

**WORKFORCE DISABILITY EQUALITY STANDARDS (WDES)
ACTION PLAN 2019/2020**

Indicator	Next Steps
<p>Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce</p>	<p>There is an underrepresentation of staff declaring a disability. The Trust will carry out a data cleansing exercise to try and capture this data. Create Trust wide communications jointly with Staff side, ELFT Ability and People & Culture to encourage staff to declare their disability.</p> <p>Communications articles where Trust board members share their disability.</p> <p>Director of People & Culture to attend the ELFT Ability Network meeting to elicit input into the action plan.</p>
<p>Indicator 2. Relative likelihood of Disabled staff being appointed from shortlisting across all posts.</p>	<p>We are currently a disability confident employer. Review the Recruitment Policy and Training to have a greater emphasis on disability awareness.</p> <p>Run disability awareness sessions.</p> <p>Be more explicit in recruitment adverts that the Trust are positive about disability.</p>
<p>Indicator 3. Relative likelihood of staff entering the formal capability process, as measured by entry into a formal capability procedure. Note: This indicator will be based on data from a two year rolling average of the current year and the previous year.</p>	<p>People and Culture, Operations group working closely with ELFT Ability Network. The number of people without a disability is significantly higher than those that have a disability.</p> <p>Guidance has been drafted in terms of reasonable adjustments.</p> <p>The sickness policy is in review.</p> <p>The Trust are currently procuring a new Occupational Health provider.</p> <p>We are recruiting for a pastoral care role to give additional support to staff who are off.</p>
<p>Indicator 4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> i. Patients/service user, their relatives or members of the public ii. Managers iii. Other colleagues 	<p>The respect and Dignity at work project is ongoing and the first. 'Through Someone Else's Eyes' session took place in September 2019</p>

Indicator 5. Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	<p>Promoting training opportunities to all staff and encourage staff with a disability to apply and to declare their disability.</p> <p>Increase service user participation in HR processes (Physical and mental health).</p>
Indicator 6. Percentage of disabled staff compared to non-disabled staff saying that they felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	<p>Promoting training opportunities to all staff and encourage staff with a disability to apply and to declare their disability.</p> <p>Increase service user participation in HR processes (Physical and mental health).</p>
Indicator 7. Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	<p>Expend on the Respect and Dignity at Work project, with a disability angle.</p> <p>Improved communications.</p>
Indicator 8. Percentage of disabled staff compared to non-disabled staff that their employer has made adequate adjustments to enable them to carry out their work.	<p>Launch and promote the Reasonable Adjustments guidance.</p> <p>Promote partnership working with ELFT Ability.</p>
Indicator 9a. The staff engagement score for Disabled staff compared to non-disabled staff and overall engagement score for the organisation.	<p>If re people discussed their disability then the Trust would have a better understanding and would be able to offer more support to disabled staff.</p>
Indicator 9b has your Trust taken action to facilitate the voices of disabled staff in your organisation?	<p>Help to promote the equality networks.</p> <p>Complete the Equality Delivery System 2 assessment. Trust wide focus groups are being arranged.</p>
Indicator 10. Trust board. Percentage difference between the organisations' Board voting membership and its overall workforce. Note: Only voting members of the Board should be included when considering this indicator	<p>Ask all board members to declare their disabilities and undertake a communications campaign around this topic. Them to do a promotional piece to promote their disabilities.</p>