

Workforce Disability Equality Standard (WDES) Action Plan 2024-2025

WWL recognises the need to make significant progress to improve the working experience of our staff with Disabilities and Long-Term Health Conditions and are committed to progressing an action plan which drives forward cultural change that will support improvements across all indicators. WWL will elevate the voice of disabled colleagues by measuring progress in a variety of ways but with absolute involvement of our Disabled and Long-Term Health Conditions Staff Network. This plan is supported by the organisation's implementation of the NHS England EDI Improvement Plan, and the six high impact actions contained within that.

Ref	Improvement Themes / Areas of Focus	Action	Lead Workstream	Completion Date	Success Criteria
1	Disability Confident Employer	<ul style="list-style-type: none"> • Re-validation of Disability Confident Employer status by November 2024 • Undertake actions to achieve Disability Confident Leader status • Improve disability declaration rates through targeted comms campaign 	Disability Confident	August 2025	<ul style="list-style-type: none"> • Disability Confident assessment and refreshed action plan – Nov 24 • Working towards Disability Confident Leader – August 2025
2	Bullying and harassment (from line managers and colleagues) (WDES Indicator 4b and 4c)	<ul style="list-style-type: none"> • Implement Civility and Respect Response Framework to support internal routes and processes related to civility, respect, bullying, harassment and dignity at work • Develop and implement leadership strategy to empower our leaders to become confidently inclusive 	Anti-Racism and Civility and Respect	March 2025	<ul style="list-style-type: none"> • Reduce in reported levels of bullying, harassment and discrimination across the Trust • Improved support for staff having experienced incivility, bullying or discrimination • Decrease in formal grievances • Higher staff engagement and morale scores

3	Health adjustments and supporting wellbeing at work (Metrics 6,8,9a)	<ul style="list-style-type: none"> • Refresh of health passport and adjustments guidance for managers and staff • Design and roll out training and support for managers and leaders in supporting staff health and wellbeing • Review of attendance management policy and guidance • Comms campaign to raise awareness and promote health passports and guidance 	Disability Confident	March 2025	<ul style="list-style-type: none"> • Increase the % of staff receiving a reasonable adjustment • Strengthened reasonable adjustment guidance and support for staff and managers. • Leaders' confidence in supporting their staff's wellbeing • Person-centred attendance management and adjustments policies
4	Inclusive Recruitment and career opportunities (WDES Metric 2)	<ul style="list-style-type: none"> • Implementing inclusive recruitment processes for all roles including acting up, secondments and developmental opportunities • Review and roll-out of inclusive recruitment training and guidance for managers and panels • Increase the diversity of interview panels • Promote career development opportunities (internal and external) • Encourage managers to hold career development conversations with staff 	Inclusive Recruitment	March 2025	<ul style="list-style-type: none"> • Increase relative likelihood of staff living with a disability and long-term condition being appointed from shortlisting across all posts. • Improve access to career progression, training and development opportunities for staff with disabilities • Reduction in health inequalities through equal access to employment