

WORKFORCE DISABILITY EQUALITY STANDARD ACTION PLAN 2019/20
 Action Plan to be monitored by Equality Diversity Group

Ref	Area	Objectives	Actions	Desired Outcome	Action due date	Person Responsible	Progress against KPI/Target	Status
1	Reporting of ethnicity	To increase % of staff reporting if they have a disability or not	Launch campaign to encourage staff to update their personal information on ESR	Campaign completed and staff aware of ability to update ESR	Oct 19	HR, HR Systems and Comms Team		
2	Shortlisting of candidates	To increase likelihood indicator of disabled employees being appointed following shortlisting	To gain feedback from managers why disabled staff are not shortlisted/appointed	Increase likelihood that disabled people will apply for roles	Nov 19	Head of Recruitment		
			Review different recruitment methods and advertising to develop an action plan.		Mar 20			
			Roll out action plan					
			Develop action plan and evidence to meet the requirements of Disability Confident level 2 and submit within the 12 month time frame (by 13 th May 2020)	Improve employment of disabled employees	Sep 20			
			Review recruitment training to ensure managers are aware of support from OH to make reasonable adjustments for potential disabled staff	Improve employment of disabled employees	Sep 20			
3	Harassment, bullying or abuse from manager or	To reduce the percentage of disabled	Develop a coms campaign that shows how staff can develop a disability and reasonable adjustments can be made to	Evolve a culture where a staff are aware that	Dec 19	Head of the Academy		

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4	colleagues	employees experiencing harassment, bullying or abuse from manager or colleagues	<p>support the individual to fulfil their role and who to contact if the individual has any issues</p> <p>Ensure that managers training to ensure there is a section on managing disabled employees and having a supportive approach to ensure disabled employees are engaged and valued as staff</p>	disabled staff are valued and supported in the workplace	Oct 19	Head of the Academy		
5	Equal opportunities for career progression and promotion	To have a diverse Trust Board	Target recruitment for board positions (Executive or Non-Executive Director) to BME networks, communities and groups to increase BME applications (best person for role will be appointed).	To increase the Diversity of the Trust Board	When Appropriate	HR Academy		