



## WORKFORCE DISABILITY EQUALITY ACTION PLAN 2019/20

Ref	Action	Lead	Time	Measure
1.	Improve the quality of the data held on ESR, including: <ul style="list-style-type: none"> <li>• use of ESR self-service-communication to remind employees they can update their data</li> <li>• raise awareness of disability and long term health conditions and of the benefits of letting your employer know.</li> </ul>	LN & MK	By 31 December 2019	All board members and very senior staff will have notified ESR if they have a disability
2.	Provide human resource /ER managers with Disability Confident training	JT & MK	By 31 March 2020	Managers with confidence and competence in relation to managing disabilities
3.	Policy review to ensure all policies are disability friendly including absence management policy	SK	On-going	Clarity regarding disability in all key HR policies
5.	A staff network, specifically for disabled employees to be explored	SK	By 31 <sup>st</sup> January 2020	Voices of disabled staff heard
6.	To share positive case studies of	SK	By 31 March 2020	Celebration of our diversity giving a clear

	HCT employees with mental health and or long term health conditions, where staff are willing to share.			message to bring 'your authentic self' to work.
8.	Explore potential to extend Trust's work experience scheme to create an entry level pipeline for people with learning disabilities	JT	31 December 2019	
9	Produce and implement the staff mental health at work plan for the year including creating and publishing a mental health policy to promote awareness and support to staff.	SK	31 March 2020	<p>The staff mental health at work plan has been produced and contains objectives up to March 2020, some of which are linked to disability.</p> <p>The staff mental health wellbeing policy has been published as part of the overall action plan. The profile of this policy will be raised with staff.</p>
10	Implement and review Mental Health Awareness training for staff.	SK	31 December 2019	The sessions, currently in place until December 2019, will enable staff to gain a better understanding of issues surrounding poor mental health.

**JT - Jane Trundle, Head of Learning and Development**

**LN - Laura Neligan, Head of Workforce Planning and Information**

**MK - Monika kalyan, Head of OD & Inclusion**

**SK - Susan King, HR and OD Project Manager**