

WDES Action Plan

2022



Recommendations for actions

De-biasing recruitment	Bullying, harassment or abuse	Presenteeism	Reasonable Adjustments	Other support
Recruitment team to deliver updated values based recruitment training to all recruiting managers at MTW	Encourage staff to speak out using a range of mediums.	Promote the use of the Disability Leave policy	Promote the benefits of using the staff health passport to identify reasonable adjustments	Publish EDI strategy
Promote diverse panels, use of bank questions and EDI recruitment reps at interview	Review outcomes of reported cases of patient B&H through Datix and make recommendations where appropriate	Audit use of disability leave vs sickness absence for staff know to have a disability to identify themes/trends in services and across the Trust	Promote the services of OCH and Access to Work	Roll out further reverse mentoring
Engage with Divisions, providing them with their WDES data and supporting them to increase the diversity of their teams	Provide education to staff on micro aggressions, gaslighting and being an ally	Continued communication and education to managers		Promotion of disability network events and encourage connection and activity of allies
				Create staff networks to support staff with varying long term health conditions
				Support development of a more diverse Trust Board