**WDES Action Plan**

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| Objective | Action(s) required |
| 1. Improve staff disability declaration rates | 1.1 Promote advantages of declaring disabilities through: staff induction, Occupational Health Services and Staff Disability Resource Group.  1.2 Educate staff on how ESR data used and stored.  1.3 Start human library project.  1.4 Work with Kim Milne on ways to better record staff disability rates. |
| 1. Decrease rates of bullying and harassment of disabled staff | 2.1 Compare staff survey results and FTSU data.  2.3 Support the launch and continuation of the Disability Resource Group.  2.5 Organise event(s) to support Diversity, Inclusion and Human Rights week (11-15th May 2020) in collaboration with the Disability Resource Group.  2.6 Apply for WDES innovation funding to have SimComm training in disability conference (December 2020) |
| 1. Reduce the percentage of disabled staff who feel under pressure to return to work when not feeling well enough to perform their duties | 3.1 Promote the benefits of regular 1:1’s between managers and staff ensuring that health and wellbeing is a core component of this.  3.2 Promote “Access to Work” amongst staff to help ensure that reasonable adjustments are explored for staff with disabilities.  3.3 Staff to be encouraged to use the Disability Resource Group as a safe space to share experiences of presenteeism, think about what would have helped and share learning.  3.4 Educate staff about invisible disabilities through induction, Schwarz rounds and online resources. |
| 4. Implement quarterly internal monitoring of WRES data | 4.1 Division Leads to upload WRES data on a quarterly basis (March, June, September and December). |