

C&I WDES Action Plan 2020/21

WDES Metric		Action	By Who	Timeline	Impact
1	Disclosure campaign	<ul style="list-style-type: none"> C&I to join Sunflower Lanyard Campaign Managers have KPIs for disclosure. Report to Divisional Directors 	EDI Lead (DH)/Comms (AB) Managers/Divisional Directors	October 2020 January 2021	Promote awareness of invisible disability throughout the Trust Improve data collection of the Equality Act 2010 Protected Characteristics
2	Relative likelihood of disabled staff being appointed from shortlisting	<ul style="list-style-type: none"> Continue to work with Vercida Explore Structured Interviews Explore Work Experience placements 'place then train' model Early timeline closure - due to high number of applicants - not applicable to candidates with a disability/LTC Strengthen links with local Job Centre Plus Disability Advisers/local disability third sector organisations 	EDI Lead (DH)/Dept. Director HR&OD (JS)/Comms (AB)	On-going October 2020	Breaking down barriers to employment for people with learning disabilities at C&I. Promote Neurodiversity within the Trust Attract candidates from local communities
3	Relative likelihood of disabled staff entering the formal capability process	<ul style="list-style-type: none"> Review ER cases before formal meeting: To determine if an investigation is required is 'reasonable, fair and just' To determine if the case should proceed to hearing 	EDI Lead (DH) & ER Lead (NS)	October 2020	Formal capability cases kept at <u>zero</u>
4a	% of staff experiencing bullying, harassment or abuse from <i>patients, relatives or the public</i>	<ul style="list-style-type: none"> Zero tolerance poster campaign Zero tolerance leaflet 	EDI Lead (DH), All Staff Networks (JS/DH) & Comms (AB)	November 2020	Promote inclusion in the workforce. Empower staff Reduction of bullying, harassment or abuse from patient, relatives or the public <i>Improve NHS Staff Network results</i>
4b	% of staff experiencing harassment, bullying or abuse from <i>managers</i>	<ul style="list-style-type: none"> Target Managers re: Disability awareness workshop Microaggression workshops 	EDI Lead (DH)/ER Lead (NS)/L&D (IF)/All Staff Chairs	November 2020	Staff aware via posters and other comms. how to access help/advice if they are experiencing bullying and harassment

		<ul style="list-style-type: none"> Sharing stories poster/video campaign 	EDI Lead (DH)/Dis+ Staff Network/Comms (AB)		<p>Reduce bullying, harassment or abuse from <i>managers</i></p> <p>Change managers into equality champions</p> <p>Reduce absence and sickness</p> <p><i>Improve NHS Staff Network results</i></p>
4c	% of staff experiencing harassment, bullying or abuse from <i>other colleagues</i>	<ul style="list-style-type: none"> Microaggression workshops Sharing stories poster/video campaign Promote membership Disability+ Carers Staff Network 	EDI Lead (DH), L&D (IF), Dis+ Chairs (JS/DH), EDI Lead/Comms Lead (AB)	November 2020	<p>Reduce bullying, harassment or abuse from <i>other colleagues</i></p> <p>Change colleagues into equality champions</p> <p>Promoting an awareness and understanding of disability/LTC</p> <p>Increase membership of Dis+ Staff Network</p> <p><i>Improve NHS Staff Network results</i></p>
4d	% of those experiencing harassment, bullying or abuse, <i>who report.</i>	<ul style="list-style-type: none"> Promote Disability+ Carers Staff Network Promote EDI Lead Support Promote Freedom to Speak Out Guardian 	EDI Lead (DH)/FTSO Guardian/Dis+ Network/Wellbeing Lead (BF)/Comms (AB)	November 2020	<p>Encourage 'safe space' discussions at Dis+ Network.</p> <p>Support individuals that are experiencing bullying and harassment</p> <p><i>Improve NHS Staff Network results</i></p>
5	% of staff believing the Trust provides equal opportunities for career progression or promotion	<ul style="list-style-type: none"> Stretch assignments to higher banding Internal job shadowing to higher banding 'Acting up' opportunities 'Place then train' opportunities 	Recruitment Manager (SC)/EDI Lead (DH)	November 2020	<p>Increase % of staff believing the Trust provides equal opportunities for career progression or promotion</p> <p>Inclusive practice</p>
6	% who felt pressure from manager to come to work despite not feeling well enough to work	<ul style="list-style-type: none"> Change 'Supporting Staff with a Disability/LTC Guide' to a C&I Policy Promote Workplace Adjustment Passports Workplace Adjustment merchandise e.g. mugs 'Have You Got Your Workplace Adjustments?' 	<p>Director HR&OD/ EDI Lead/ER Lead</p> <p>EDI Lead, Comms Lead (AB)</p>	November 2020	<p>Reduce % who felt pressure from manager to come to work despite not feeling well enough to work</p> <p>Inclusive practice</p> <p>Building trust</p> <p>Improve disclosure rates</p> <p>Breaking down systemic discrimination</p>
7	% saying they are satisfied with the extent to which the Trust values their work	<ul style="list-style-type: none"> Bev & Deb's i.e. Trust wide joint webinars (EDI Lead and Wellbeing Lead) Invisible disabilities awareness week C&I Purple Thursday Appraisal with acknowledgment of Dis+ Network Membership 	EDI Lead (DH)/Dis+ Network/LD Lead (IF)/ Wellbeing Lead (BF)/Comms (AB)	<p>October 2020</p> <p>March 2020</p>	<p>Increase % of staff saying they are satisfied with the extent to which the Trust values their work</p> <p>Show organisational support for our disabled colleagues</p> <p>Show organisation support for staff inclusion network members participation</p>

