

WDES Action Plan 2023 - 2024

Trust:	Countess of Chester Hospital NHS Foundation Trust
Year:	2023
Primary author(s) of this Action Plan	Surendra Shroff (Equality, Diversity & Inclusion Lead)
Plan endorsed by:	Nicola Price (Director of People & OD)
Sources of information underpinning the Plan:	NHS Staff Survey 2019 - 2022. ESR/employee relations data. NHS Jobs.

	Please specify which actions are different to current practice, and which are continuation	Please specify KPIs and timelines for monitoring the actions	How will actions be made sustainable
Actions around WDES Metric 1: Recruitment and Promotion	Set up focus group with disabled staff to discuss experience of career development opportunities.	Focus group to be arranged by 31st December 2023, with meetings to be held in February/March 2024.	Development of action plan as applicable to address focus group feedback
Actions around WDES Metric 2: Appointments	Continue to attract applicants with disabilities by maintaining Disability Confident membership and look to commit to the next level	Re-accreditation application December 2023.	Ongoing long term plan to embed and improve disability equity and inclusion in the workplace
Actions around WDES Metric 3: Capability	n/a	Seek to maintain by supporting reasonable adjustments.	
Actions around WDES Metric 4: Bullying, harassment, and abuse	Set up Staff Engagement groups to explore in greater depth via the disability staff network	Improvements in NHS Staff Survey data for metrics in 2023 onwards.	Ongoing long term plan to embed and improve culture of civility and respect in the workplace. Planned engagement, communications, and Utilise existing staff following 'Train the Trainer' in 2022.
	Set up and deliver training in the following areas: Supporting Reasonable Adjustments (For Managers) Unconscious Bias (For Managers), Bystander Training (for anyone), Macro and Micro aggressions	Intermittently throughout 2023/2024	
	Keep bullying and harassment/ equality and diversity policy and process up to date and ensure employees know where they can be accessed	Promote where policies can be located at staff local induction.	Add to existing local induction checklist
	Trust to develop and launch Civility Charter alongside Equality Strategy and Wellbeing Strategy	Via a Civility Roadshow November 2023	Development of action plans as applicable according to employee feedback
	Identification and promotion of relevant Awareness Events e.g., Disability Awareness day, Ant-Bullying week	Dates of relevant awareness weeks to be added to Trust Calendar in discussion with relevant staff networks	Dates embedded as part of Equality and Wellbeing Trust wide Calendar and supported by Comms
	Improving Wellbeing through engagement and listening events	Listening Events and Surveys	Via Workforce Wellbeing Lead
Actions around WDES Metric 5: Equal Opportunities for Career Progression	New Talent and Succession planning strategy that includes diversity as a core element	To be highlighted during launch of the strategy	Embedded in strategy monitoring across the organisation.
Actions around WDES Metric 6: Pressure to attend work whilst unwell	Managerial Training on reasonable adjustments and unconscious bias (see metric 4).Launch of new Wellbeing Strategy and Equality and Diversity Strategy.	Launched via Civility Roadshow	Embedded in strategy monitoring across the organisation.
Actions around WDES Metric 7: Feeling Valued	Aligns through metric 1 action.		
Actions around WDES Metric 8: Reasonable Adjustments	Promote Staff Networks for Disability, Neuro Diversity and Carers.	Ongoing	Relaunch and refocus on how the Trust will support staff networks as a whole. Scope and paper to go to Board regarding their needs.
	Engage Managers in Reasonable Adjustment Training	Ongoing	Training delivered in house, 'Train the Trainer' rolled out, incorporated into existing and new leadership training.
	Promotion of use of Reasonable Adjustment Passport	Ongoing	To be kept on staff intranet for ongoing access and promoted on awareness days.
	Ensure promotion through staff stories and utilisation of appropriate awareness days	Ongoing	Awareness days to be agreed jointly with networks as part of the Corporate Wellbeing and EDI Calendar.
Actions around WDES Metric 9: Staff engagement	Ensure invitation of staff networks to relevant events and meetings	To be agreed with Network Leads	Incorporated into existing governance structure
	Wellbeing Workshops to be delivered to individual departments	Pilot a department Oct/Nov 2023	Lead by Wellbeing Lead in communication with departments in need as part of the Wellbeing Strategy.
Actions around WDES Metric 10: Board representation	Board members to be nominated as sponsors to Disability Staff Network, Neurodiversity Staff Network and Carers Staff Network	Appoint by December 2023	Sponsors to meet with Staff Network Leads for monthly 121.
Other components of Trust plan	Increase ESR self-reporting by creating easy to use guide develop, publish and promote.	Create by end February 2024	To be kept on staff intranet for ongoing access