

Workforce Disability Equality Standard Action Plan 2024-2026

WDES indicator			
	Action	Outcome	Timescale
1/9	Encourage Disability Disclosure	Increase efforts to assure confidentiality and reduce the percentage of colleagues who prefer not to disclose their status.	Ongoing until March 2026
1/2	Review the diversity data dashboard for improvements	Increase use and effectiveness of diversity data	March 2026
3/4	Develop guide for managers in supporting colleagues who are neurodivergent.	Managers know how to support colleagues	December 2024
4/7	Promote structures that support career progression and opportunities for disabled staff	Create equal and equitable opportunities for disabled staff	Ongoing until March 2026
5	Examine Disability Pay Gap	Analyse and address the disability pay gap across different pay bandings through talent management solutions.	June 2025
8	Support Neurodiverse Colleagues	Develop strategies to support neurodiverse colleagues in the workplace.	January 2025
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	March 2026
	Collaboration with AccessAble	Continue exploring collaboration for accessible environments across sites.	March 2025
9	Increase Visibility in Leadership	Work towards increasing the visibility of disabled individuals in leadership positions, including the Board.	March 2026