

Workforce Disability Equality Standards (WDES) Action Plan 2019 - 2020

Ref	Issue	Disability data we currently hold is poor we have 23% disability status not known/recorded.			
1.	What is already in place?	ESR manager self-service goes live on the 1 st October 2109 and it will facilitate the process that means staff can update their own data and disability status information themselves.			
	Actions	Update	By Who	Action Due date	Measure
	Communicate with staff about WDES. Explain why it is important that disability status is declared and how this may benefit the individual. Encourage employees to ensure their ESR data is up to date (WDES and WRES).	The EDI group to take a lead role in creating a space for disabled colleagues to share their views and experiences. Work with the EDI group to understand the range of disabilities and long term conditions that exist within our workforce. Ensure all our staff understand what support is available to help with their disability or long term condition and how to access it.	EDI Lead P&OD and Comms	Next meeting October 2019	A 10% increase in recorded disability status Information leaflet and campaign
	Explore the need for Staff networks and whether there is an appetite for a staff led disability network.	Agenda item for EDI group next meeting	Leadership Team	Next meeting October 2019	Network in place
	EDI accessible on line training for staff	Promote access to the e-learning modules and Soundbites on EDI	P&OD and Comms	Quarterly report	EDI training records from ESR
2.	Issue	Disabled staff are 1.48 times more likely to be in formal capability process compared to non-disabled staff			
	Actions	Update	By Who	Action Due Date	Measure
	Conduct a deep dive into the cases that resulted in formal capability	To explore and understand the data, sickness policy currently under review	Case management	December 2019	Report and analysis

	proceedings to establish whether there are underlying themes that require specific interventions		team		completed
	Improve the attraction and recruitment of disabled staff to our organisation	Widening participation and recruitment fairs Project choice work experience for people with Disabilities initiative	Recruitment Team and TED	Ongoing	Monitoring of recruitment data
	Improve recruiting managers awareness of employing people with a disability or long term condition	Unconscious bias training EDI training for managers	Recruitment team & Leadership Team	Ongoing	Number Of managers trained from ESR records
	Promote flexible working as an option and job carving to support colleagues living with a long term condition or disability. Promote positive stories across the organisation where this has been done well	Train managers on Disability and reasonable adjustments and Job Carving	Recruitment team, Comms & Leadership Team	Ongoing	Number Of managers trained from ESR records
	Explore the disability confident scheme and the work involved	We are a disability confident employer	Leadership Team	Complete	Disability confident level 2
<u>3.</u>	Issue	Both disabled and BME staff experience more bullying, harassment and abuse than white and non-disabled staff – there has been a rise since 2018			
	What is already in place?	Bullying And harassment strategy, Freedom to Speak Up Guardian in post. EDI policy. Fair treatment for all policy. Violence and aggression policy. Equality and Diversity included in Induction and soundbites.			
	Actions	Update	By Who	Action Due date	Measure
	A no tolerance campaign to be launched and promoted with communications		Freedom to Speak up,	December 2019	Campaign Launched

	and staff side.		P&OD and Comms		
	Deep dive to explore staff survey data to identify areas of concern	Staff survey to launch early October	Leadership Team	December 2019	Survey report and action plan
	Appraisal training for managers	Ongoing training for managers	HR Team	January – April 2020	Number Of managers trained from ESR records
<u>4.</u>	Issue	37.9% of disabled staff say that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties as opposed to 29.7% of non-disabled staff.			
	Actions	Update	By Who	Action Due date	Measure
	Deliver training for managers on sickness absence, fair treatment for all and reasonable adjustments	Deep dive to explore the data we hold to explore trends	Case management team	Ongoing	Number Of managers trained from ESR records
	Review full staff survey data to seek improvement	Full Staff survey launch October 2019 Request from Picker a Full qualitative report to allow better analysis of key themes	Leadership Team	December 2019	5% improvement in disabled staff experience
<u>5.</u>	Issue	32.2% of disabled staff reported that they are satisfied with the extent to which their organisation values their work as opposed to 45.1% non-disabled staff.			
	Actions	Update	By Who	Action Due date	Measure
	What is already in place?	Staff Star awards. Unsung Hero's awards. EDI on weekly communications in Buzz. Thank you cards.			

		Regular one to ones with managers, appraisals, leadership and management training. Masterclass series. Staff engagement groups.			
	Staff led Disability network may help to explore this further				
<u>6.</u>	Issue	63.8% of disabled reported that their employer has made adequate adjustment(s) to enable them to carry out their work.			
	Actions	Update	By Who	Action Due date	Measure
	Manager training in reasonable adjustments and sickness policy	Ongoing training for managers Sickness policy under at present	HR Team	December 2019	Number Of managers trained from ESR records
	Explore what adjustments have been made and where. Also identify areas where adjustments need to be made	Ongoing training for managers	HR Team	December 2019	Staff stories and feedback from managers