

Workforce Disability Equality Standard (WDES) Action Plan 2025-2026

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 Disability and Wellbeing 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	- Improve disability declaration rates through targeted comms campaign particularly within medical and dental. - Undertake actions to achieve Disability Confident Leader status	Disability Confident	November 2025 March 2026	- Improvement to indicator 1 - Successful sign off of level 3 of Disability Confident
2	Health adjustments and supporting wellbeing at work (Metrics 6,8,9a)	- Introduction of Workforce adjustment advisor role (funded by NHS Charities Together) and implementation of processes and training to support with workplace adjustments for staff with long-term health conditions or disabilities - Launch of new Wellbeing policy to replace current attendance management policy - Development of new training and support programme for managers and leaders in supporting staff health and wellbeing	Disability Confident	September 2026 October 2025 December 2025	- Improvement to indicator 6, 8 & 9a - Improvement to indicator 6, 8 & 9a - Improvement to indicator 6, 8 & 9a

		• Updates to the performance management policy and guidance to consider hidden disabilities, reasonable adjustments, and individual circumstances.		December 2025	• Improvement to indicator 3
3	Bullying and harassment (from line managers and colleagues) (WDES Indicator 4b and 4c)	• Avoiding Harm Programme – Review of HR processes to reduce negative impact on individuals involved and introduce shared learning sessions to improve processes • Implement Civility and Respect Response Framework to support internal routes and processes related to civility, respect, bullying, harassment and dignity at work	Anti-Racism and Civility and Respect	March 2026 October 2025	• Reduction in reported levels of bullying, harassment and discrimination across the Trust • Improved support for staff having experienced incivility, bullying or discrimination • decrease in formal dignity at work complaints
4	Inclusive Recruitment and career opportunities (WDES Metric 2)	• Implementing inclusive recruitment processes (value-based recruitment) 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 Implementing inclusive recruitment processes for all roles including acting up, secondments and developmental opportunities	Inclusive Recruitment	March 2026	• 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