

Workforce Disability Equality Standard Action Plan 1st July 2020 – 30th June 2021

Background

This document was prepared to support the organisation to address the issues raised by the Workforce Disability Equality Standard. It has taken the issues raised and set out how we will address and / or monitor them.

Action Plan

KEY (Change status)

- 1 Recommendation agreed but not yet actioned
- 2 Action in progress
- 3 Recommendation fully implemented
- 4 Recommendation never actioned (please state reasons)
- 5 Other (please provide supporting information)

	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence
Aim: To increase awareness of issues faced by disabled staff in the trust						
1	Continuous promotion membership of Disabled Staff Network and promote lived experiences.	Dec 2021	Head of HR and Inclusion Lead		2	
2	Promotion through Onboarding of disability staff network and develop buddy scheme	March 2021	Head of HR (E&W)		1	

3	Reverse mentoring scheme to be set up with directors and disabled staff as part of wider scheme	July 2021	Director of HR & OD and Head of Learning & OD		1	
4	Promote Disability Confident Employer status and supporting information to network and trust wide to raise awareness and increase involvement.	June 2021	Head of HR (E&W)		2	
Aim: To increase the number of disabled people recruited to the trust to improve the proportion of disabled staff employed						
5	<p>Increase disabled staff numbers by:</p> <ul style="list-style-type: none"> • reviewing the R&S training to include the subject of unconscious bias • Identifying areas of underrepresentation to target recruitment to posts; • Introduce wider recruitment initiatives outside NHS Jobs to attract a higher application rate of disabled people through liaison with relevant community groups in Wirral • Engage with disabled community groups for opportunities of work placements i.e. Poppy Factory 	April 2021	<p>Head of HR (Wellbeing and Engagement) Head of HR (Workforce Planning and Resourcing) Inclusion Lead</p>		2	

Aim: To improve the monitoring of the impact of trust policies on disabled staff						
6	Revision of Development of trust/divisional Inclusion dashboards to include workforce KPIs e.g. numbers of ER cases, FTSU and disability staff levels	March 2021	Inclusion Team Deputy Director of Operations Head of HR (Wellbeing and Engagement) Head of Business Intelligence	Task and Finish group to be re-established	2	
7	Develop a register of reasonable adjustments	April 2021	Head of HR (Wellbeing and Engagement)		1	
8	Involve the staff network in the Equality Impact Assessment process for relevant workforce policies	April 2021	Head of HR (Wellbeing and Engagement)		1	
9	Agile Working programme - consideration of impact on a range of disabilities including sensory disabilities of agile working.	Jan 2021	Agile Working Project – Director of HR & OD		1	