**Workforce Disability Equality Standard (WDES) - Action Plan 2019**

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| **Metric** | **Action** | **Timescales** |
| 1 | Inclusion RoadshowInclusion Agents visiting colleagues in their work environment and discussing ‘Everyday Inclusion’ which will include a session why equality monitoring information is important and what the Trust does with it. (we would hope that this would promote self-declaration rates) | Feb – May 2020 |
| 2,6,8 | Unconscious Bias programme ‘Step in our shoes’ to be incorporated into management essentials and inclusive leadership programmes | Feb – May 2020 |
| 2 | The development and delivering of a Disability Awareness video to be launched alongside ‘Inclusion Roadshows’ | Feb – May 2020 |
| 3 | Monitor workforce disability statistics with the Colleague Disability Action Group | Quarterly |
| 4 | Development and Delivery of the Trust’s ‘one culture of care’ (Bullying & Harassment) programme to be developed with the support from the Inclusion Advisory Group | Summer 2020 |
| 5,7,9 | Growing the membership of the Colleague Disability Action Group in order that we hear ‘lived experiences’ of our disabled colleagues, make improvements in the Trust, raise awareness of the development opportunities we have available and create a more equitable workplace for our disabled colleagues | Feb – May 2020 |
| 8,10 | Colleague Disability Action Group to work with the board regards input to Equality Impact Assessments | Summer 2020 |