8	% of disabled staff saying their employer has made adequate adjustment to enable them to carry out their work	<ul style="list-style-type: none"> • QI Workplace Adjustment Programme: Explore Workplace Adjustment Passport – central point of collection Explore central budget for workplace adjustments Explore electronic Workplace Adjustment Passport Workplace adjustments poster campaign IT Dept. have named/nominated Disability Support (accessible IT software knowledge), holds a central register Timely Workplace Adjustment of 28 days (unless exception circumstances) Divisional Directors to have KPIs re: Workplace Adjustments Passports 	<p>EDI Lead/QI Team</p> <p>OD Lead (MW)/Dis+ Chair</p> <p>EDI Lead/Finance Director</p> <p>EDI Lead/ITC Lead</p> <p>WL (BF)/OD Lead (MW)/ EDI Lead (DH)/Dis+</p> <p>EDI Lead/ICT Lead</p> <p>EDI Lead/Dept. Director HR/OD</p> <p>Divisional Directors/ EDI Lead</p>	January 2021	<p>Enable staff with disabilities to develop their potential and maximisation their contributions to the workforce</p> <p>Eliminate potential bias from managers at interview</p> <p>Accessible Workplace Adjustment Passport</p> <p>Address systemic discrimination and build knowledge in advancing inclusion</p> <p>Improve IT access for disabled colleagues</p> <p>Ensure understanding of the process that has been put in place to enable appropriate adjustments as quickly as possible</p> <p>Change the culture to one of trust</p>
9a	Staff engagement Score for disabled vs. non-disabled staff	<ul style="list-style-type: none"> • Promote Disability+ carers staff network • Managers to recognise staff inclusion networks in Appraisals 	<p>EDI Lead (DH)/Comms Lead (AB)</p> <p>LD Lead (IF) EDI Lead (DH)</p>	<p>On-going</p> <p>January 2021</p>	<p>Continue to promote Disability+ Carers Staff Network</p> <p>Improve staff engagement for disabled colleagues</p>
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	<ul style="list-style-type: none"> • Bi-Weekly Disability+ Covid Support Conversations with Exec. Sponsor 	<p>EDI Lead (DH)/ Dis+ Chair (JS)</p>	<p>On-going</p>	<p>Improve meaningful engagement with colleagues</p> <p>Speaking ‘truth to power’</p>
10	% difference between the C&I Board voting membership and its overall workforce	<ul style="list-style-type: none"> • Reverse mentoring by Execs and NEDs 	<p>EDI Lead (DH)/ Dis+ Exec. Sponsor/LD Lead (IF)</p>	<p>September 2020</p>	<p>Ensure the profile of frontline staff is replicated across all tiers of leadership in C&I up to Board level</p>