



Frimley Health  
NHS Foundation Trust

Workforce  
Disability  
Equality  
Standard  
Action Plan

2019/20

<b>Equality Objective</b>	<b>EDS 2 Goal</b>	<b>WDES Action</b>	<b>Who</b>	<b>When</b>	<b>Measure</b>
Improve ESR data accuracy for Disability	Goals 3&4, Representative workforce & Inclusive Leadership	Improve Disability disclosure by staff group through encouraging staff to use ESR self service	Workforce Team/Equality & Diversity Manager	October 2019 thereafter every 2 months	1% improvement
Engage with internal stakeholders to improve staff survey scores for staff from protected	Goals 3, Representative workforce	Set up Staff with Disabilities and Carers Forum Raise awareness of hidden disabilities Put into place Carers	Equality & Diversity Manager Equality Officer	July 2019  November 2019	Board level champion for Disability in place and attending meetings  Carers Buddying

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characteristics		Buddying Scheme  Develop a Menopause Policy	Staff Side		Scheme in place  Launch Sunflower Lanyard for Hidden Disabilities in the Trust  Roll out of Reverse Mentoring
The Trust Board demonstrates Leadership within and outside the	Goal 4 Inclusive Leadership	Achieve Board engagement with the staff forum Launch Reverse mentoring	Equality & Diversity Manager	January 2020	Board level champion for Disability in place and attending

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Trust		Scheme in the Trust which involves staff with disabilities			meetings Reverse mentoring scheme launched
Develop resources for managers to promote inclusive cultures at service levels	Goals 3&4, Representative workforce & Inclusive Leadership	ACAS to deliver Employment update training for senior managers on appropriate handling of complaints linked to equality	Equality & Diversity Manager	October 2019	Sessions delivered Guide for managers in place explaining key tribunal decisions relating to disability

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		characteristics Develop in house employment update session	HR Business Partners/Equality & Diversity Manager	March 2020	Sessions being delivered on the 3 main sites
Encourage employment and retention of employees from protected characteristics	Goals 3, Representative workforce	Continue to increase numbers of applicants with disabilities being shortlisted and appointed into jobs  Look at and evaluate	Workforce/ Recruitment/ Equality & Diversity Manager  Equality & Diversity Manager	April 2020	Improvement in the likelihood of applicants with disabilities being appointed based upon 2019 figures

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		<p>innovative models of recruitments aimed at reducing bias during selection processes</p> <p>Carry out a trend analysis of reasons for capability investigations</p>	<p>Equality &amp; Diversity Manager</p>	<p>January 2020</p>	