

WDES Action Plan 2022 - 2025



Actions

Metric 1

- Introduce an information leaflet describing the importance of declaring or updating equality monitoring information.
- Promote lived experience stories which acknowledge disclosing disabilities and its impact it has had on staff.
- Report divisional breakdown on declaration for divisions to take action on improving this - particularly on the 'unknown' status.

Metric 2

- Work with the recruitment team to identify ways of enhancing the promotion of our disability confident accreditation and educate managers on what this means.
- Provide detailed data to divisions on their workforce profile and applicant success rates. Each division to then identify three hot spot areas to improve representation.
- Investigate the feasibility of becoming a carer confident organisation

Metric 4

- Increase the diversity of the freedom to speak up guardian and champion role
- Monitor the numbers of Datix Incident Reporting related to bullying or abuse from patients towards our staff and understand if these incidences were managed effectively in line with our protocol.
- Implement the revised Dignity at Work Framework
- Launch a Kindness and Respect Campaign
- Produce a microaggressions campaign and incorporate within relevant training highlighting the awareness and how to appropriately challenge.

Actions

Metric 5 & 7

- Review staff disability awareness training specifically for managers and deliver open conversations which educate managers on certain disabilities and long term health conditions.
- Continue to engage with colleagues participating in the staff council as well as the Diverse Ability Staff Network to identify areas for improvement on how we can promote our appreciation for staff.
- Agree a staff leadership charter making the expectations and behaviours of leaders clear

Metric 8

- Continue promoting our Health and Wellbeing Passport, showcasing lived experiences and the impact the passport has had on staff.
- Review the reasonable adjustment process and seek improvements
- Review staff disability awareness training specifically for managers and deliver open conversations which educate managers on certain disabilities and long term health conditions
- Promote awareness and understanding of the Government Access to Work Scheme

Metric 9

- Continue to engage with colleagues participating in the staff council as well as the Diverse Ability Staff Network to identify areas for improvement on how we can promote our appreciation for staff.
- Appoint a representative chair or co-chairs for the Diverse Ability Staff Network.
- Ensure a Diverse Ability Staff Network representative is given the opportunity to attend certain decision making forums.

Measures/ Outcomes

Indicator	Outcome	Timeline
1	25% reduction in the 'Unknown' category	July 2023
2	Leaders are held accountable for ensuring a de-bias approach for recruitment. We are an accredited carer employer	March 2024 March 2025
4, 5 & 7	Disabled colleagues feel confident in speaking up. Staff are active allies and know how to appropriately challenge behaviours and support their colleagues.	July 2023 August 2023
8	Where equipment has been agreed as a reasonable adjustment, staff will receive this in a timely manner. We have achieved at least 80% of staff reporting that they had adequate adjustments made for them to carry out their role.	July 2023 March 2024
9	Increased membership of the Diverse Ability Staff Network	September 2023