

## Humber Teaching NHS Foundation Trust – Workforce Disability Equality Standard Action Plan 2019

N°	Objective	Source	Outcome	Action	
1	Advance equality of opportunity in recruitment between people who share a protected characteristic and people who do not share it.	Staff Survey EDS2 WDES	Through effective and relevant equality, diversity and inclusion training for recruiting managers the Trust can ensure it is improving the recruitment experience for candidates with protected characteristics and better reflects the community we serve.	a	In consultation with protected characteristics' regulatory bodies develop collaborative training that advances understanding of equal opportunity in Trusts recruitment practices
				b	Implement and deliver training for recruitment staff to help advance equality of opportunity for those applying to the Trust
2	Improve engagement with underrepresented staff groups to ensure inclusion and improved participation with equality, diversity and wellbeing initiatives.	Staff Survey EDS2 WDES	Improving engagement with underrepresented groups should help improve the accuracy of declaration rates for protected characteristics on the ESR, so the Trust is better at supporting staff with reasonable adjustments to their work environments. Furthermore, by exploring collaborative staff groups the Trust can directly understand the issues that staff with a protected characteristic face in their working role at the Trust.	c	Establish formal Equality & Diversity Working Group to drive EDI agenda
				d	Establish informal Working Groups for protected characteristics to feed into Equality & Diversity Working Group
				e	Explore the use of technology to improve inclusion across wide geographical area
				f	In collaboration with wider Trust explore initiatives to improve staff ESR disability declaration
3	Develop equality of opportunity for leadership roles between people who share a protected characteristic and people who do not share it.	Staff Survey EDS2 WDES	Introduction of a fully inclusive leadership programme which encourages engagement from staff with protected characteristics, who want to advance their career into leadership roles, advancing equality of opportunity between people who share a protected characteristic and people who do not share it.	g	Implement a Trust wide communication campaign to raise the profile of the leadership programme to all staff
				h	Establish workshop/information sharing portal presenting Leadership Programme to underrepresented groups
4	Improve the working experience of Trust staff with protected characteristics in relation to bullying and (or) harassment in their place of work.	Staff Survey EDS2 WDES	Through effective and relevant equality, diversity and inclusion training for managers the Trust can ensure it is improving the working environments for staff with protected characteristics and see a reduction in BME and disabled staff reporting higher levels of bullying and (or) harassment than other staff.	i	In consultation with protected characteristics' regulatory bodies develop training on reducing bullying and harassment for middle leaders
				j	Implement training for middle leaders to help reduce the perception of bully and harassment by operational staff