

WDES Draft Action Plan 2020/21

This is a draft document.

The Equality, Diversity and Inclusion team at North Bristol NHS Trust continue to consult with the Disabled Staff Network to agree the final action plan which we anticipate will be published by 30 November 2020.

Action 1

Relaunch Disabled Staff Network with updated terms of reference and protected time for key roles.

Strategic theme: Voice

Valuing You objective outcome 2019-2021:

Staff networks are equipped and engage to advance equality of opportunity across the organisation. All colleagues are enabled and empowered to share their experience.

WDES Indicators: 9

Action 2

Consider listening events for disabled staff in light of Covid-19 impact and WDES results.

Strategic theme: Voice

Valuing You objective outcome 2019-2021:

Staff networks are equipped and engage to advance equality of opportunity across the organisation. All colleagues are enabled and empowered to share their experience.

WDES Indicators: 9

Action 3

'Declare' campaign addressing and improving disability declaration rates.

Strategic theme: Voice

Valuing You objective outcome 2019-2021:

Staff networks are equipped and engage to advance equality of opportunity across the organisation. All colleagues are enabled and empowered to share their experience.

WDES Indicators: 1

Action 4

Reasonable Adjustment Passport is now embedded across NBT and championed by People Partners and The People Team, monitor impact to be monitored.

Strategic theme: Voice

Valuing You objective outcome 2019-2021:

Staff networks are equipped and engage to advance equality of opportunity across the organisation. All colleagues are enabled and empowered to share their experience.

WDES Indicators: 8, 9

Action 5

Implement new FTSU Guardian model with one lead guardian and wider set of champions with greater diversity reflecting the workforce and improving accessibility.

Strategic theme: Voice

Valuing You objective outcome 2019-2021:

Freedom To Speak Up (FTSU) Guardians are representative and accessible.

WDES Indicators: 8, 9

Action 6

Conduct a success planning/talent management pilot with visible/non-visible diversity as a foundation principle with the intention of driving inclusion, within one division as a minimum.

Strategic theme: Leadership development

WDES Indicators: 5, 10

Action 7

Just Culture way of working to be piloted.

Strategic theme: Just Culture

WDES Indicators: 3, 4

Action 8

Undertake review of the appraisal process to identify career development opportunities and line manager support for Disabled staff and ensuring opportunities are realised.

Strategic theme: Accessible Careers

Valuing You objective outcome 2019-2021:

Accessible career pathways

WDES Indicators: 5, 10

Date: October 2021

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