

Board Meeting in Public Tuesday, 31 January 2023

Title of Report	Workforce Disability Equality Standard (WDES) Report	Agenda No.	4.2
Nature of Report (tick one)	<input checked="" type="checkbox"/> Official	<input type="checkbox"/> Official Sensitive	
Author(s)	Pav Akhtar, Chief Diversity and Inclusion Officer and Jo Harry, Diversity and Inclusion Manager		
Lead Executive	Deborah McKenzie, Chief People Officer		
Non-Executive Director Sponsor (if applicable)	Joanna Lewis, Chair of People Committee		
Presented for (tick all that applies)	<input checked="" type="checkbox"/> Approval <input type="checkbox"/> Assurance	<input type="checkbox"/> Information <input type="checkbox"/> Update	
Purpose of the report and key issues			
The purpose of the report is to provide sight of the metrics reported to NHS England for WDES reporting, our analysis, our progress and a new action plan, and to provide insights into our data around the experience and inclusion of our disabled staff.			
Previously Considered by			
Executive Team on 29 th September and 18 th January Approved with minor amendments.			
Recommendation	The Board is asked to approve the report for Actions to be undertaken by those accountable and for Board ratification to produce a publishable report with infographics for NHSBT's website re: The Workforce Disability Equality Standard (WDES) NHSBT 2022.		
Risk(s) identified (Link to Board Assurance Framework Risks)			
This is required for the annual benchmarking across NHS providers and evidences how we are meeting our duties as set out in the Public Sector Equality Duty and to the standards required in the Department of Work & Pensions' Level 2 Disability Confident scheme. In line with national requirements this report should be reviewed internally and approved at Board before being published on our website.			
Strategic Objective(s) this paper relates to: [Click on all that applies]			
<input type="checkbox"/> Collaborate with partners <input checked="" type="checkbox"/> Invest in people and culture <input type="checkbox"/> Drive innovation <input type="checkbox"/> Modernise our operations <input type="checkbox"/> Grow and diversify our donor base			
Appendices:			