

Workforce Disability Reporting Standard Action Plan

The Workforce Disability Reporting Standard Action Plan has been developed to support our organisation wide commitment to Equality, Diversity and Inclusion in all areas.

Whilst providers of NHS services are not required to evidence progress against this indicator until June of 2021, we have chosen to demonstrate our commitment and share our goal in its current form.

Beginning work on the standard prior to the mandate will enable us to produce a plan that has evolved through a series of actions and commitments brought about by involving those most instrumental in the success of Locala – our colleagues themselves.

The WDES data and action plan will be published on the Locala website and submitted to NHS England.

No	Area for Improvement	Action	Who	By	Update
1.	Ensure all applicants are aware of the Locala WDES at point of application and positively encourage further communication to alleviate possible concerns the applicant may have.	<ul style="list-style-type: none"> Ensure all application paperwork clearly details our commitment to equality in this and all areas. Ensure all managers are aware of reasonable adjustments that can be made for interview and point of employment. 	Head of OD	01/01/21	
2.	To encourage awareness of disabilities, both visible and non visible.	<ul style="list-style-type: none"> All colleagues to receive introductory training on Disability Awareness either at point of Induction or through an other training opportunity Implement Disability Focus Groups to further educate through discussion and lived experiences and to explore perceptions of what constitutes a disability Disability Champion to report to Board on findings from above. 	Head of HR/ Head of OD	01/01/21	

		<ul style="list-style-type: none"> Develop Disability workforce metrics to identify any issues relating to bullying and harassment, equal opportunities, discrimination and level of grievances and disciplinary cases. 			
3.	To have clear processes and procedures in place that promote equality of opportunity for all Locala colleagues.	<ul style="list-style-type: none"> Review existing training provision for all recruiting managers and incorporate awareness within Locala's Leadership Development programme. Disability focus group to explore any perceived barriers to progression within the organisation. Consider suitability of apprenticeship programmes to support future colleagues 	Head of HR/ Head of OD	01/01/21	
4.	To work with local schools / colleges and support groups to promote the possibility of work experience and opportunities for disabled students.	<ul style="list-style-type: none"> Talent Lead and Engagement Team to visit schools/colleges and support groups to educate teachers and students on opportunities for work experience, Internships and employment 	Talent Lead/Engagement Team	01.01.21	