

Workforce Diversity & Inclusion Action Plan 2022/23
Updated April 2022

WDES 2022-23 Action Plan						
Action No	Objective	Actions Required to meet Objective	Updates - Mar 2022	Lead	Further Discussion Needed?	Status
1.1	To eradicate instances of disability related unfair treatment/ Bullying and Harassment from colleagues, managers, including making staff feeling pressured to come to work when unwell	Promote understanding by reviewing, updating and re sharing our guidance on supporting disabled staff to increase understanding of different cultures and promote the use of my CCS Employment Passport .	LLW newsletter& LTC network engagement , promotion of policy/ support	LC/ST		Green
		Implement our Civility and Respect OD plan	Session and slides available for teams , either self run or facilitated	SC		Green
		Review current all staff training to see if still fit for purpose	E-Learning and induction are fit for purpose.	PF		Green
		Review options for wider training , including ICS system wide where applicable	see General action tab plus Allyship training in Chrysalis to be used wider in other T and D programmes etc	AH/PF		Yellow
		Continue to use our Remote working policy to the maximum to support disabled to work in a way which support their wellbeing and to maintain them in work ,	To embed this in our CCS Living With Covid plan	LW/AH		Yellow
1.2	Provide adequate adjustments to enable disabled staff to carry out their work	Continue to promote the My CCS passport and Supporting disabled staff policy .	At SMT meetings, in coaching with managers and when advising staff	HR team		Green
			H and W being champions to promote	JN		Green