

Workforce Disability Equality Standard

Action Plan 1st August 2024 – 31st July 2025

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

	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence
1.	Promote lived experiences to increase awareness of disabilities and encourage allyship <ul style="list-style-type: none">Develop a day in the life experience / staff story to board	31/12/2024	Head of HR (E&W) and Head of Equity, Diversity & Inclusion			

2.	Representatives of the network to be included as part of the Trust's bullying and harassment policy development, adapting a civility and respect approach	31/10/2024	HR policy lead and networks			
3.	Continue to promote reasonable adjustments and training for managers	31/03/2025	Head of HR (E&W)			
4.	Promote access to work process	31/03/2025	Head of Equity, Diversity & Inclusion and networks			
5.	Encourage staff to their declare a disability on ESR to improve declaration rates Promote the benefits of such declarations	31/12/2024	Head of HR (E&W)			