

## Workforce Disability Equality Standard Action Plan 1<sup>st</sup> August 2023 – 31st July 2024

### 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

	<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>
1	Awareness raising for neurodiversity and encourage reasonable adjustments where appropriate <ul style="list-style-type: none"> <li>• By September we will be utilising the NW Student Neurodiversity Toolkit</li> <li>• One awareness raising masterclass event by December 23</li> </ul>	Jan 2024	Head of HR (Engagement & Wellbeing) and Head of Inclusion & Health Inequalities			

2	<p>Increase membership of Ability Staff Network</p> <ul style="list-style-type: none"> <li>Each member of the network will speak to a colleague to encourage attendance as a new member or ally</li> </ul>	Jan 2024	Ability Staff Network and executive sponsor			
3	<p>Identifying areas of underrepresentation to target recruitment to posts</p> <p>By roles, community nursing, HVs, therapists, admin and management.</p> <p>Continue wider recruitment initiatives outside NHS Jobs to attract a higher application rate of disabled people through liaison with relevant community groups in Wirral/ locality areas</p>	June 2024	Head of HR (E&W)/ Head of HR (Workforce Planning & Resourcing) and Inclusion & Health Equality Lead			

4	<p>To invite members of the Ability staff network to be part of a task and finish group reporting into the Recruitment and Retention group</p> <p>To be trained for selection panels for roles in identified areas of low representation with power to challenge process and decisions Support reviewing job descriptions and promotional material</p>	<p>October 2023</p> <p>Feb 2024</p>	<p>Head of HR(E&amp;W)</p>			
5	<p>Consideration of impact on a range of disabilities including sensory disabilities of flexible and agile working.</p> <ul style="list-style-type: none"> <li>Representatives of the network to be included as part of the flexible working focus group</li> </ul>	<p>December 2024</p>	<p>Deputy Director of HR &amp; OD</p>			

6	<p>Promote lived experiences to increase awareness of disabilities and encourage allyship</p> <ul style="list-style-type: none"> <li>• Develop a day in the life experience / staff story to board</li> </ul>	February 2024	Head of HR (E&W) and Inclusion & Health Inequalities Lead			
7	As part of improving allyship - board attendance at NHS Employers Diversity in Health and Care Partnership Programme	June 2024	Chief People Officer and Chief Nurse			
8	To identify and incorporate the actions identified in the NHS England Equality Diversity and Inclusion Improvement Plan relating to disabled staff	October 2023	Head of HR (E&W)			