
- We work closely with our dedicated FTSU Guardian.
- Our Leadership messages encouraged staff to update their information on the ESR system. Quick step-by-step guides were produced to help people complete the process. Senior leaders have shared stories on Need to Know (NTK) and updated their disability status on NTK.
- We have successfully launched our Cultural Ambassador programme to improve the experiences of staff.

4 Conclusion and next steps 2023/24

The WDES Action Plan is a standing item at the quarterly EDI Group and on the Disability Support Network Agenda and is discussed at their meetings. Involvement from the network members is vital in assisting the Trust to deliver against the targets set for this year. As successfully piloted last year, we will regularly contact the identified action owners for updates on their progress to enable us to effectively manage and monitor the action plan.

We will be focussing on five metrics for our 2023/2024 Action plan, which are 2, 3, 4a, 4b, 8.

- Relative likelihood of non-Disabled candidates being appointed from shortlisting compared to Disabled candidates.
- Relative likelihood of Disabled staff compared to non-Disabled staff entering the formal capability process.
- Percentage of Disabled staff compared to non-Disabled staff experiencing harassment, bullying or abuse from (patients, managers or other colleagues). In the last 12 months.
- Percentage of Disabled staff compared to non-Disabled saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.
- Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

#WeAreEEAST

We have identified these five as being our key priorities following the review of our workforce data, staff survey results, reviewing our 2022/2023 action plan performance and from the results of surveys carried out by an external consultancy during 2022/2023.

We continue to work closely with the National Ambulance Disability Network to improve our performance and to benefit from the national initiatives that are being developed by this group.

#WeAreEEAST

Appendix 1 WDES metrics report

Embedded in the table below is EEAST's WDES data which was submitted in May 2023 as per the WDES Standard Requirements.

PDF

DRAFT WDES return
data.pdf

Metric 1   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.

#WeAreEEAST
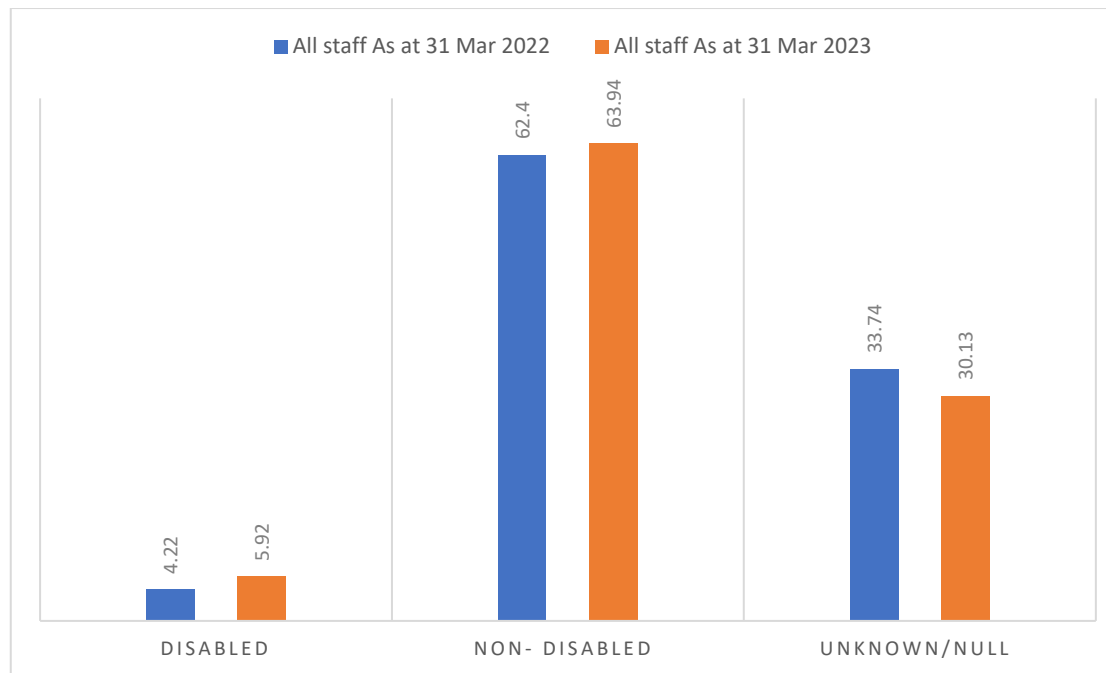
(Data source: ESR).

