

Action Plan to Support the Workforce Disability Equality Standard (WDES) Submission 2019/20

Metric	EDI Objective	Action	Details	Responsible
All	-	Inform Trust about WDES results	Inform Disability Network Inform Trust Board/WOD Inform Divisions Inform Staff	EDI Lead Director of HR and OD EDI Lead/HRBP's Communications
1	3	Increase declaration rate of disabled staff Consider how we can better attract and retain disabled staff	Report on and monitor declaration rate compared to disabled staff survey response rate Review starters and leavers data in ESR to see if there are any trends and report on this	EDI Lead Workforce Analyst HRBP's Workforce Analyst and EDI Lead
2	3	Work towards being a level 3 disability confident leader	Continue and build on workplace initiatives to support application to this membership	Recruitment Manager with support from HRBP's and EDI Lead
3	5	Report capability separately for reason of illness and performance on ESR	Scope how ESR can do this and discuss how this can be operationalised by the HRBP's	EDI Lead Workforce Analyst HRBP's
4	1	Improve year on year staff survey results relating to bullying and harassment of staff by staff and the by the public to be better than the sector median	Scope other datasets to support this metric e.g. Freedom to Speak Up data Promote the 'Freedom to Speak Up' role to disabled staff Continue to encourage more disabled staff to take up 'Freedom To Speak Up' roles Review Bullying and Harassment Policy and include case studies of how to challenge disrespectful and offensive behaviour	Deputy Director of HR and OD FTSU / Lia Lead

			<p>Supplement the policy with a resolution procedure with disability network input</p> <p>Train managers to understand the impact and signs of bullying and harassment</p> <p>Widely advertise that the abuse of staff will not be tolerated, implications and contact details to report and seek help.</p>	
5	2	Improve disabled staff support for career development opportunities	<p>Evaluate the reciprocal mentorship programme</p> <p>Evaluate the take up by disabled staff of the pre-employment programme</p> <p>Implement the 'Time to Change' Pledge</p> <p>If successful in our application to HEE for the Step into Work Programme, Offer rotational healthcare and administrative placements within Paediatric services that could progress onto apprenticeships or bank positions.</p>	<p>EDI Lead Recruitment Manager</p> <p>HRBP</p> <p>Recruitment Manager</p>
6 to 8 and 9	4 and 5	Continue to resource and involve the disability network	To evaluate the effectiveness of the disability network so far and steps have to be taken to make this work better going forward	EDI Lead/Director of HR and OD/ Disability Network/Staff Side
6 to 8	5	<p>Implement a reasonable adjustment policy</p> <p>Train managers on how to better meet the individual needs of disabled staff</p>	<p>Scope suitable policies</p> <p>Set up a task and finish group</p> <p>Consider if reasonable adjustments should be through local or centralised budget</p> <p>Resource health and safety team to undertake complex risk assessments</p> <p>Sign off at Health and Wellbeing Committee</p> <p>Evaluate feedback from the 'Being an inclusive Leader' module of the leadership programme to</p>	<p>EDI Lead, HRBP, Health and Safety Adviser, Disability Network Representatives, Occupational Health Representative, Staff Side Representative</p> <p>OD team in addition to above</p>

			devise appropriate training	
10	3	Increase the diversity of board members	Work with executive team recruitment agency Encourage disabled staff and board members to participate in the reciprocal mentorship programme	Director of Corporate Affairs Director of HR and OD