

PROPOSED WDES ACTION PLAN 2020-23

Objectives	Goals	Strategies	Measures	Aims
<p>A workforce representative of the local population</p>	<ul style="list-style-type: none"> All our staff are enabled to support EDI EDI is a strategic priority for all our leaders/managers Increase inclusion to ensure our workforce reflects the level of people in the general population that are disabled and working Eliminate nulls in our ESR data for disability status 	<p>Develop an EDI strategy for an open and inclusive workforce</p>	<p>EDI Strategy in place 2022</p>	<p>Strategy in place and Launched</p>
		<p>Engage local communities</p>	<p>Monitor Disability in EDI performance management framework monitor progress</p>	<p>Improvements in all Directorates 2023 (representative workforce and disparity ratios)</p>
		<p>Implement widening access campaign, including overhaul of recruitment and promotion practices</p>	<p>Indicator 6 improved in 2020 and sustained in 2021</p>	<p>Indicator 6 improved in 2020 and sustained in 2021</p>
		<p>Use PRA to improve quality of data in ESR</p>	<p>Robotic Automation in place and in use</p>	<p>Zero nulls in ESR for disability status by December 2021</p>
		<p>To be recognised as a Disability Confident Leader</p>	<p>Action Plan in place by 2022</p>	<p>Achievement of Disability Confident Leaders by 2023</p>

PROPOSED WDES ACTION PLAN 2020-22

Objectives	Goals	Strategies	Measures	Progress
<p>A workplace where all staff can flourish and liberate their potential</p>	<ul style="list-style-type: none"> ▪ Eliminate disabled staff feeling pressure to attend work when not feeling well enough ▪ Increase number of disabled staff feeling valued ▪ Eliminate disabled staff complaints of bullying and harassment by other staff ▪ Disabled staff feel safe and enabled to report harassment, bullying or abuse at work 	<p>Ensure disabled staff feel safe to raise concerns at work and they are enabled to seek support</p>	<p>Reduction in the number of disabled staff experiencing BH&A from managers</p>	<p>WDES Indicator 4b improved (2020) and sustained (2021)</p>
		<p>Ensure all staff feel welcome and valued, have support when they need it and have opportunities to develop</p>	<p>Reduction in Disabled staff compared to staff saying that they have felt pressure to come to work,</p>	<p>WDES Indicator 6 improved (2020) and sustained (2021)</p>
		<p>Include disability in EDI performance management framework to monitor progress</p>	<p>Monitor Disability in EDI performance management framework monitor progress</p>	<p>Improvements in all Directorates 2023 (representative workforce and disparity ratios)</p>
		<p>Refresh training and awareness on unconscious bias and micro aggressions</p>	<p>Training and awareness on micro aggressions in place and development of cascade training</p>	<p>WDES indicators 4b, 4c and 7 improved (2021) and sustained (2022)</p>