There is an increase **of 1.7%** in the percentage of disabled staff of: **from 4.22% to 5.92%.**

Actual numbers of Disabled staff declared on ESR.

Year end	Disabled	Non-Disabled	Unknown/Null	Total
As at 31/3/22	244	3587	1951	5782
As at 31/3/23	348	3756	1770	5874

#WeAreEEAST

AfC Bands 8-9 & VSM	Disabled	Non-Disabled	Unknown/Null	Total
AfC Bands 8-9 & VSM As at 31 Mar 2022	6.11	58.89	35.00	100.00
AfC Bands 8-9 & VSM As at 31 Mar 2023	7.66	64.11	28.23	100.00

There is an increase of **1.55 % from 6.11% to 7.66%** in the percentage of disabled staff in AfC Bands 8-9 and VSM 2022-2023.

Metric 2 – Relative likelihood of Disabled staff compared to non-Disabled staff being appointed from shortlisting across all posts.

(Data source: Trust's TRAC Recruitment data)

	2021-2022		2022-2023	
	Number Shortlisted	Number Appointed	Number Shortlisted	Number Appointed

#WeAreEEAST

Disabled	212	89	896	192
Non-Disabled	2114	847	5619	1186
Unknown/Null	92	61	109	109
Total	2418	997	6621	1487

METRIC 2 - NUMBER OF DISABLED STAFF COMPARED TO NON-DISABLED STAFF BEING APPOINTED FROM SHORTLISTING ACROSS ALL POSTS 2021-2022

METRIC 2 - NUMBER OF DISABLED STAFF COMPARED TO NON-DISABLED STAFF BEING APPOINTED FROM SHORTLISTING ACROSS ALL POSTS 2022-2023
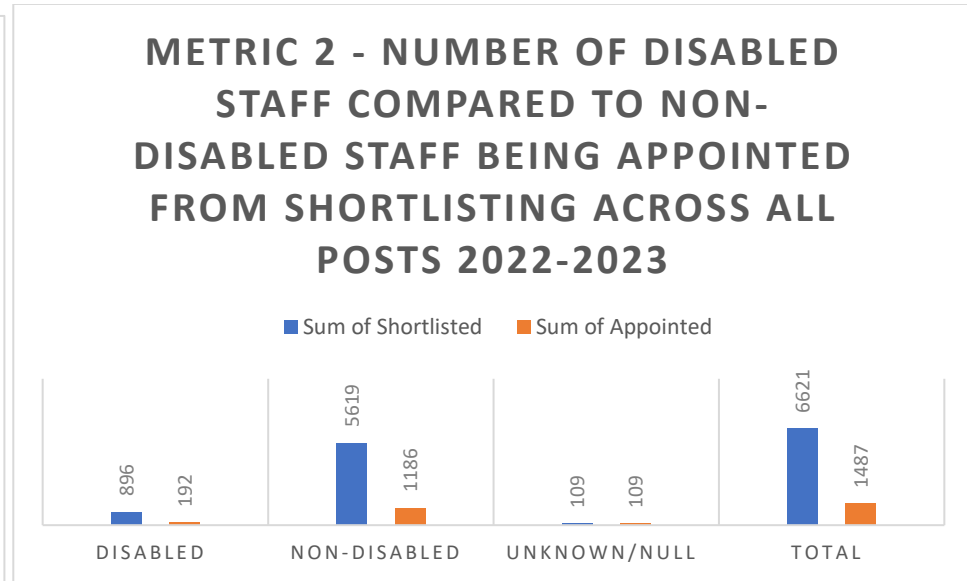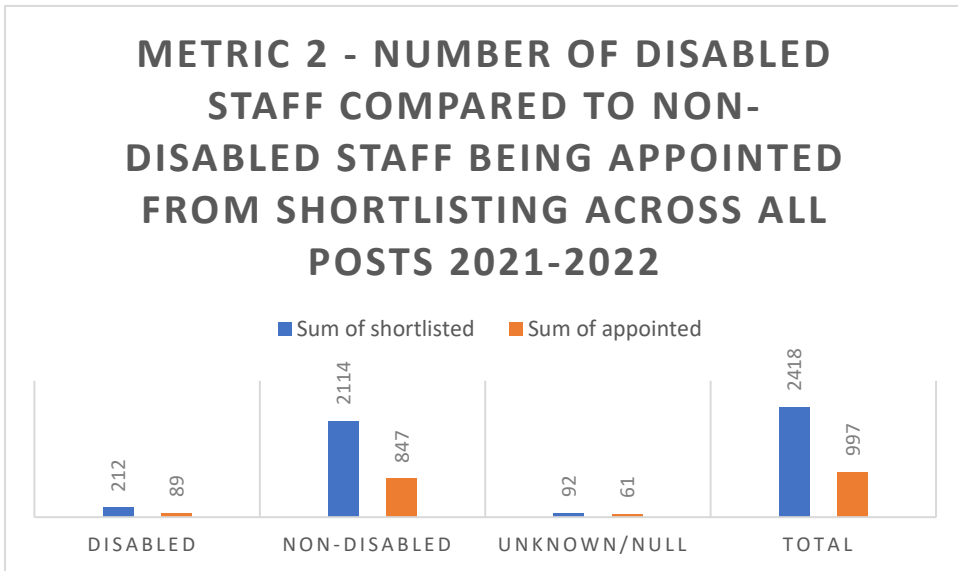
2021-2022

