

# Workforce Disability Equality Standard

## Action Plan 2020-2021

### Re-launching the Network

- Re-launching our Trust Disability Network

### System Collaboration

- Building a formal relationship with Kent Supported Employment

### Disability Confident Leader

- Moving from Level 2 Disability Confident Employer to Level 3 Disability Confident Leader

### Supporting our Staff

- Support to help manage reasonable adjustments
- Developing a Disability Leave Policy.

## Re-launching the Network

Activity	Lead	Due Date
Update the Terms of Reference to demonstrate the network to be a place of support and a voice to influence the activities of the Trust.	Head of Staff Engagement & Equality	November 2020
Communications to support a re-launch, generating interest.		
First meeting to occur in November 2020 which will be led by the current network Chair.		

## System Collaboration

*Build a formal relationship with Kent Supported Employment to develop alternative interview techniques and recruitment processes and procedures to make MTW a fully inclusive and top of the game employer.*

Activity	Lead	Due Date
<p>Paper for Executive Committee to consider commissioning of services from Kent Supported Employment</p> <p>If authorised, create an annual plan to develop the skills of MTW staff in alternative interview and recruitment processes. The KSE professional service delivery model utilises the Supported Employment Model in line with the British Association of Support Employment approach to support employers to recruit assess and employ staff with learning difficulties and disadvantages. Unlimited Disability Confident training, support in job carving, support to design a fair selection and recruitment process, job coaching of clients in the workplace are all service outputs of the contract costing £6,500.</p>	Head of Staff Engagement & Equality	November 2020

## Disability Confident Leader

*Move from Disability Confident Committed to Disability Confident Leader status.*

Activity	Lead	Due Date
Review criteria for Disability Confident Leader status.	Head of Staff Engagement & Equality	November 2020
Develop a plan to addresses gaps in how we recruit and support our disabled workforce.		
Apply for Disability Confident Leader status.		

## Supporting our Staff

*Provide disabled staff with support to help manage reasonable adjustments and Supporting disabled staff to take leave related to their disability, reducing the amount of presenteeism and increasing morale. Where 32.7% of our disabled staff said they felt under pressure to work despite not feeling well enough, compared to 23.3% of non disabled staff.*

Activity	Lead	Due Date
Introduction of the NHS Employers Health Passport – designed for individuals working with a disability, long term health condition, mental health issue or learning disability/difficulty.  It allows individuals to easily record information about their condition, any reasonable adjustments they may have in place and any difficulties they face.  The passport helps to ensure there is a clear record and can be used with new line managers to explain what is needed in the workplace to help them carry out their role.	Head of Staff Engagement & Equality and HR Business Partners	December 2020
Communication to support the introduction of Health Passports.		
Develop a Disability Leave policy taking into consideration the difference between disability related sickness and disability leave.		
Communications to support the introduction of the policy.		