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| **WDES Action Plan, 2022-2023** | | | | |
| **Measure** | **Area of development / Action** | **Impact** | **Timescale** | **Lead** |
| Metric 1 -  Leadership | We will:  Organise a communications campaign to encourage and support staff to complete or update their diversity information on ESR  Continue with analysis and reporting of job applications received, shortlisted and appointed, by disability status, as required by the EDI Board  Continue organising and promoting future cohorts of the Reciprocal Mentoring Programme during the year  Engage with SthAbility and LEAD Managers’ Forum to promote leadership potential across the Trust  Build on and promote the deaf awareness and introduction to British Sign Language training already delivered  Build on and promote the dyslexia assessment training recently delivered  Meet the established targets to increase representation of staff with disabilities (19%) in all leadership and management development programmes | Improves data quality and engagement with staff who have a disability / disabilities / long term condition(s)  Improves data quality that enables remedial action to be planned if required  Improves awareness and understanding of ‘disability’ and the issues encountered by people with disabilities  Develops confidence and belief around the disability agenda  Positive engagement with people who are hearing impaired  Ensures that people who are or may be dyslexic receive timely dyslexia assessments  Increases confidence in systems and raises awareness | October 22  September 22 and ongoing  September 22 to March 23  ongoing  April 2022 and ongoing  April 2022 and ongoing  April 2022 and ongoing | HR  HR  ODD EDI  ODD EDI / LMD and Chair of STHAbility  ODD EDI  ODD EDI  ODD EDI / LMD |
| Metric 2 -  Recruitment | We will:  Work towards gaining the Disability Confident Leader accreditation   * Update the Recruitment and Selection Policy with support from the EDI team and ensure that EDI is central to all practice and it contains links to guidance to support best practice   Re write recruitment and selection training package and make it available to all new managers followed by a subsequent roll out across the Trust  Ensure all managers receive the essential training as identified in the EDI training directory  Continue to evaluate recruitment via Agenda for Change (AfC) pay bands and staff groups and investigate cases of perceived or actual under-representation as required by the EDI Board  Raise awareness and publicise the AfC guidance in order to support transparency in non-medical pay banding  Develop a plan to connect with the local community in order to increase visibility and promote STH as an employer of choice  Ensure that guidance on applying for posts and the selection process is available in accessible formats | Demonstrates commitment and potentially reduces (actual or perceived) bias and discrimination towards people with disabilities  Increases confidence in systems and involves / engages with SNG members and Staff Partners  Increases expertise and develops recruitment practice; reduces potential for bias and discrimination towards people with disabilities  As above  Increases confidence in systems; highlights any issues of disability fairness and equity  Demonstrates transparency and fairness; increases confidence in the pay banding system  Increases the Trust’s profile in local communities  Improves engagement with local communities and people with disabilities | December 22  September 22  September 22  March 2022 and ongoing  Ongoing  Ongoing  Ongoing  Ongoing | HR / ODD EDI  HR / Staff Side / SNG chairs  HR / LMD  ODD EDI and Trust Wide  HR  HR  HR / L&D  HR |
| Metric 3 -  Capability | We will:  Produce a Workplace Adjustment Policy and Reasonable Adjustment Passport  Roll out the Reasonable Adjustment Passport across the Trust  Review and revise the Capability Policy  Continue to monitor hot spots and work with the STHAbility Staff Network Group and Staff Partners to address issues identified | Ensures reasonable adjustments are managed and applied in a fair and equal way  Avoids delays in applying for and accessing RAs; ensures that RAs are seamlessly in place  Ensures that capability matters are managed in a fair and equitable way  Ensures that issues raised are dealt with | September 22  September 22  March 23  Ongoing | ODD EDI / LMD /  Chair of STHAbility  ODD EDI / LMD / HR  HR  HR / ODD EDI / Staff Side and Chair of STHAbility |
| Metric 4  Metric 5  Metric 6  Metric 7  Metric 8 -  Staff experience | We will:  Work with the members of STHAbility and Staff Partners to reduce all forms of discrimination, bullying, harassment and abuse  Complete the review and refresh of the Violence and Aggression from Patients and Service Users and Withholding Treatment Policy, ensuring a focus on supporting staff experiencing discrimination and hate crime and how to report it  Implement the refreshed Violence and Aggression etc Policy and ensure that training is provided to all staff and communicated to patients and service users  Continue to promote the role of the Trust’s Freedom to Speak Up (FTSU) Guardians and Advocates  Review and Refresh the Acceptable Behaviour at Work Policy and ensure it takes a more proactive and informal approach to resolving concerns | Improves engagement with, and confidence of, staff with disabilities; improves staff experience  Improves the safety of staff; improves staff experience  Improves the safety of staff and patients; improves staff and patient experience  Ensures staff with disabilities feel able to raise concerns, and feel safe and supported at work  As above | Ongoing  January 2022 and in progress  January 2022 and ongoing  Ongoing  March 2022 and in progress | HR / ODD EDI / Staff Side and Chair of STHAbility  Patient Safety Team  Patient Safety Team  HR Business Partner Lead for FTSU/Comms Team  Head of Operational HR |
| Metric 9 – Staff engagement | We will:  Continue to provide support and guidance to the STHAbility Staff Network Group, including the provision of protected time for the core roles, and ensure the Network is included in relevant decision making | Ensures the staff network group grows from strength to strength and that staff with a disability or long-term condition have a voice | Ongoing | ODD EDI |
| Metric 10 -  Board representation | We will:  Ensure that the recruitment process for Non-Executive Board Members is inclusive and focusses on representing the communities served by the Trust  Ensure the recruitment process for Governors is inclusive and focusses on representing the communities served by the Trust  Provide EDI training to Non-Executive and Executive Directors, TEG members and Governors (including Freedom to Speak Up modules) | Ensures that people with disabilities have access to roles that offer them the opportunity for representation in strategic decision making  As above  Improves knowledge and expertise, and upskills senior leaders | September 22 and ongoing  September 22 and ongoing  March 2022 and in progress | Chief Executive’s Office  Chief Executive’s Office  ODD EDI |