



# Workforce Disability Equality Standard 2018/2019

**Action Plan** 

As a teaching hospital, we conduct education and research to improve healthcare for our patients. During your visit students may be involved in your care, or you may be asked to participate in a clinical trial. Please speak to your doctor or nurse if you have any concerns.

Chief Executive: Joe Harrison Chairman: Simon Lloyd





## 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	<b>Due Date</b>	<b>Action Owner</b>
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	<b>Action Owner</b>
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	<b>Due Date</b>	<b>Action Owner</b>
Create a Disability Champion programme to promote disability awareness and provide support	All	Q1 2020/2021	HR Disability Network