

# Workforce Disability Equality Standard (WDES)

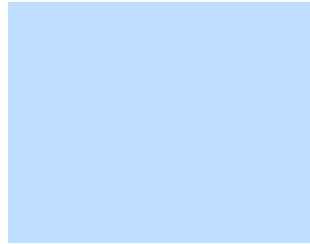
Action Plan 2023/24



# Introduction


The Workforce Disability Equality Standard (WDES) is a workforce standard that all NHS Trusts are required to submit which involves collecting and analysing data across a series of indicators (below) to help to improve the workplace experiences of staff identifying as having a disability staff across the NHS.

Royal Devon NHS Trust submitted its annual WDES report on 31st May 2023 which can be found [here](#)



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# Key Themes

- Increase in staff not recording disability status on ESR, particularly high for Medical and Dental staff
  - Staff with disabilities less represented in higher bandings in clinical roles with higher levels of unknown status
  - Concern for staff with a disability experiencing harassment, bullying and abuse, particularly from other colleagues
  - Decline in those feeling the Trust offers equal opportunities with regards to career progression
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# Action plan

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## Action plan

Indicator	Issue identified	Ref	Action	Lead	Timescale	Outcome
5	Decrease in all staff, particularly disabled believing Trust acts fairly for career progression	3.1	<ul style="list-style-type: none"><li>Widen scope of Driving your</li></ul>			