

Workforce Disability Equality Standard (WDES) Action Plan October 2023

Key Action	Deadline	How Will we Measure Success?	WRES Metric(s)
Conduct employee census to ensure employee data on ESR is up to date, incl. disability data.	Nov-23	Reduction in unknown disability statuses within employee data.	1.
Development of Behaviours Policy and Procedure to incorporate the Trust's Behaviours Framework in addition to outlining the responsibilities of all employees to challenge poor behaviour and specific statements re racism, homophobia, transphobia, sexism, ableism etc.	Mar-24	Reduction in discrimination, bullying, harassment against disabled colleagues. Increase in incidents being reported.	4, 5.
Implement a staff network for neurodiverse employees.	Dec-23	Network to be up and running with elected leadership.	All.
Roll out workplace adjustment training for line managers to ensure they are equipped to identify and implement reasonable adjustments for their teams.	Mar-24	Improved staff survey score regarding reasonable adjustments.	5,6,7,8,9.
Continue to 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-23	Increased awareness of the Trust's position.	All.
Development and roll-out of values-based recruitment programme and inclusive recruitment practices.	Mar-24	Improved shortlisting of disabled colleagues. Improved staff survey scores in questions related to discrimination.	2.
Development and roll-out of a communications and education campaign on the subject of allyship.	Jun-24	Improved awareness of issues faced by disabled employees.	All.
Undertake a review of appraisal paperwork to ensure that it is accessible and fit for purpose for employees with disabilities.	Mar-24	Improvement in staff survey results around appraisals.	7, 8.
Implement a new Talent Management Programme as part of The MKWay, ensuring visibility and access for disabled colleagues.	Mar-24	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-24	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.
Undertake self-assessment of Trust against NHS ED&I Improvement Plan 6 High Impact Actions with development of an action plan.	Dec-23	Detailed action plan developed.	All.