Relative likelihood of being shortlisted to appointment:
Disabled 0.42
Non-Disabled 0.40

#WeAreEEAST

The relative likelihood of non-Disabled candidates being appointed from shortlisting to Disabled candidates is **0.95** times greater in 2021/22

2022-2023

Relative likelihood of being shortlisted to appointment:
Disabled 0.21
Non-Disabled 0.21

The relative likelihood of non-Disabled candidates being appointed from shortlisting to Disabled candidates is **0.98** times greater in 2022-2023

#WeAreEEAST

Metric 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.

(Data source: Trust's HR data)

Year end	Disabled	Non-Disabled	Unknown/Null	Total
2021 – 2022	1	5	8	14
2022-2023	2	3	5	10

2021-2022

Likelihood of Disabled staff entering the capability process 0.0000
Likelihood of Non-Disabled staff entering the capability process 0.00056

The relative likelihood of Disabled staff entering the capability process compared to non-Disabled staff was **0.00** in 2021-2022.

2022-2023

Likelihood of Disabled staff entering the capability process 0.01149

Likelihood of Non-Disabled staff entering the capability process 0.00186

#WeAreEEAST

The relative likelihood of Disabled staff entering the capability process compared to non-Disabled staff is **6.17** in 2022-2023

Metric 4 – Percentage of Disabled staff compared to non-Disabled staff experiencing harassment, bullying or abuse.

(Data source: Question 13, NHS Staff Survey)

| **Metric 4**

Data from
Annual Survey	Question number from Survey	Sept 2022 Disabled	Sept 2022 Non-Disabled	Sept 2023 Disabled	Sept 2023 Non-Disabled
% of staff experienced harassment, bullying or abuse from patients/service users, their relatives, or members of the public	Q13a	48.3	42.7	49.0	40.4
% of staff experienced harassment, bullying or abuse from managers	Q13b	32.8	20.4	25.9	15.1
% of staff experienced harassment, bullying or	Q13c	33.3	22.9	31.1	19.4

#WeAreEEAST

Metric 4 Data from Annual Survey	Question number from Survey	Sept 2022 Disabled	Sept 2022 Non-Disabled	Sept 2023 Disabled	Sept 2023 Non-Disabled
abuse from other colleagues					
% of staff who last experience of harassment/bullying/abuse reported it	Q13d	48.5	45.3	49.9	46.5

Metrics 5 – 9a

(Data source: Questions from NHS Staff Survey)

WDES Metric	Data from Annual Staff Survey	Sept 2022 Disabled	Sept 2022 Non-Disabled	Sept 2023 Disabled	Sept 2023 Non-Disabled
5	% of staff believing that the Trust provides equal opportunities for career progression or promotion. (Q15)	31.7	37.4	32.3	40.3

