

Workforce Disability Equality Standard: Action Plan September 2019

Objective	Action	Responsible	By When	Updates
Improve staff disability declaration rate (currently 3%) in order to have meaningful data	<ul style="list-style-type: none"> EDS lead to liaise with Workforce Information to set up a 'scrolling banner' on the MyESR landing page to remind staff that they can update all of their personal data if anything changes including disability status. Promote through NewsBites weekly e-bulletin (sent to all staff) and weekly Briefing.(verbal update followed by hard copy emailed to all staff) Head of Resourcing to review external website (through the eyes of a potential candidate) to look for ways to demonstrate our Inclusivity to encourage potential candidates to declare any disability. Promote declaration rates at Induction (amend slides) 	Workforce Information Manager/ EDI Lead/ Head of Resourcing	Q3 2019/2020 Q2 2019/2020 then bi-monthly Q3 2019/20120	
Improve Line management training offer in relation to Health and Wellbeing and sickness absence.	<ul style="list-style-type: none"> Ensure all line managers attend Recruitment and Selection training. At least one recruitment panel member to have completed the R and S training (including Unconscious Bias pre course e-learning) Publicise to increase take up of Mental Health first aid training and Mental Health awareness (available for all staff in conjunction with Unison) Review of sickness absence training for line managers to reinforce responsibilities regarding the Equality Act, Presenteeism and reasonable adjustments. 	Head of Resourcing/ HR Partners Occupational Health EDI lead	End of Q4 2019/2020 Q3 2019/2020 Q2 2019/2020	
Freedom to Speak up Guardian accessibility	<ul style="list-style-type: none"> Introduction of Freedom to Speak up Guardian champions in order to provide accessible support within all areas of the Trust. Training to be provided by Freedom to Speak up Guardian who the Champions will report into. 	Dir Workforce & OD and FTSuP Guardian	Q3 2019/2020	

<p>Establish a Disability Network to drive Inclusivity and deliver on the WDES action planning</p>	<ul style="list-style-type: none"> • Launch event, to look for volunteers either with Lived Experience, an interest in supporting staff with a disability. 	<p>Comms Team, EDI lead</p>	<p>Launch event at start of Q3 2019/2020</p>	
<p>Broaden the scope of AccessAble (currently providing detailed accessibility guides for patients and visitors) to include staff areas.</p>	<ul style="list-style-type: none"> • Instruct AccessAble to audit staff areas at the Hospital to include the basement, ground and first floor and the whole of Royal Papworth House in Huntingdon. 	<p>Assistant project Director/ EDI lead</p>	<p>End of Q3</p>	