

DRAFT 2025/26 WDES ACTION PLAN

Strategic Objective	EDI Improvement Plan - HIA	Actions	Timescale	Responsible Owner(s)	Progress to date	Next Steps
	HIA 3 HIA 6	<p>Transformational Reciprocal Mentoring for Inclusion Programme:</p> <ul style="list-style-type: none"> Engagement and development of managers of cohort 3 participants. Continue the engagement and development of cohort 1 & 2 participants. 	Throughout 25/26	Head of EDI		
	HIA 6	<p>Continue to encourage staff to update personal data to include their disclosure relating to disability</p>	Throughout 25/26	Head of EDI		
	HIA6	<p>Roll out the Neurodiversity toolkit to managers and HR teams to</p> <ul style="list-style-type: none"> Educate line managers and HR teams about Neurodiversity in the workplace in order to improve the support for neurodivergent employees to achieve their full potential and are treated fairly 	Q1	Head of EDI Head of Employee Relations		
	HIA 3 HIA 5 HIA 6	<p>EDI to become a standing item on Divisional/ Directorates Performance/Business meetings encouraging discussion of the Staff Survey, pulse survey, WRES, WDES, Gender Pay Gap, and delivery of identified actions they are taking to improve their staff experience.</p> <ul style="list-style-type: none"> Head of EDI to regularly attend and give updates at Department/Division/Directorate meetings 	Q1	Head of EDI Director of Workforce and OD		
		<p>Support the Disability and Difference and Working Careers Network to develop and implement a plan for the year including:</p> <ul style="list-style-type: none"> Hosting events to celebrate key dates and raise awareness Promote the work of the Network. Identifying key objectives for the year 	Q1	Head of EDI		
	HIA 3 HIA 5 HIA 6	<p>Embed the Trust vision for inclusive leadership into our leadership training and development and provide focused EDI/inclusive leadership training for ward managers/clinical leads to improve the understanding of inclusive leadership.</p>				

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		<ul style="list-style-type: none"> • Commission EDI training for ward managers/clinical leads 	Q2 onwards	Head of EDI Head of Leadership Development		
		Work towards Level 3 of Disability Confident Employer.	TBC	Head of Resourcing Head of EDI Head of Employee Relations		