#WeAreEEAST

WDES Metric	Data from Annual Staff Survey	Sept 2022 Disabled	Sept 2022 Non-Disabled	Sept 2023 Disabled	Sept 2023 Non-Disabled
6	% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. (Q 11e)	48.6	35.8	42.3	31.7
7	% staff saying that they are satisfied with the extent to which their organisation values their work. (Q4b)	15.9	18.1	18.3	22.7
8	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. (Q28b)	54.7	n/a	59.5	n/a
9a	The staff engagement score for Disabled staff, compared to non-Disabled staff. The overall engagement score for the organisation. 5.8%	5.0	5.5	5.1	5.6

9b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No): **YES**

#WeAreEEAST

- The Trust has an established a Disability Support Network (DSN) which meets quarterly.
- Chair of the DSN attends the quarterly EDI Group meetings.
- Contributed regular stories and articles on Need to Know.
- Invited to complete various surveys throughout the year to capture experiences.
- WDES action plan.
- Participated in the Reasonable Adjustment task and Finish Group and staff were also invited to share their experiences with requesting/obtaining reasonable adjustments via a survey.
- Participate in numerous other Trust and external surveys: Pulse Surveys, Abstraction survey, Government and National NHS surveys, experiences of bulling and harassment.
- Contribute to Equality Impact Assessments.
- Celebrating Disability History Month and staff shared experiences of their disabilities.
- External company McKenzie's conducted and analysed staff surveys, group discussions and 1-2-1

#WeAreEEAST

Metric 10 – Percentage difference between the organisation's board voting membership and its organisation's overall workforce

(Data source: NHS ESR and/or trust's local data)

 Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:

 • By voting membership of the Board.

 • By Executive membership of the Board. The Trust Board does (voting and non-voting) and the shows 0% as disabled.

Board Members

As at 31 Mar 2022	Disabled	Non-Disabled	Unknown/Null	Total
Voting	0	9	2	11
Non-Voting	0	6	2	8
Grand Total	0	15	4	19

As at 31 Mar 2023	Disabled	Non-Disabled	Unknown/Null	Total
Voting	0	7	2	9
Non-Voting	2	4	2	8
Grand Total	2	11	4	17

#WeAreEEAST

As at 31 Mar 2022	Disabled	Non-Disabled	Unknown/Null	Total
Exec	0	8	2	10
Non-Exec	0	7	2	9
Grand Total	0	15	4	19

As at 31 Mar 2023	Disabled	Non-Disabled	Unknown/Null	Total
Exec	2	5	2	9
Non-Exec	0	6	2	8
Grand Total	2	11	4	17

Percentage difference between the organisation's board voting membership and its organisation's overall workforce

As at 31 Mar 2022	Exec	Non-Exec	Staff in post
Disabled	0	0	244
Non-Disabled	8	7	3587
Unknown/Null	2	2	1951

As at 31 Mar 2023	Exec	Non-Exec	Staff in post
Disabled	2	0	348
Non-Disabled	5	6	3756
Unknown/Null	2	2	1770

#WeAreEEAST

Appendix 2 - WDES action plan 2023/2024

Metric	Objective	Action	Timescale	Leads	Why
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the	EEAST will continue to monitor this objective.		N/A	Improve the quality of our data & have a better understanding of the make-up of the workforce.
2	Relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled candidates - Reduce the relative likelihood to from 0.98 to 0.9	All managers to attend Disability Awareness Training (training outline to be reviewed, may commission an external provider if required)	31/3/2024	Tanya Vandermerwe/ Education and Training	Be a more inclusive employer & to improve the diverse make-up of the organisation, to be more reflective of the communities we serve.
		Design and deliver Disability and Neurodiversity training event (including Oliver McGowan - NHS training package will be mandatory)	31/03/2024 (this is accessible now & completion is underway)	Tanya Vandermerwe/ Education and Training	

28

#WeAreEEAST

Metric	Objective	Action	Timescale	Leads	Why
		Let's talk about campaign to include disability awareness programme (schedule to be developed & campaign rolled out)	31/3/2024	Julie Hollings & Celia Oke / Communications and Engagement & EDI	
		Introduce more disability employee stories on NTK	31/3/2024	Julie Hollings & DSN (Esther Shawe) / Communications and Engagement	
3	Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process - Reduce the relative likelihood from 6.17 to 2.94	All managers to attend Disability Awareness Training (training outline to be reviewed, may commission an external provider if required)	31/03/2024	Tanya Vandermerwe/ Education and Training	To provide a sense check & ensure fairness & consistency in this process.
		Let's talk about campaign to include disability awareness programme (schedule to be developed & campaign rolled out)	31/03/2024	Julie Hollings & Celia Oke / Communications and Engagement & EDI	

