

Berkshire Healthcare NHS Foundation Trust: Workplace Disability Equality Action Plan 2019

The Purple Network, Human Resources, Operational Managers and Clinical Leaders will work together on the following:

Action	Progress	Next Steps	Timescale
Support our Purple Network in the achievement of their objectives	The Purple Network has made great progress this year, and has a well- established leadership and growing membership: the Maximising our Ability Conference was held in March 2019; the network pages on our intranet has much improved information and access to resources for our staff.	Review our WDES data with the Purple Network and use good practice evidence from the national WDES team, other NHS Trusts and the international Purple Space organisation to inform further work.	By end Dec 19
Increase disability declaration rates on ESR	Our “Do ask, do tell” approach has been commenced and promoted through our Trust Leaders and Managers Forum. Our declaration rates are slightly above the national average, but are significantly short of Staff Survey response numbers. .	Ensure managers can access information about appropriate and sensitive ways of handling sensitive staff disability information. Communicate a reminder about the importance of declaration to all staff, and how they can use ESR Self Service functionality to update their personal information.	By end Dec 19
Continue to attract a diverse range of applicants to work for us.	We have achieved a good level of likelihood of appointment from shortlisting of disabled staff in comparison to non-disabled staff.	Profile the value of the contribution of disabled staff through the Purple Network and internal communications.	By April 19
Address the poorer experience of disabled staff reported through the NSS.	Our Making it Right for Managers course has been piloted this year and results are now being used to inform further development. Our Freedom to Speak Up Guardian is linked into all our staff networks to facilitate support for people who may wish to raise concerns confidentially	Develop and implement Making it Right for Disabled Staff. Review the need for further/amended content for our management training courses to ensure understanding of the experience of disabled staff and how to support a positive experience at work for them.	By April 19
Complete policy and guidance work on reasonable adjustments and capability procedures.	A targeted piece of work has been undertaken this year, to improve our guidance on reasonable adjustments for staff. The policy work is almost complete and ready for formal approval.	Complete the policy approval process and publish guidance for staff and managers on reasonable adjustments. Use good practice guidance to inform capability policy separation on the grounds of ill-health and capability on the grounds of performance and complete and secure approval for required changes.	By April 19