

## Workforce Disability Equality Standard Action Plan 1<sup>st</sup> August 2021 – 31st July 2022

### 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)

	<b>Actions required</b>	<b>Action by date</b>	<b>Person responsible</b>	<b>Comments/action status</b>	<b>Change stage (see Key)</b>	<b>Evidence</b>
<b>Aim: To increase awareness of issues faced by disabled staff in the trust</b>						
1	Promotion through Onboarding of Ability staff network (as part of network awareness raising)  Develop a buddy scheme for new employees	December 2021	Head of HR (E&W)	<i>Carried over action from 2020/21 plan</i>		
2	Reverse mentoring scheme to be set up with directors and disabled staff as part of wider scheme after the BAME scheme review	July 2022	Director of HR & OD and Head of Learning & OD	<i>Carried over action from 2020/21 plan</i>		

3	Promote Disability Confident Employer status across the trust wide to raise awareness and increase allyship.	Jan 2022	Head of HR (E&W)	<i>Carried over action from 2020/21 plan</i>		
4	<p>Increase awareness of Reasonable Adjustments for line managers:</p> <ul style="list-style-type: none"> <li>• develop guidance and awareness sessions</li> <li>• publish staff stories of how reasonable adjustments have provided support</li> </ul>	March 2022	Head of HR (E&W)			
<b>Aim: To increase the number of disabled people recruited to the trust to improve the proportion of disabled staff employed</b>						

5	<p>Increase declared disabled staff numbers to align more with those reported in the Staff Survey (5%) by:</p> <ul style="list-style-type: none"> <li>• reviewing the R&amp;S training to include the subject of unconscious bias</li> <li>• Identifying areas of underrepresentation to target recruitment to posts;</li> <li>• Introduce wider recruitment initiatives outside NHS Jobs to attract a higher application rate of disabled people through liaison with relevant community groups in Wirral</li> <li>• Engaging with community disability groups for opportunities of work placements i.e. Poppy Factory, MIND</li> </ul>	Jan 2022	Head of HR (Wellbeing & Engagement)/ Head of HR (Workforce Planning & Resourcing) and Inclusion Lead	<i>Carried over action from 2020/21 plan</i>		
<b>Aim: To improve the monitoring of the impact of trust policies on disabled staff</b>						

6	Agile Working programme - consideration of impact on a range of disabilities including sensory disabilities of agile working.	Jan 2022	Director of HR & OD	<i>Carried over action from 2020/21 plan</i>		
<b>Aim: To improve the experience of disabled staff</b>						
7	Understand perceived barriers to "Raising Concerns" from Ability staff network (data on harassment from (i) patients and public, (ii) team managers and colleagues are not comparable when reviewing 2020 Staff Survey data and grievances/ dignity at work and FTSU data. Develop targeted campaign to increase concerns raised by disabled staff as part of FTSU communications plan	October 2021	Head of HR (E&W) and Freedom to Speak Up Guardian			