

Workforce Disability Equality Standard (WDES) Action Plan 2023

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 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	Action	Lead	Completion Date	Success Criteria
1	Establish an EDI Governance framework with supports visible progress against our EDI Strategy	CPO	Dec 2023	Review Terms of Reference and membership of proposed EDI Strategy Group
2	Ensure full visibility of progress against this action plan through regular reporting through to People Committee and other Executive meetings, and regular reports to the Disability & Long-Term Health Conditions Network.	Associate Director of Staff Experience (SE) Head of SE EDI Lead (Workforce)	Jan 2024	<ul style="list-style-type: none"> • EDI action log in place, regular updates through to People Committee and Disability and Long Term Health Condition network. • Review and support Disability and Long Term Health Condition Network.
3	Become a proud Disability Confident Employer, with stretch targets to become a Disability Leader, through a refreshed approach to the self-assessment of the Disability Confident Employer Level 2.	CPO Deputy CPO Head of SE EDI Lead (Workforce) Disability & LTHC Network Staff Side Lead	May 2024	<ul style="list-style-type: none"> • Disability Confident assessment and refreshed action plan • Working towards Disability Confident Leader
4	Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur.	Deputy CPO Head of SE EDI Lead (Workforce) Divisional EDI Leads	Sept 2024	Reduction in incidents of bullying and harassment from public, line managers and teams.
5	Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.	Deputy CPO Associate Director of SE Head of SE	Sept 2024	

		Head of Recruitment EDI Lead Workforce		<ul style="list-style-type: none"> • Improve access to career progression, training and development opportunities. • Year on year improvement in disability and long term condition representation at Band 8+
6	Develop and implement an improvement plan to eliminate pay gaps.	Deputy CPO Head of SE EDI Lead (Workforce) Divisional EDI Leads Disability & LTHC Network	June 2024	<ul style="list-style-type: none"> • Obtain divisional pay gap data and co produce action plan. • Year on year reduction in disability pay gaps.
7	Increase the employment experience of disabled colleagues through a specific piece of work that addresses the implementation of reasonable adjustments as a supportive and compassionate approach to employment.	Deputy CPO HR Business Partners EDI Lead (Workforce)	August 2024	<ul style="list-style-type: none"> • Review and strengthen reasonable adjustment guidance and support for staff and managers. • Increase numbers of staff reporting having had a reasonable adjustment at WWL in NHS staff survey.
8	Increase confidence in our disabled workforce, through supporting them to openly declare disability status on our ESR system.	EDI Lead (Workforce) HR Business Partners Staff Side reps Communication Team	July 2024	<ul style="list-style-type: none"> • Fresh Corporate communication and disability declaration campaign. • Identify key disability declaration rate champions. • Improve disability declaration rates on ESR.
9	Review our approach to sickness management through a review of our sickness absence policy to become a person-centred wellbeing policy that supports those who may become disabled or develop a long term health condition during their employment.	Deputy CPO Strategic HR Lead Staff Side Lead HR Business Partners	Sept 2024	<ul style="list-style-type: none"> • Review existing sickness absence policy and associated EIA. • Co-produce revised policy in line with best practice