

Workforce Disability Equality Standard (WDES) Action Plan July 2019 – July 2020

Action	Time scale	Lead	Progress towards outcome	RAG
Provide annual WDES related report to show ethnicity profile to the Finance & Performance Group and Executive Directors Group (EDG). Report to include details of ethnicity for disciplinary, CPD and all WDES data.	August- September 2019	E&D Manager	Date TBC	
Further encourage an increase in the number of Disabled employees participating in the 2019 NHS staff survey.	September/October 2019	E&D Manager Staff Survey Lead	Include as a wider initiative to encourage people from protected groups to complete the survey	
Promote leadership, training and development options to employees with disabilities via Disability staff networks and a communication strategy on courses from NHS Leadership Academy.	Periodically as opportunities are announced from NHS Leadership Academy	E&D Manager L&D Team	Updates to be provided at EDAS and EDHRSG September and March	
Develop and run an ongoing communication strategy to improve the trusts equality monitoring stats with regards to disability through a range of means including but not	July 2019 to July 2020	E&D Manager Communications Team		

<p>limited to:</p> <ul style="list-style-type: none"> • Occupational Health • Banners • Staff Networks • Wellbeing and Inclusion Bulletin <p>This will include communication on 'what is a disability'?</p>		Occupational Health		
Facilitate a regular management training session on reasonable adjustments as part of the attendance management training day	Began 2019 – set to continue to run throughout 2019 to 2020	E&D Manager and HR Lead	Complete – feedback to be monitored as part of attendance management training session	
Invest and promote relevant awareness days across the trust to show support for staff members with both short term and long term disabilities	Ongoing	E&D Manager OH Manager Relevant departments eg Dementia Nurses for Dementia Week	Ongoing weeks include Dementia Awareness Week Carers Week Deaf Awareness Week Dyslexia Awareness Week Disability Awareness Day Mental Health Awareness Week	