

**South West Yorkshire Partnership NHS Foundation Trust  
Workforce Disability Equality Standard (WDES) Action Plan 2019/20**

<b>Objective &amp; WDES indicator</b>		<b>Action</b>	<b>Responsibility</b>
1	Improve the declaration rates on ESR to reduce the number of null/not known categories	<ul style="list-style-type: none"> <li>• Take positive action and in partnership with the chair of the staff disability network contact all employees whose status is recorded as null/not known and invite them to update their personal details.</li> <li>• Work with trust communications to remind staff of the ESR self-service portal and encourage updating of personal data.</li> </ul>	HR/Network Chair  HR/ Communications
2	Increase the relative likelihood of disabled staff being appointed from shortlisting across all posts compared to non-disabled staff	<ul style="list-style-type: none"> <li>• Review recruitment and selection policy and identify if any additional work/inclusion of positive messages are required in relation to disabled staff.</li> <li>• Review information for disabled applicants on NHS jobs to identify if any additional positive messages are required to promote the trust as a disability friendly employer.</li> </ul>	HR/Staff Side/Staff Network/E & E Managers  HR/Staff Network/ Communications
4	Reduce the numbers of disabled staff experiencing harassment, bullying or abuse from: <ul style="list-style-type: none"> <li>i. Patients/service users, their relatives or other members of the public.</li> <li>ii. Managers</li> <li>iii. Other colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and implement a framework for the management and prevention of bullying and harassment</li> <li>• In partnership with the staff disability network, identify any targeted actions to support disabled staff e.g. produce and publish advice regarding the appropriate use of language and</li> </ul>	HR  HR/Staff Network/E&I managers

		providing input to equality training.	
5	Increase the numbers of disabled staff believing the trust provides equal opportunities for career progression and promotion	<ul style="list-style-type: none"> <li>• Ensure access to talent development &amp; leadership development framework and processes via trust-wide, localised and Positive Action programmes &amp; interventions</li> <li>• In partnership with the staff network, promote key messages in relation to the trust being a disability friendly employer.</li> </ul>	L&D/HR/Workforce/ Managers  HR/Staff Network/ Communications
6	Presenteeism	<ul style="list-style-type: none"> <li>• Engage with the staff disability network regarding the roll out of trustwide wellbeing action plans.</li> <li>• Support the development of a staff disability policy and disability passport in collaboration with the staff disability network.</li> </ul>	HR/Staff Network  HR/Staff Network/Staff Side
7	<p>Ensure disabled staff feel satisfied with the extent to which the trust values their work.</p> <p>Improve the experience of disabled staff while working for the trust</p>	<ul style="list-style-type: none"> <li>• Continue to support the ongoing development of the staff disability network and agree priorities and workplans.</li> <li>• Ensure results from various data sources are discussed with the staff disability network.</li> <li>• Once fully established, actively engage with disabled staff through the staff disability network to identify learning and actions arising from lived experience</li> </ul>	HR/Staff Network  HR/Staff Network  HR/Staff Network
8	Ensure that adequate and reasonable adjustments are made to enable disabled staff to carry out their work	<ul style="list-style-type: none"> <li>• In collaboration with the staff disability network, Occupational Health department and Communications: <ul style="list-style-type: none"> <li>i. develop intranet page(s) dedicated to</li> </ul> </li> </ul>	HR/OH/Staff Network/ Communications

		<p>disability issues (provision of basic advice, signposting etc.)</p> <p>ii. Produce a guide to reasonable adjustments and signpost to other support available e.g. Access to Work</p> <p>iii. Develop and implement a staff disability policy and consider incorporating a 'disability passport'</p>	
9	Ensure that disabled staff feel engaged and have a voice within the organisation	<ul style="list-style-type: none"> <li>• Continue to support the ongoing development of the staff disability network</li> <li>• Continue to identify and utilise opportunities to engage with disabled staff and involve them in any associated action plans.</li> </ul>	<p>HR/Staff Network</p> <p>HR/Staff Network</p>