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|  | **WDES Action Plan 2023/24** |  |  |  | **Green - On track****Amber - Risks to timescales/delivery****Red - Exceeded Timescales****Blue - Complete with Evidence** |
| **Objective**  | **Link to Trust Strategy** | **Action** | **Desired Outcome/Immediate Impact** | **KPI** | **Evidence Assurance** | **Lead** | **Milestones** | **Progress** |  |
| **Deliver initiatives to improve staff awareness of disability issues and disability equality** | Ambition 3 | Develop Managers’ Toolkit for Disabled Staff | Improvement in managers’ knowledge and competence in addressing the needs of disabled staff | Improvements in WDES Staff Survey Metrics using Autumn 2023 survey as benchmark | WDES reporting | EDI Lead | Toolkit in place by Quarter 4 2023-24 and Training for HR staff by Year end  |  |  |
| **Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.** | Amibitions 1-5  | Introduce initiatives to improve progression for staff from protected characteristic backgrounds | Create and implement a talent management plan to improve the diversity of executive and senior leadership teams (by June 2024) and evidence progress of implementation (by June 2025)Implement a plan to widen recruitment opportunities within local communities, aligned to the NHS Long Term Workforce Plan. This should include the creation of career pathways into the NHS such as apprenticeship programmes and graduate management training schemes (by October 2024). Impact should be measured in terms of social mobility across the integrated care system (ICS) footprint | Improvements in recruitment metric and in distribution of staff across pay bands, reduction in the Disability pay gap. | Yearly WDES Data | EDI Team | In line with NHS England EDI Improvement Plan deadlines |  |  |
| **Develop and implement an improvement plan to eliminate pay gaps** | Ambition 3 | Implement an effective flexible working policy including advertising flexible working options on organisations’ recruitment campaigns. (March 2024) | Policy provides effective guidance on flexible working | Improvements in recruitment metric and in distribution of staff across pay bands, reduction in the Disability pay gap. | Yearly WDES reporting | EDI Team | Policy is due for review in March 2024 and will as required address the issues raised in the EDI Improvement Plan. |  |  |

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| **Objective**  | **Link to Trust Strategy** | **Action** | **Desired Outcome/Immediate Impact** | **KPI** | **Evidence Assurance** | **Lead** | **Milestones** | **Progress** |  |
| **Improve availability of data for WDES reporting** | Ambition 3 | Work with Capsticks to improve availability of data for Capability Metric | Complete reporting for next round of WDES | Full reporting of information | WDES submission | EDI Lead | WDES reporting round 2024 |  |  |