

EPUT WORKFORCE DISABILITY EQUALITY STANDARD (ACTION PLAN 2024 – 25)

WDES Metrics – 1, 4a, 4aii, 4aiii, 4b, 6, 8 People Promise Themes - <i>We are Compassionate and Inclusive, We are Safe and Healthy, We are a Team</i> High Impact Actions – 1, 4, 6,			
Priority Area	Action	Lead	Target / Measures
DECLARATION OF DISABILITIES Improve declaration of disability and long-term conditions for all staff in EPUT, in particular those undergoing formal capability assessments to ensure they are tracked.	<ul style="list-style-type: none"> Celebrate and promote national awareness campaigns and key dates for disability and long term conditions via Trust Comms Channels (Ongoing). Review Intranet resources to provide online information on Access to Work, Reasonable Adjustments and Invisible Disabilities to support staff. (December 2024). Develop standalone sessions with all networks to promote awareness of different forms of disability and neurodiversity (intersectional approach) (April 2025) 	<i>Comms Team</i> <i>OD Team</i> <i>Equality Advisor</i>	WDES Metric 1: Increase of up to 5% in overall staff declaration of disability via ESR. WDES Metric 3: Relative Likelihood at 1
BULLYING AND HARASSMENT FROM SERVICE USERS Reduce disabled staff reports of bullying and harassment from patients, carers and members of the public.	<ul style="list-style-type: none"> Take learning from violence and discrimination pilot to develop interventions for wider use in EPUT teams across the Trust. (February 2025). Targeted visits to “hot spot” areas by both support teams (Here for You, VAPR, Employee Experience, HRBP’s) and Senior Leaders to show support and drive improvements. (Ongoing) Develop resources for staff to challenge discriminatory requests from patients and carers - additions to policies and guidance for staff. (August 2025) 	<i>Director Employee Experience</i> <i>VAPR Lead</i> <i>Employee Relations Lead</i> <i>Equality Advisor</i>	WDES Metric 4ai: Below 20% for Disabled Staff on WDES 2025 WDES Metric 4b: Above 65% for Disabled Staff on WDES 2025
BULLYING AND HARASSMENT FROM STAFF Reduce disabled staff reports of bullying, pressure and harassment from colleagues and managers and ensure managers are providing appropriate support and reasonable adjustments to employees.	<ul style="list-style-type: none"> Create guidance for all line managers to ensure they are aware of the legal requirements to provide reasonable adjustments and the process for delivering them. (April 2025) Survey staff members following implementation of reasonable adjustments to gather feedback and identify potential areas of difficulty as part of the process via online survey in reasonable adjustments passport. (April 2025) Investigate a central budget or support resource for reasonable adjustments (September 2025) Ensure managers and teams from “hot spot” areas undertake disability awareness, and neurodiversity training (see above) in response to reports of discriminatory behaviour. (Ongoing) Triangulate sickness absence records with a focus on disability as an indicator of efficacy of flexible working. (August 2025) 	<i>Director Employee Experience</i> <i>OD Team</i> <i>Equality Advisor</i>	WDES Metric 4aiii: Below 20% for Disabled Staff on WDES 2025 WDES Metric 6: Above 20% for Disabled Staff on WDES 2025 WDES Metric 8: Above 85% for Disabled Staff on WDES 2025