

## Alder Hey Children's Hospital NHS Foundation Trust

### Workforce Disability Equality Standard (WDES) Action Plan 2022/24

Measure	Action/Area for Development	Impact	Timescale for review
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Increase self-declaration rates and track action plan with targeted interventions.</li> <li>• Set a target rate to be achieved by 2024.</li> <li>• Continue to promote the importance of self-declaration using staff network and annual appraisals, to raise awareness amongst the workforce</li> </ul>	Increase declaration of disabilities reducing the incidents of unknown and increasing the representation at all levels	March 2024
<b>Recruitment, selection, and retention</b>	<ul style="list-style-type: none"> <li>• There is a review of the current recruitment process in progress which will aim to create more inclusive practices.</li> <li>• Undertake analysis of applications received, shortlisted and appointed by disability.</li> <li>• Grow diverse panel representation and support, utilising staff networks.</li> <li>• Introduce specific training on equality, diversity &amp; inclusion for all recruitment managers</li> </ul>	Reviewing the current processes will allow us to take a more inclusive approach to the attraction, recruitment, induction, training, and retention of our workforce.	September 2023
<b>Training &amp; Development</b>	<ul style="list-style-type: none"> <li>• Ensure all development opportunities are widely promoted and underrepresented staff are supported and encouraged to apply.</li> <li>• Continue to grow the Staff network.</li> <li>• Support staff network to share lived experiences, develop training and raise awareness.</li> </ul>	Staff will be provided with more training and awareness of disabilities and long-term conditions.	December 2023

	<ul style="list-style-type: none"> <li>• Provide training for managers around reasonable adjustments and supporting of staff.</li> <li>• Develop a Toolkit for managers/staff to access all policies, documents, resources in relation to Disabilities and Long Tern Conditions</li> </ul>	<p>Managers will be provided with training to undertake compassionate conversations and will have the resources and correct documentation and policies to ensure that their staff are supported.</p> <p>Staff will be able to access any related resources and documentation to support them</p>	
<p><b>Staff Experience</b></p>	<ul style="list-style-type: none"> <li>• Socialise the reasonable adjustment policy making sure managers are supported/trained and have access to resources to better support their staff.</li> <li>• Continue to promote Freedom to Speak up Guardians.</li> <li>• Promote the use of Health Passports, ensuring managers are trained and have access to all relevant resources and documentation.</li> <li>• Provide Lunch and Learn sessions to the wider workforce, raising awareness of topics related to DALTC.</li> <li>• Ensure that staff annual professional development reviews are inclusive, and any identified training needs/ career development is followed up and reported.</li> <li>• Explore the 'Scope for Growth' career conversation programme</li> </ul>	<p>We want to ensure that all staff have opportunities to develop and progress in their careers. We want to ensure that managers are supported and have training and awareness regarding disabilities and long-term conditions so they can have open conversations which will elevate miscommunication and encourage development.</p>	<p>January 2024</p>