#WeAreEEAST

Metric	Objective	Action	Timescale	Leads	Why
		Develop Inclusive leadership programme	Design commences 30/09/2023	Tanya Vandermerwe & Celia Oke / Education and Training & EDI	
		Increase CIA (Cultural Inclusion Agents) by a further 30. NTK communication for 1st Cohort applications) 25/9/2023 -training commences September.	31/03/2024	Caroline Nwadu / Head of Culture & Inclusion	
		Undertake an equality audit to review recent disciplinary cases to provide assurance of non-discrimination.	Commence 31/8/2023 then quarterly basis	Celia Oke / EDI	
4a	Percentage of Disabled staff compared to non-Disabled staff experiencing harassment, bullying or abuse from (patients, managers, or other colleagues). In the last 12 months. Reduce experiencing	System being developed to gather metrics & trends (protected characteristics) on assaults on staff. (DATIX system is being updated to capture this information)	Data system in place 30/09/2023	Martin Judd (H&S Lead) & Adam Mack (H&S & Security Specialist)	Improve the working experience of staff & improving the culture of the organisation.

#WeAreEEAST

Metric	Objective	Action	Timescale	Leads	Why
	harassment, bullying & abuse from: - I) Patients from 49% to 48.3%				
		Zero Tolerance statement to come from Tom Abell by Sept/Oct)	01/09/2023	Celia Oke & Stanley Mukwenya / EDI & Corporate Affairs	Improve the working experience of staff & improving the culture of the organisation.
		A proposal to implement an Incident Debriefing Toolkit is currently being considered/designed for staff and managers to use.	31/03/2024	Martin Judd (H&S Lead) & Adam Mack (H&S & Security Specialist)	
	II) Managers from 25.9%-20%	Develop inclusive leadership programme	Design commences 30/09/2023	Tanya Vandermerwe & Celia Oke / Education and Training & EDI	To improve the knowledge & skills of our managers and to ensure fairness & consistency.
		All managers to attend Disability Awareness Training (training outline to be reviewed, may commission an external provider if required)	31/03/2024	Tanya Vandermerwe/ Education and Training	

31

#WeAreEEAST

Metric	Objective	Action	Timescale	Leads	Why
		Design and deliver Disability and Neurodiversity training event (including Oliver McGowan - NHS training package will be mandatory)	31/03/2024 (this is accessible now & completion is underway)	Tanya Vandermerwe/ Education and Training	
		Let's talk about campaign to include disability awareness programme (schedule to be developed & campaign rolled out)	31/03/2024	Julie Hollings & Celia Oke / Communications and Engagement & EDI	
		Further freedom to speak up promotion (NtK, Manager Briefings, Executive communications)	31/03/2024	Julie Hollings & Janice Scott / Communications and Engagement & FTSU	
		Increase CIA (Cultural Inclusion Agents) by a further 30. NTK communication for 1st Cohort applications) 25/9/2023 -training commences September.	31/03/2024	Caroline Nwadu / Head of Culture & Inclusion	

#WeAreEEAST

Metric	Objective	Action	Timescale	Leads	Why
		Bullying and Harassment Training (new programme being developed for Line Managers - Civility at Work)	31/03/2024	Tanya Vandermerwe/ Education and Training	
	II) Colleagues from 31.1% - 29%	Let's talk about campaign to include disability awareness programme (schedule to be developed & campaign rolled out)	31/03/2024	Julie Hollings & Celia Oke / Communications and Engagement & EDI	Improve the working experience of staff & improving the culture of the organisation.
		Further freedom to speak up promotion (NtK, Manager Briefings, Executive communications)	31/03/2024	Julie Hollings & Janice Scott / Communications and Engagement & FTSU	
		Increase CIA (Cultural Inclusion Agents) by a further 30. NTK communication for 1st Cohort applications) 25/9/2023 -training commences September.	31/03/2024	Caroline Nwadu / Head of Culture & Inclusion	
		Bullying and Harassment Training (new programme being developed for Line Managers - Civility at Work)	31/03/2024	Tanya Vandermerwe/	

