

WDES Action Plan 2025 - 2028

Actions

Metric 1

- Appoint an Executive Lead for the network who can promote and encourage staff to disclose their status.
- Publish and promote that the disability pay gap report is coming and encourage self-declaration within this communications
- Publish and promote case studies
- Produce accessible job advertisements
- Consider implementing actions to support disabled applicants through the application and interview process

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.

Metric 4

- Continue with cultural lecture series
- Focus group for disabled staff to discuss the issues they face with senior leaders and FTSU lead (focus group to include a mix of staff with varying disabilities)
- Quarterly reports to the newly appointed executive sponsor on harassment, bullying and abuse raised by disabled staff
- Continue to communicate the reporting mechanisms available for staff to report inappropriate behaviours inc Freedom to Speak Up, etc

Actions

Metric 5 & 7

- Review learning and development for line managers in relation to disability to better support the career development and aspirations of disabled staff.
- Discuss and agree actions that can improve the opportunities available for disabled staff to enhance their careers
- Review succession planning framework to ensure inclusive talent acquisition and management across the care groups
- Ensure disabled staff have access to apprenticeship programs at all stages of their career journey.

Metric 8

- Continue promoting our Health and Wellbeing Passport, showcasing lived experiences and the impact the passport has had on staff.
- Embed Inclusive Leadership Training within License to Lead.
- Review the reasonable adjustment process and seek improvements
- Promote awareness and understanding of the Government Access to Work Scheme and Develop a reasonable adjustments guide for managers.

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.

Measures/ Outcomes

Indicator	Outcome	Timeline
1	Increase the diversity of the workforce by increasing the representation of disabled staff from 5.0% to 10%.	June 2026
4, 5 & 7	Disabled colleagues feel confident in speaking up. To increase the perception and experience of disabled staff that the trust provides equal opportunities for career progression or promotion from 46.8% by 10%. Ensure that all employees feel equally valued for their contribution.	Mar 2028 Mar 2027 Mar 2028
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.	Mar 2026 Mar 2027
9	Increased membership of the Diverse Ability Staff Network	Mar 2028
4	Improved reporting of incidents related to harassment, bullying, abuse and discrimination and appropriate actions taken To improve the experiences of inappropriate behaviours towards disabled staff and non-disabled staff from colleagues to the acute average (25.2% and 16.2% respectively)	Mar 2028 Mar 2027