



Frimley Health
NHS Foundation Trust

Frimley Health NHS Foundation Trust
WDES Action Plan Progress update
September 2020

Next Steps: 2020/21

Equality Objective	WDES Action	Who	When	Measure	Progress as of September 2020
Improve ESR data accuracy for Disability (EDS2 goals 3&4)	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	4% improvement
Engage with internal stakeholders to improve staff survey scores for staff from protected characteristics (EDS2 Goal 3)	<p>Set up Staff with Disabilities and Carers Forum</p> <p>Raise awareness of hidden disabilities</p> <p>Put into place Carers Buddying Scheme</p> <p>Develop a Menopause Policy</p>	<p>Equality & Diversity Manager</p> <p>Equality Officer</p> <p>Staff Side</p>	<p>July 2019</p> <p>November 2019</p>	<p>Board level champion for Disability in place and attending meetings</p> <p>Carers Buddying Scheme in place</p> <p>Launch Sunflower Lanyard for Hidden Disabilities in the Trust</p> <p>Roll out of Reverse Mentoring</p>	<p>CEO attending meetings.</p> <p>Non Exec. Director also attending meetings</p> <p>Hidden Disabilities Scheme launched. Lanyards given to community groups.</p> <p>Pin badges given to staff</p>

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					Group meetings held for Carers in early 2020
The Trust Board demonstrates Leadership within and outside the Trust: (EDS Goal 4)	Achieve Board engagement with the staff forum Launch Reverse mentoring Scheme in the Trust which involves staff with disabilities	Equality & Diversity Manager	January 2020	Board level champion for Disability in place and attending meetings Reverse mentoring scheme launched	Reverse mentoring process taken place. Review meeting held with Mentors to share personal learning
Develop resources for managers to promote inclusive cultures at service levels (EDS Goals 3&4)	ACAS to deliver Employment update training for senior managers Develop in house employment update session	Equality & Diversity Manager HR Business Partners/Equality & Diversity Manager	October 2019 March 2020	Sessions delivered Guide for managers in place explaining key tribunal decisions relating to disability Sessions being delivered on the 3 main sites	Manager's guide to learning from Employment tribunal cases by protected characteristic in place. Equality section on Recruitment training which shares latest

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					thinking on Disability
Encourage employment and retention of employees from protected characteristics (EDS Goal 3)	<p>Continue to increase numbers of applicants with disabilities being shortlisted and appointed into jobs</p> <p>Look at and evaluate 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>Workforce/ Recruitment/ Equality & Diversity Manager</p> <p>Equality & Diversity Manager</p> <p>Equality & Diversity Manager</p>	<p>April 2020</p> <p>January 2020</p>	Improvement in the likelihood of applicants with disabilities being appointed based upon 2019 figures	<p>119 more applications received</p> <p>5.8% appointed in 19/20 – 6.8% in 18/19</p> <p>Diversity by Design consulted on piloting a new recruitment process</p> <p>Trend analysis has established no staff with disabilities involved in capability investigations.</p>

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Improve ESR data accuracy for Disability (EDS2 goals 3&4)	Improve Disability disclosure by staff group through encouraging staff to use ESR self service	Workforce Team/Equality & Diversity Manager	October 2020 thereafter every 2 months	1% improvement	
Engage with internal stakeholders to improve staff survey scores for staff from protected characteristics (EDS2 Goal 3)	Run action Learning Sets Work in partnership with Freedom to Speak Up Guardian Set up a Staff with Disabilities Advocate Service Review progress against Disability Confident Criteria	Equality & Diversity Manager/FTSU/ Well being	May 2021	At least 2 action learning sets taken place Advocate Service in place Trust ready to progress to next level of Disability Confident	
Progress against WDES criteria	Pinpoint key WDES priorities and action through Staff Network	Equality & Diversity Manager	June 2021	Action taken place to address key priorities	

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Develop resources for managers to promote inclusive cultures at service levels (EDS Goals 3&4)	Ongoing raising awareness of hidden disabilities Update Managers guide on Employment Tribunals Create Disability Section on Trust intranet Celebrate Disability Notable Dates	Equality & Diversity Manager Staff with Disabilities and Carers Network	Aug 2021	Notable dates marked Managers guide in use Disability Section created	