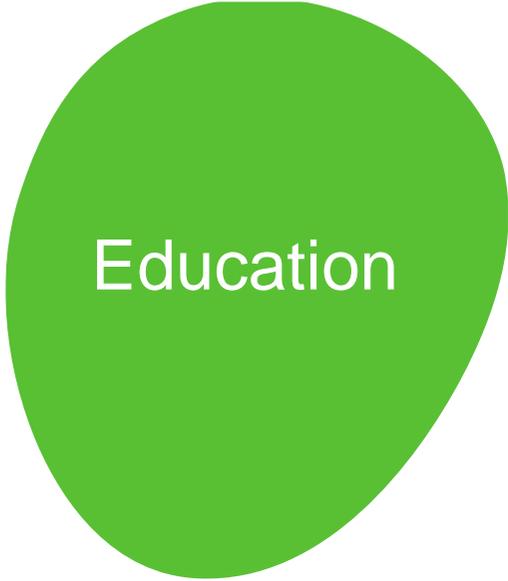


# Workforce Disability Equality Standard

## Action Plan 2021-2022



### Education

- Providing education for staff about disabilities and how to support staff with disabilities in the workplace



### Recruitment & career progression

- Equity of recruitment and career progression



### Improving data

- Improving ESR data for disability declaration to obtain a better picture of the workforce

## Education

*Developing solutions to educate our workforce to understand more about the issues faced by staff with disabilities and how best to provide support to ensure they have the best experience working at MTW.*

Activity	Lead	Due Date
<ul style="list-style-type: none"> <li>Launch a cohort of reverse mentoring for senior managers and staff with disabilities as mentors</li> </ul>	Head of Staff Engagement & Equality	June 2022
<ul style="list-style-type: none"> <li>Create formal agreement with Kent Supported Employment to deliver disability awareness training, job carving and organise and support working interviews</li> </ul>	Head of Staff Engagement & Equality	November 2021
<ul style="list-style-type: none"> <li>Launch the disability leave policy with associated support for staff and managers</li> </ul>	Head of Staff Engagement & Equality	December 2021
<ul style="list-style-type: none"> <li>Provide equitable access to reasonable adjustments by implementing a central budget</li> </ul>	Head of Staff Engagement & Equality	February 2022
<ul style="list-style-type: none"> <li>Launch the health passport with associated support for staff and managers</li> </ul>	Head of Staff Engagement & Equality	December 2021

## Recruitment and Career Progression

*Ensure the recruitment process including shortlisting and interview are equitable and people with disabilities are not negatively impacted by bias including within career progression at MTW.*

Activity	Lead	Due Date
<ul style="list-style-type: none"> <li>Use of EDI recruitment representatives in areas where disability rates are lowest including higher banded roles in both clinical and non clinical roles</li> </ul>	Head of Staff Engagement & Equality and Recruitment Team	December 2021
<ul style="list-style-type: none"> <li>Spot-checking of 10 jobs per week to review diversity of panels and 'comply or explain'</li> </ul>	Recruitment Team	January 2022
<ul style="list-style-type: none"> <li>Implement support for staff with disabilities to identify career development opportunities and how to complete successful CPD applications</li> </ul>	Head of Learning and Development	December 2021

## Improving Data

*We know that staff with disabilities won't always declare their disability – they may not recognise they have a disability; don't want to label themselves or have concerns about the impact of doing so on their employment.*

Activity	Lead	Due Date
<ul style="list-style-type: none"> <li>Work with the network to develop a series of communications demonstrating what the Trust does with the data and the benefits of declaring disability</li> </ul>	Head of Staff Engagement & Equality and HR Business Partners	January 2022
<ul style="list-style-type: none"> <li>Create tool kit for ESR self service specifically for updating disability status</li> </ul>	EDI Team	January 2022