#WeAreEEAST

Metric	Objective	Action	Timescale	Leads	Why
				Education and Training	
4b	Percentage of Disabled staff compared to non-Disabled who reported they had experienced harassment, bullying or abuse at work. I) To increase the reporting of bullying, harassment, and abuse from 49.9% to 51.5%	Let's talk about campaign to include disability awareness programme (schedule to be developed & campaign rolled out)	31/03/2024	Julie Hollings & Celia Oke / Communications and Engagement & EDI	Improve the working experience of staff & improving the culture of the organisation.
		Further freedom to speak up promotion (NtK, Manager Briefings, Executive communications)	31/03/2024	Julie Hollings & Janice Scott / Communications and Engagement % FTSU	
		Bullying and Harassment Training (new programme being developed for Line Managers - Civility at Work)	31/03/2024	Tanya Vandermerwe/ Education and Training	
		All managers to attend Disability Awareness Training (training outline to be reviewed, may commission an external provider if required)	31/03/2024	Tanya Vandermerwe/ Education and Training	

#WeAreEEAST

Metric	Objective	Action	Timescale	Leads	Why
		Develop Inclusive leadership programme	Design commences 30/09/2023	Tanya Vandermerwe & Celia Oke / Education and Training & EDI	
5	Percentage of Disabled staff compared to non-Disabled staff believing that the Trust provides equal opportunities for career progression or promotion. Reduce inequality in career progress opportunities (between Disabled and Non-Disabled staff).	EEAST will continue to monitor this objective.	31/3/2024	**N/A**	To improve the knowledge & skills of our managers and to ensure fairness & consistency.
6	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.	EEAST will continue to monitor this objective.	31/3/2024	**N/A**	To improve the knowledge & skills of our managers and to ensure fairness & consistency.

#WeAreEEAST

Metric	Objective	Action	Timescale	Leads	Why
7	Percentage of Disabled staff compared to non-Disabled staff saying that they are satisfied with the extent to which their organisation values their work.	EEAST will continue to monitor this objective.	31/3/2024	**N/A**	To be a more inclusive employer & to improve the diverse make-up of the organisation, across all grades.
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. I) To increase from 59.5% to 65%	Design consistent rules for reasonable adjustments	31/12/2023	Marika Stephenson & Candida Kingston Reasonable adjustments/ People Services	**To improve the knowledge & skills of our managers and to ensure fairness & consistency.**
		Design a central point of contact for advice on reasonable adjustments	31/03/2023	Marika Stephenson & Candida Kingston Reasonable adjustments/ People Services	
		Work alongside colleagues in Estates at SECAM to	Start date to be	Sean O'Sullivan & Estates &	To be a more inclusive

#WeAreEEAST

Metric	Objective	Action	Timescale	Leads	Why
		undertake joint accessibility surveys across 134 sites EEASTs estates. findings to be incorporated into the Estates capital programme to rectify.	confirmed - Estimated completion of surveys June 2024	Stephen Bromhall & DSN (consultation)	employer & to improve the diverse make-up of the organisation, across all grades.
9a	The staff engagement score for disabled Staff, compared to Non-Disabled Staff.	There are no targets set for this deliverable. We will continue to enable and support this to happen. (Metrics 4a, 5, 6 & 8 will support this).	31/3/2023	N/A	To be a more inclusive employer & to improve the diverse make-up of the organisation, across all grades.
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	There are no targets set for this. EEAST will continue to consult & engage with disabled staff. Disability Staff Network and National Ambulance Disability Network continue to give staff a voice & to be heard	31/3/2024	N/A	To be a more inclusive employer & to improve the diverse make-up of the organisation, across all grades.
10	Percentage difference between the organisation's Board	There are no targets set for this deliverable. We will continue to encourage Board	31/3/2024	N/A	Reinforces the message that the senior team

WDES Annual Report 2022/23. June 23 V1
www.eastamb.nhs.uk

#WeAreEEAST

Metric	Objective	Action	Timescale	Leads	Why
	voting membership and its organisation's overall workforce, disaggregated: By voting membership of the Board. By Executive membership of the Board. Increase the % number of Executive & Non-Executive Board members declaring a disability.	members to update ESR information.			are committed to this.

#WeAreEEAST