

Workforce Disability Equality Standard 2018/2019

Action Plan

WDES Return Highlights

The 2018/2019 WDES return highlighted the following:

The highest proportion of disabled employees is within Band 3

Disabled candidates are not more likely to be appointed from shortlisting than non-disabled employees

Disabled employees are not more likely to enter the capability procedure than non-disabled employees

Disabled employees are more likely to receive abuse/bullying/harassment

WDES Action Plan

Through engagement with the Trust's Disability Network, the following action plan has been created (p. 1/3)

| Action | Area of Focus | Due Date | Action Owner |
|--|--|-----------------|--------------------|
| Create and roll-out training for managers on implementing reasonable adjustments | Bullying/Harassment Recruitment Capability | Q4 2019/2020 | Head of Inclusion |
| Implement Head of Equality, Diversity and Inclusion role | All | Q4 2019/2020 | HR |
| Promote Disability Network – ensure the network is employee-led | All | Q4 2019/2020 | Disability Network |

WDES Action Plan

(p. 2/4)

| Action | Area of Focus | Due Date | Action Owner |
|--|--|-----------------|-----------------------------------|
| Implement new Grievance Procedure with focus on discrimination (incl. Dignity at Work) | Bullying/Harassment | Q4 2019/2020 | HR |
| Create a defined process for implementing, managing and reviewing reasonable adjustments | Bullying/Harassment Recruitment Capability | Q4 2019/2020 | HR Staff Health & Wellbeing |

WDES Action Plan

(p. 3/3)

| Action | Area of Focus | Due Date | Action Owner |
|--|---------------|-----------------|--------------------------|
| Create a Disability Champion programme to promote disability awareness and provide support | All | Q1 2020/2021 | HR Disability Network |