**WDES Action Plan 2020**

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| Objective | Action(s) required | Lead Accountable Person and Support Leads | Key Partners/Service Lines | Review Date |
| 1. Improve staff disability declaration rates | * 1. Form Reasonable Adjustments working group to be a sub group of Disability Resource Group with a focus on sharing success stories; working with Comms team and using the “Closing the Gap” campaign.   2. Recruitment Working Group to be set up to demonstrate that Solent is an inclusive employer and increase trust re disability reporting on ESR.   1.2 Educate staff on how ESR data used and stored using the “Closing the Gap” campaign.  1.4 Start “In the hot seat with” open access sessions  1.5 Plan for Disability Conference in July 2021  1.6 Promote peer support opportunities through closed Facebook group, and accessing 1:1 support through disability group inbox.  1.7 Build into appraisal process a section to explore “what support is required for you to be at your best when at work” for all staff | **Lead –** Kate Sonpal (Head of D&I)  **Support Leads** – Pamela Permalloo-Bass (Strategic D&I Lead), Erin Power (Educator in Practice), Kim Milne (Principal Workforce Analyst) | HR team  Trust Board  L&D team | August 2021 |
| 1. Decrease rates of bullying and harassment of disabled staff | 2.1 Continue to promote the role of Freedom to Speak Up Guardians  2.2 Compare staff survey results and Freedom to Speak Up data.  2.3 Support the Disability Resource Group, including “In the hot seat with” open access sessions to educate and provide peer support  2.4 Reduce stigma associated with disability through Disability Resource Group events and Disability conference planned for July 2021  2.5 Liaise with Leon Herbert who is leading on a project to reduce hate crime within the Trust | **Lead:** Erin Power (Educator in Practice)  **Support Leads:** Kate Sonpal (Head of D&I),Dan Winter-Bates (Lead FTSU Guardian), Leon Herbert (Covid-19 Diversity and Inclusion Lead) | Disability Resource Group,  HR team | August 2021 |
| 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, Disability Resource Group events, Schwartz rounds, online resources and introduction of sunflower lanyards and pin badges.  3.5 Build into appraisal process a section to explore “what support is required for you to be at your best when at work” for all staff | **Lead:** Kate Sonpal (Head of Diversity and Inclusion)  **Support Leads:** Disability Resource Group | Occupational Health  HR team | August 2021 |
| 4. Implement quarterly internal monitoring of WRES data | 4.1 Division Leads to upload WDES data on a quarterly basis (March, June, September and December). | **Lead:** tbc  **Support**: Head of D & 1, Kim Milne (Principal Workforce Analyst) |  | Ongoing |