

**WDES Action Plan**

	<b>Initiative/action</b>	<b>Lead</b>	<b>Desired outcome (s)</b>	<b>Delivery Date</b>
1	Conduct analysis of the Trust WDES indicators data	E & D Facilitator and EDI Project Officer	Understand the WDES data in order to identify actions to be included in the WDES action plan to create a level playing field where the treatment of staff is not unfairly affected by their disability	End of Q1 19/20
2	Deliver monthly Reasonable Adjustment Awareness Sessions for Managers	EDI Project Officer	Ensuring Managers have sufficient disability equality awareness training.	To commence end of Q1 19/20
3	Design and implement a WDES Comms Plan	EDI Project Officer	Increase awareness of the WDES and its purpose Highlight key messages of the WDES Engage with colleagues Promote good practice and processes Increase awareness of the role of the EDI (Disability) officer	End of Q2 19/20
4	Plan and deliver a disability focused event	E & D Facilitator	The target audience is aware of the good work that has already happened in the areas of Disability Raise supervisor/managers awareness of the inequality of experience by disabled staff compared to non-disabled staff A commitment by the target audience to improve the disabled staff experience and subsequently the Trusts WDES performance	End of Q3 19/20



**Leeds Community  
Healthcare**  
NHS Trust

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5	Engage with staff to test the appetite for a Disability Network	EDI Project Officer	Meet the requirements of the WDES	End of Q3 19/20
6	Identify key stakeholders	E & D Facilitator	To share best practice and provide mutual support.	End of Q3 19/20
7	Implement a Disability Talent Management strategy	ODI Lead and Asst. Director of Workforce	An increase in disabled staff employed in Senior and Board level roles Disabled staff feel valued	End of Q4 19/20
8	Implement the Disability Confident Leaders action plan	E&D Facilitator	The Trust achieves and retains the Disability Confident Leaders accreditation	End of Q4 19/20
9	Design and implement a Reverse mentoring programme for Board members and disabled staff.	EDI Project Officer	Educate leaders about diversity issues, by exposing them to challenging dialogue, which they might otherwise never encounter. Facilitate disabled staff access to Board Members to provide an understanding of their role and responsibilities in the Trust	End of Q1 20/21