

WDES Action Plan 2021 – 23

Objective1: To guarantee Dignity at work for all disabled staff (and those with long-term ill health) by creating a culture free from bullying, harassment and discrimination

Action Number	Action	Lead	Date	WDES data 2019/ 2020	Progress	RAG
1.	To ensure that there is full engagement with the disability agenda, in line with Leadership Behaviours leading to demonstrable culture change in respect of attitudes and approaches	Head of EDI Chair of MAPLE Group	March 2022	NHS Staff Survey (metrics 4, 5, 6, 7, 8 and 9a)	A series of disability sessions were delivered during 2020 Disability History Month and part of International Day of Disabled People (IDODP). Further sessions are planned for 2021 that will integrate leadership values as part of any education and awareness. Consideration should be given to building in to EDI objectives within appraisals including take up of reverse mentoring opportunities.	Amber
2.	Ensure disability diversity balance on decision making Forums i.e. Review all Boards/ committees/decision making forums. Do staff from protected groups sit on these boards/groups	Deputy Director of Governance and Risk	March 2022	WDES Indicator 9	To be commenced.	Blue
3.	To ensure that policies	EDI Coordinator and	November	NHS Staff	The reasonable adjustments	Amber

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	and Practices accommodate the needs of staff with disabilities	HR Business Partner FYPC and Hosted Services	2021	Survey (metrics 4, 5, 6, 7, 8 and 9a)	policy is currently under review and will provide an opportunity to create a revised approach which will improve the experience of employees with disabilities.	
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Objective 2: Examine and prioritise issues facing disabled staff and have strategies in place to support individuals.

Action Number	Action	Lead	Date	WDES data 2019/ 2020	Progress	RAG
1.	Give voice to staff with disability using existing MAPLE network	Chair of MAPLE Group, Freedom to Speak Up Guardian, Director of HR and OD	Ongoing	WDES indicator 9	The MAPLE Group has grown and there have been changes in the chair and vice-chair positions. Activity of the group has increased during 2020. A Listening Event was held in December 2020 and plans are in place to continue this positive work in order to ensure that disabled staff continue to have safe spaces where they feel they can speak up.	Green
2.	To promote and communicate a wide range of disability related topics through Team Brief	Chair of MAPLE, Associate Director of Communications, Head of EDI	March 2022	NHS Staff Survey (metrics 4, 5, 6, 7, 8 and 9a)	The Chair of MAPLE has run a session with finance. It is planned to communicate more information and guidance through channels	Blue

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	and team meetings. Also use this as a way of getting feedback/ intelligence				such as Team Briefs, staff bulletin and where appropriate the FB closed page and awareness sessions Trust Wide and within teams.	
3.	To develop a People Library (volunteers from the MAPLE Group who can share their lived experience and expertise through half hour sessions where colleagues can ask them questions)	The MAPLE Group	December 2021	As above	To be commenced.	Blue
4.	Identify, share, and engage with “hotspot” areas linked to ‘health and wellbeing’ questions in the additional questions part of the NHS staff survey	Chair of MAPLE Group Health & Wellbeing Lead	March 2022	As above	To be commenced.	Blue
5.	Commission access audits LPT Estates and Facilities	Director of Finance Head of EDI Director of Estates	March 2022	Indicator 8	To be commenced.	Blue

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Objective 3: All disabled staff have the confidence to declare their disability on ESR

Action Number	Action	Lead	Date	WDES data 2019/ 2020	Progress	RAG
1.	Develop a communication campaign so that staff feel confident declaring disability on ESR	Communication Lead for MAPLE Network	March 2022	NA	To be commenced	Blue
2.	Increased promotion of Trust as a 'Disability Confident' employer both internally and via recruitment social media sites	Resourcing Manager/ Communication Lead for MAPLE Network	March 2022	Indicator 1	Recruitment literature includes Disability Confident logo and criteria such as guaranteeing an interview to candidates who meet the minimum criteria. Further work required.	Amber
3.	Share Lived Experiences from disabled staff regarding their experiences in the workplace	MAPLE Network, EDI-Coordinator & Communication Lead	March 2022	Indicators 3, 4, 5, 6, 7, and 9.	MAPLE members shared lived experience during 2020 DHM and IDODP. Plans underway to step this up for 2021 activity.	Amber

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Objective 4: Embed Inclusive recruitment practice towards the employment and retention of candidates with disabilities to guarantee fairness throughout the process.

Action Number	Action	Lead	Date	WDES data 2019/ 2020	Progress	RAG
1.	Work with Trust communications to ensure that we present an inclusive picture to potential job applicants	MAPLE Communication Lead Resourcing Manager	March 2022	Indicator 1	Review of recruitment and selection policy and procedure planned.	Blue
2.	Enhance recruitment training so focus is on reducing unconscious bias at all stages of selection	Head of EDI Resourcing Manager	March 2022	As above	As above.	Blue
3.	Expand and mandate diversity of all selection panels	Director HR Resourcing Manager	March 2022	Indicator 1	As above.	Blue
4.	Recruit inclusion Allies	MAPLE Chair	March 2022	Indicator 1	To be commenced.	Blue

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Objective 5: Ensure Career Progression for staff with disabilities through the Talent management and succession planning approach.

Action Number	Action	Lead	Date	WDES data 2019/ 2020	Progress	RAG
1.	Develop a Disability Confident Training Package for managers	Resourcing Manager and Head EDI	March 2023	Indicator 1	To be commenced.	Blue
2.	Develop disability awareness training for all	Head of EDI MAPLE Chair	March 2023	All	Build on the sessions run in 2020.	Amber
3.	Encourage managers (via training, ongoing education and coaching conversations) to have health and well-being discussions with staff about what reasonable Adjustments can be made	Head of OD	March 2023	Indicator 8 and 9.	Health and well Being is included in staff appraisals. Consider further guidance and support to managers to have this discussion.	Blue

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