

WDES Action Plan – September 2023

Area & Objective	Action	Lead	Timescales	Outcome & Impact	Progress
Continue to Improve Disability Declaration Rates - ESR & Staff Survey	Continued encouragement to all employees to update their information on ESR – Ensure all staff are aware of why all types of disability declaration on ESR is important	BH/MW	Ongoing	Improved data quality, analysis and performance tracking.	
	Investigate the disparity of declaration between non-clinical & clinical staff.	MW	Feb 2024	Improved ability to monitor and address underrepresentation throughout the Trust.	
	Guides to highlight how to update ESR information – highlighting the self-service feature – “how-to” video and animation to be developed and shared to all staff highlighting how their information will be used, who will have access to it and how will it benefit the Trust.	MG	Feb 2024	Increasing the confidence of staff with disabilities to volunteer their data.	
Continue improving the reasonable adjustments framework for staff with disabilities to carry out their work.	Identify routes to further support our Staff with disabilities within the Trust.	MW/ BH	Mar 2024	Open access to a wider pool of talent.	
	Explore the collation of reasonable adjustments being made across the Trust to ensure equity across all business areas.	MW	Feb 2024	Every employee has the same opportunities to thrive and be successful at work.	
	Improve the procurement of supportive technologies to reduce delays in delivery for new staff or staff with emergent disabilities.	MW	Feb 2024		
Improve accessibility throughout the Trust, both physical accessibility, communications and technical/software accessibility	Update and improve awareness of the Trust Access Guides ensuring they are embedded as standard operating practices across all sites.	MW	Mar 2024	No one is excluded from taking an active part in working life at HPFT.	
	Research and design a Practical Guide to Accessibility for HPFT.	BH	Mar 2024	Recruiting and retaining staff with disabilities at all levels. All staff have confidence in the Trust as a disability aware employer.	
	Ensure new sites, building works and facility. Modifications are fully accessible.	MW	Mar 2024	Develop Disability Confident Leaders.	



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	Review application & recruitment processes to ensure reasonable adjustments are embedded as standard practice.	BH/ CW	Mar 2024	Our workforce will feel physically and psychologically safe coming into work each day.	
	Assess and update as necessary our intranet and internal communications platforms to ensure they are accessible to all.	BH/ HB	July 2024		
	Improve the training & support related to accessibility features and programmes.	MW	July 2024		
We will implement and design management training, guidance, and support to enhance understanding of disabilities in the workplace and promote disability confident conversations.	Improve our existing non-mandatory training.	BH	May 2024	<p>Enhancement of disability inclusion & awareness within the workplace.</p> <p>Increased confidence of staff with disabilities that sharing information on their disability status will not have any negative impact on their career experiences, but rather enhance their working experience.</p> <p>Managers will be equipped and confident to have regular discussions with their staff to find out where barriers remain.</p> <p>All staff feel enabled and empowered within the workplace.</p> <p>Disability discrimination is eliminated.</p>	
	Ensure all managers receive fundamentals training on disability awareness and making reasonable adjustments.	BH	May 2024		
	Embed our Belonging and Inclusion strategy to enhance our inclusive culture, improve the diversity of our workforce and eliminate discrimination.	BH	Aug 2024		
We will Improve career progression & opportunities.	Embed best practice standards for developmental feedback following interviews.	CW/ BH	Feb 2024	<p>Increased career opportunities and progression for staff with disabilities.</p> <p>Assurance that staff with disabilities achieve equity in participation in career development opportunities.</p> <p>Our service users, carers and communities say HPFT is somewhere that they would want to work.</p>	
	Developing carer pathways to support all staff	NK/ BH	Mar 2024		
	Ensure the voice of staff with disabilities are heard in the development of new learning and	MW	Feb 2024		

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	career opportunities to ensure they are accessible to all.				