

WDES Action plan 2022-2024

<p>WDES Metrics</p>	<p>Disabled applicants less likely to be appointed through the recruitment process than non-Disabled applicants</p>			
	<p>Action</p>	<p>Outcome</p>	<p>Lead</p>	<p>Timescale</p>
<p>1 2</p>	<p>Phase one - Draft template of interview questions has been shared and piloted with the recruitment team and managers. Feedback received and amendments made.</p> <p>Phase two - Interview template distributed to all managers before interview</p> <p>Phase three - People panel and training being developed to embed knowledge.</p> <p>Phase four - Review and continue to make improvements</p>	<p>A regular review of the recruitment processes will help ensure they are fair and inclusive.</p>	<p>Recruitment Team</p>	<p>December 2022</p>

1 2	Advertise the staff networks on recruitment documentation	ESHT more likely to be seen as an employer of choice.	Recruitment Team	October 2022
	Become a Disability Confident Leader	Provide a structure for addressing HR/ recruitment issues around providing appropriate support to disabled staff and candidates	HR Manager EDI Facilitator	January 2023 *Application from has been submitted to Disability Confident Leader Accreditor. A follow up conversation will take place to provide the evidence for the grading.
	Disabled staff are disproportionately affected by bullying and harassment			
5 6 8	Include disability within datix reporting form	To ensure that ESHT provides a safe and healthy environment for staff who have a disability	Health and Safety Manager	April 2023
5 6 8	Trust and System Wide Review on Violence and Aggression within the Trust	Reduce incidences of violence and aggression	Associate HR Director-OD & Staff Engagement Staff Engagement & Wellbeing	March 2023

	Percentage of disabled staff able to easily access appropriate reasonable adjustments			
8	Embed Reasonable Adjustment process throughout the Trust	Increase number of Reasonable Adjustments in the Trust. Improvements of disabled staff satisfaction specifically related to adjustments	EDI Team	March 2023
	Investigate centralised funding and asset register for Reasonable Adjustments (e.g., Access to work)		EDI Team	December 2022
1 9	Continue to improve ESR self-reporting of disability data	Decrease the numbers of staff who are undeclared on ESR whether they consider themselves to have a disability or not for a fuller picture of staff within the Trust	EDI Team	September 2024
	Percentage of disabled staff accessing career promotion or progression			
4 7	Promote structures that support career progression and opportunities for disabled staff	Create equal and equitable opportunities for disabled staff	OD Team	March 2023
1 5 7	Monitor learning and development attendance by disability status		OD Team Training Team	April 2023
	Continue to raise the profile of disability across the Trust			
5 7 9	Diversity Dialogue session to be held on numerous topic - one being (Dis)Ability	Facilitate conversations on potentially sensitive topics and subjects	EDI Team	Ongoing until September 2024

	Promote the (Dis)Ability Staff Network to increase the voice of disabled staff	Facilitate the voice of disabled staff members and initiate positive change	Staff network	Ongoing until September 2024
All	Celebrate the contribution of disabled staff to the experience of patients at ESHT	Increasing profile of staff experiences in the workplace so that ESHT is seen as an employer of choice	EDI Team Jacqui Fuller	Ongoing until September 2024
5 7 9	Increase awareness of the diversity makeup of teams	Embed the diversity toolkit across ESHT	EDI Team	September 2023
7 9	Increase Health and Wellbeing offer to staff with disabilities	Increase number of Reasonable Adjustments in the Trust. Improvements of disabled staff satisfaction specifically related to adjustments	Health and Wellbeing Team	June 2023
7 8 9	Increase number of accessible toilet facilities	Improvements of disabled staff satisfaction specifically related to adjustments	Estates and facilities	March 2023
5 6 7 8	Ensure representation of disabled staff at Staff Partnership Forum	Ensuring all staff have a voice within the Trust	Melanie Adams	September 2023