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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 ESRContinue with analysis and reporting of job applications received, shortlisted and appointed, by disability status, as required by the EDI BoardContinue organising and promoting future cohorts of the Reciprocal Mentoring Programme during the yearEngage with SthAbility and LEAD Managers’ Forum to promote leadership potential across the TrustBuild on and promote the deaf awareness and introduction to British Sign Language training already deliveredBuild on and promote the dyslexia assessment training recently deliveredMeet 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 requiredImproves awareness and understanding of ‘disability’ and the issues encountered by people with disabilitiesDevelops confidence and belief around the disability agendaPositive engagement with people who are hearing impairedEnsures that people who are or may be dyslexic receive timely dyslexia assessmentsIncreases confidence in systems and raises awareness | October 22September 22 and ongoingSeptember 22 to March 23ongoingApril 2022 and ongoingApril 2022 and ongoingApril 2022 and ongoing | HRHRODD EDI ODD EDI / LMD and Chair of STHAbilityODD 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 TrustEnsure all managers receive the essential training as identified in the EDI training directoryContinue 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 BoardRaise awareness and publicise the AfC guidance in order to support transparency in non-medical pay bandingDevelop a plan to connect with the local community in order to increase visibility and promote STH as an employer of choiceEnsure 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 disabilitiesIncreases confidence in systems and involves / engages with SNG members and Staff PartnersIncreases expertise and develops recruitment practice; reduces potential for bias and discrimination towards people with disabilitiesAs aboveIncreases confidence in systems; highlights any issues of disability fairness and equityDemonstrates transparency and fairness; increases confidence in the pay banding systemIncreases the Trust’s profile in local communitiesImproves engagement with local communities and people with disabilities | December 22September 22September 22March 2022 and ongoingOngoingOngoingOngoingOngoing | HR / ODD EDIHR / Staff Side / SNG chairsHR / LMDODD EDI and Trust WideHRHRHR / L&D HR |
| Metric 3 - Capability | We will:Produce a Workplace Adjustment Policy and Reasonable Adjustment PassportRoll out the Reasonable Adjustment Passport across the TrustReview and revise the Capability PolicyContinue 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 wayAvoids delays in applying for and accessing RAs; ensures that RAs are seamlessly in placeEnsures that capability matters are managed in a fair and equitable wayEnsures that issues raised are dealt with  | September 22 September 22March 23Ongoing | ODD EDI / LMD /Chair of STHAbility ODD EDI / LMD / HR HRHR / ODD EDI / Staff Side and Chair of STHAbility |
| Metric 4Metric 5Metric 6Metric 7Metric 8 -Staff experience | We will:Work with the members of STHAbility and Staff Partners to reduce all forms of discrimination, bullying, harassment and abuseComplete 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 itImplement the refreshed Violence and Aggression etc Policy and ensure that training is provided to all staff and communicated to patients and service usersContinue to promote the role of the Trust’s Freedom to Speak Up (FTSU) Guardians and AdvocatesReview 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 experienceImproves the safety of staff; improves staff experienceImproves the safety of staff and patients; improves staff and patient experienceEnsures staff with disabilities feel able to raise concerns, and feel safe and supported at workAs above | Ongoing January 2022 and in progressJanuary 2022 and ongoing OngoingMarch 2022 and in progress | HR / ODD EDI / Staff Side and Chair of STHAbilityPatient Safety Team Patient Safety Team HR Business Partner Lead for FTSU/Comms TeamHead 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 TrustEnsure the recruitment process for Governors is inclusive and focusses on representing the communities served by the TrustProvide 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 makingAs aboveImproves knowledge and expertise, and upskills senior leaders  | September 22 and ongoing September 22 and ongoingMarch 2022 and in progress | Chief Executive’s Office Chief Executive’s Office ODD EDI |