

WDES Action Plan 2019 – 2021

Key action	By who	Date to complete all actions	Measure	WDES outcome
<p>Appointment of Chair and Co-Chair.</p> <p>Grow and Develop BHT Ability Network by increasing numbers by March 2020</p>	<p>ED&I Lead and Chair of BHTAbility Network</p> <p>ED&I Lead, and Chair of BHTAbility Network</p>	<p>31 Dec 19</p> <p>31 Mar 20</p>	<p>Individuals in post</p> <p>Membership levels of network moving towards parity with percentage of staff with a declared disability</p>	<p>Evidence of improved equality outcomes as indicated by the Staff Survey and National comparative WDES data (when issued).</p>
<p>Increase disability declaration rate in the Trust workforce from 3% to more accurately reflect the wider Bucks population and levels declared in the Trust staff survey</p> <p>Raise awareness of physical disabilities and hidden disabilities and the lived experiences of staff with such disabilities</p>	<p>ED&I Lead, Chair of BHT Ability Network, BHT Ability Network members</p>	<p>31 Mar 21</p>	<p>Percentage of staff who declare a disability is closer to the disability rate of 14% within the Buckinghamshire population and the levels declared in the Trust staff survey</p>	<p>Higher % of staff declaring disability across the organisation, to achieve similar levels as reported by the population of Buckinghamshire</p>
<p>Learn from the lived experiences of staff to influence Trust policies and the subsequent implementation of policies.</p>	<p>E,D&I Lead, BHTAbility Network, Senior HR Business Partner, Assistant Director HR, Deputy Chief Nurse, HR Policy & Governance Manager</p>	<p>31 Mar 21</p>	<p>3% reduction year on year in the percentage of Staff with a Disability who have experienced harassment, bullying or abuse from patients, their relatives, members of the public, managers or colleagues in the preceding twelve months</p>	<p>Evidence of improved equality outcomes as indicated by the Staff Survey and National comparative WDES data (when issued).</p>

<p>Carry out an audit of formal sickness cases from previous 12 months which involved individuals who have declared a disability to learn from the findings.</p>	<p>E,D&I Lead. Senior HR Business Partner</p>	<p>31 Jan 20</p>	<p>Obtain more accurate picture of what percentage of staff managed under the formal sickness processes have a disability, and to ensure that the Trust is managing these cases effectively and appropriately</p>	<p>Equality of sickness case management outcomes</p>
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