

### Workforce Disability Equality Standard Action Plan 2019/20

Agreed Action	Due date	Updates/Evidence	Person Responsible	RAG
Provide annual WDES related report to show ethnicity profile to the Putting People First Committee; report to provide a summary of WDES submission data	November 2019	Due to be included on the November 2019 PPF agenda – item included on overall EDI paper for September 2019 meeting	HRBP	Complete
Encourage an increase in the number of Disabled employees declaring disability with the Trust as an employer via: <ul style="list-style-type: none"> <li>Raising awareness from the start of an employee's journey at corporate induction</li> <li>Regular requests via communications to update personal details held on 'My ESR'</li> <li>Updates on the HWB newsletters</li> <li>Supportive campaigns via Occupational Health</li> </ul>	July 2020	As part of the WDES submission, 37 employees were identified as having a disability but in the staff survey, the response sample shows a number of 150 therefore, whilst it is positive that there are increased responses, consistency in reporting should be encouraged.	EDI Advisor/Workforce Information Manager/Occupational Health	On track/ongoing
Introduce Equality Champions at the Trust	October 2019		EDI Advisor	
Develop a Support Disability in the Workplace policy to include reasonable adjustments	July 2020		HRBP	
Implement supported interns with Greenbank College via providing the opportunity for three placements for individuals with disabilities to gain work experience in three different departments each term	August 2019	Ongoing activity linked to work within the community and is being monitored as part of the PPF strategy.  Scheduled two with a third intern possible due to start with the Trust on 9 <sup>th</sup> September 2019 (clinical coding, L&D and Pharmacy) for the duration of a school year	Learning & Development Facilitator	Complete

<p>Actively promote awareness across the Trust to show support for staff members with both short term and long term disabilities via HR 'Lunch &amp; Learn' sessions and Trust-wide communications</p>	<p>July 2020</p>	<p>In terms of experiencing bullying, harassment or abuse in the workplace from other colleagues in the last 12 month, staff survey results highlight that disabled employees are more likely to have such experiences (26.9%) in comparison to the non-disabled workforce population (13%). Further, 44.1% of disabled employees note that this behaviour has been reported and this is a comparable figure to non-disabled employees at 48.4%.</p>	<p>HR Team</p>	<p>On track/ongoing</p>
<p>Deliver unconscious bias training to all staff by 2021 and make it mandatory as part of the E&amp;D training package</p>	<p>January 2021</p>	<p>Discussion with MerseyCare due on 09/09/19 to discuss materials for this training to enable it to be created/offered to staff</p>	<p>EDI Advisor/L&amp;D Manager</p>	<p>On track/ongoing</p>
<p>Monitor applications for employment within the Trust throughout the recruitment &amp; selection process on a quarterly basis whilst seeking to;</p> <ul style="list-style-type: none"> <li>- Increasing the number of applications from candidates stating a disability</li> <li>- Increasing the number of appointments of staff with disabilities to roles within the Trust</li> <li>- Review staff survey responses to the 2019 staff survey in relation to equal opportunities available to employees stating a disability</li> </ul>	<p>August 2019</p>	<p>From a data review in August 2019, it can be seen that applicants declaring a disability are applying for posts at the Trust and are also being shortlisted for interviews. However, it is acknowledged that the numbers are low at 5% and further, 3% of those short-listed have been successfully appointed to a role.</p> <p>As a wider matter on declaration volumes, it is noted that 6.6% of all applicants since July 2018 have not stated or detailed that they do not wish to disclose a disability and further, the disability declaration within ESR is approximately 3% in comparison to 17% whom make a disability declaration when completing the staff survey (national figure not LWH specific).</p>	<p>EDI Advisor/HRBP</p>	<p>Ongoing/On track</p>