

C&I WDES Action Plan 2019

		Action	By Who	Timeline	Impact
1	Creation of WDES Steering Group	1.1 WDES Expert to establishing a WDES Board – that steers the WDES action plan	EDI Lead	Oct 2019	Embed WDES throughout the Trust
		1.2 WDES Steering Group ToR to be established and agreed	EDI Lead	Oct 2019	Disability+ Staff Network engagement
		1.3 WDES Expert to have one day protected time per week in EDI Office	EDI Lead	Oct 2019	
2	Improve the talent pipeline of disabled colleagues and representation of disabled staff at higher bands	Promote and actively engage workforce in Disability Leadership Training Courses	LD&OD, EDI Lead, Recruitment & Retention Lead	Oct 2019 On-going	Having the WDES Expert as part of the Culture Collaborative Change team will be instrumental in engagement of the wider disabled workforce with the programme
3	Maintain and develop our Disability+ Staff Network	Bi-monthly meetings	EDI Lead	On-going	Support and engage Disability+
4	Increase the rates of disability/long term condition disclosure	Disclosure Day Promotion once per month via Comms. Bulletin	EDI Lead, Disability+ Network, BP, Comms.	Oct 2019 On-going	WDES Lead, Disability+, Comms
5	Improve managers and colleagues' awareness and understanding of disability/long term health conditions in the workforce, to ensure an inclusive culture where everyone can thrive	Disability Awareness workshops at SPH, HMHC and Kingston	EDI Lead, ER Lead, BP	On-going	WDES Lead, Disability+, Comms
6	Year on year reduction regarding the gap in engagement and bullying and harassment scores between disabled colleagues and non-disabled	Respect and Dignity Workshops at SPH, HMHC and Kingston. Promote reporting of bullying and harassment - working in alliance with BEH	EDI Lead, WRES Lead and Anti-bullying & Harassment Ambassadors	Nov 2019 On-going	A reduction in reported B&H. This will be fed back via the Staff Survey and Pulse Check.



7	Improve the standard and consistency of Workplace Adjustments – including job application	7.1 Targeted training for Managers in known 'hot spots'.	EDI Lead, ER Lead, Recruitment and Retention Lead	Nov 2019 On-going	Have managers that feel well informed and confident regarding supporting Workplace Adjustments and Disability Leave
		7.2 Staff Pulse Survey regarding Workplace Adjustments	EDI Lead, LD&OD	Dec 2019 On-going	Have an engaged workforce that feel confident disclosing and requesting Workplace Adjustments and Disability Leave