

## Workforce Disability Equality Standard Action Plan 1<sup>st</sup> August 2022 – 31st July 2023

### 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. This plan also incorporates the actions identified as part of the Trusts Inclusion & Health Inequalities Strategy and People Strategy.

### 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	Reverse mentoring scheme to be set up with directors and disabled staff as part of wider scheme roll out following BAME scheme completion.	July 2023	Director of HR & OD and Head of Learning & OD	<i>Carried over action from 2021/22 plan</i>		
2	Increase declaration rates of disabled staff	Dec 2022	Head of HR and Head of Inclusion & Health Inequalities			

**Aim: To increase the number of disabled people recruited to the trust to improve the proportion of disabled staff employed**

3	<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>• Implementation of cultural awareness training</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> </ul>	June 2023	<p>Head of HR (Wellbeing &amp; Engagement)/ Head of HR (Workforce Planning &amp; Resourcing) and Inclusion &amp; Health Inequalities Lead</p>	<p><i>Carried over action from 2021/22 plan</i></p>		
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**Aim: To improve the monitoring of the impact of trust policies on disabled staff**

4	<p>Agile Working programme - consideration of impact on a range of disabilities including sensory disabilities of agile working.</p>	November 2022	<p>Deputy Director of HR &amp; OD</p>	<p><i>Carried over action from 2020/21 plan</i></p>		
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**Aim: To improve the experience of disabled staff**

5	Promote lived experiences to increase awareness of disabilities and encourage allyship	October 2022	Head of HR (E&W) and Inclusion & Health Inequalities Lead			
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