

Workforce Disability Equality Standard (WDES) Action Plan October 2022

Key Action	Deadline	How Will we Measure Success?	WRES Metric(s)
Deliver neurodiversity awareness sessions to share employee experiences with ADHD, Dyslexia and other neurodivergent conditions.	Oct-22	Improved disability declaration rates.	All.
Incorporate ED&I introduction into Trust induction to promote ED&I agenda and staff networks.	Nov-22	Increased staff network engagement.	5, 6, 8.
Implementation of trial Disability Advisor role to support the implementation of workplace adjustments during employment and at recruitment stage.	Nov-22	Review of case load and successful implementation of adjustments.	8.
Roll out workplace adjustment training for line managers to ensure they are equipped to identify and implement reasonable adjustments for their teams.	Dec-22	Improved staff survey score regarding reasonable adjustments.	5,6,7,8,9.
Raise awareness of WDES metrics by creating and distributing infographic posters to be shared with Staff Networks, Staff Side, and with staff in their departments.	Dec-22	Increased awareness of the Trust's position.	All.
Strengthen governance of staff networks by implementing an agreed framework for network leadership/operation and enhancing monthly meetings with the Employee Relations Team.	Jan-23	Increased engagement with staff networks. Full leadership recruitment within each network.	7, 8.
Implement and promote Disability Champions across the Trust.	Jan-23	Improved disability declaration rates.	All.
Continue to engage with the Ability Network (and other staff networks) to support the implementation of inclusive recruitment practices.	Mar-23	Improved shortlisting of disabled colleagues. Improved staff survey scores in questions related to discrimination.	2.
Incorporate FTSU Champion role into Staff Network Vice Chair Role	Mar-23	FTSU Champion within each network.	4.
Implement a new Talent Management Programme as part of The MKWay, ensuring visibility and access for disabled colleagues.	Jun-23	Increased disability representation in senior bands/roles. Improved CPD metrics.	7.
Continue to roll out cultural awareness training to identified areas to educate employees on diversity and inclusion, discrimination, unconscious bias, microaggressions and empathy.	Jul-23	Attendance at sessions. Reduction in employee relations cases related to discrimination in these areas.	2, 3, 5, 6, 7, 8.
Continue to undertake initiatives that build leadership portfolio to apply for and gain Disability Confident Leader Status	Mar-24	Successful application for Leadership Status.	All