

Workforce Disability Equality Standard (WDES) Action Plan 2019/20

Area for Improvement	Action Required	Time Scale	Lead
<p>Disability data obtained from ESR does not reflect the declaration rates gathered in the staff survey.</p> <p>Increase the declaration rates on ESR to increase the quality of data for the Metrics</p> <p>Encourage line managers to have discussions with staff during at induction and appraisals around the importance and benefits of declaring a disability and promoting the need to update ESR self-service.</p>	<ul style="list-style-type: none"> The creation of a lived experience disability group to promote a safe, inclusive work environment in which all staff feel supported and valued Dedicated intranet webpage to promote support for disabled colleagues and colleagues with long-term conditions. This will include disability resources section for line managers to effectively support colleagues Introduction of Reasonable adjustment passport, initial training and pilot to be run with Compass charity 	<p>May 2020</p> <p>March 2020</p> <p>May 2020</p>	<p>Network Lead</p> <p>HR Lead</p> <p>Inclusive Manager</p>
<p>Feedback from employee sessions highlighted no positive recruitment of disabled colleagues</p> <p>Increase percentage of disabled applicants by promoting a positive image of our commitment to employing staff with disabilities also be able to promote and evidence the support we can provide.</p>	<ul style="list-style-type: none"> Promote flexible working Look at extending disability Confidence scheme across the Alliance Test the recruitment process ensuring it is accessible to those with a Disability Explore alternative methods of assessment to ensure Disabled staff are not disadvantaged 	<p>Sept 2020</p> <p>Sept 2020</p> <p>Sept 2020</p> <p>Sept 2020</p>	<p>Network lead/ recruitment manager</p>

<p>Improving engagement with disabled colleagues and facilitating the voices of Disabled staff in our organisation to be heard?</p>	<ul style="list-style-type: none"> • Creation of lived experience network which will help raise concerns, voice opinions, raise awareness of disability issues. Be a safe point of contact and help shape Trust policy • Disability champions, volunteers that would be able to provide advice and support to colleagues. 	<p>May 2020</p> <p>Sept 2020</p>	<p>Network Lead</p> <p>Network Lead</p>
<p>Disabled respondents in the staff survey reported higher levels of harassment, bullying or abuse compared to non-disabled respondents from patients, managers and colleagues. Feedback received confirmed that this can stem from lack of knowledge and training around colleagues with disabilities</p> <p>Increase Trust wide awareness of disability including legislative requirements. Promotion of the Equality Act and mandatory training for line managers.</p>	<ul style="list-style-type: none"> • Line Manager training, focusing on support and options that are available to be able to keep staff with disabilities or long term conditions in work and performing to their full capacity. Including reasonable adjustment passport training. • HR to produce clear guides and training to help support managers when making decisions on reasonable adjustment and what support is available. • Disability information available to all staff around access to work, occupational health and other organisations that can be used to assist colleagues with disabilities and long term illnesses. Held on the trust intranet pages. 	<p>May 2020</p> <p>Sept 2020</p> <p>March 2020</p>	<p>Inclusion Manager</p> <p>HR Lead</p> <p>HR Lead</p>