**CCS Workforce Disability Equality Scheme Action Plan 2023/24**

**We will take positive actions to achieve the objectives below to address the disparity highlighted between staff with a disability and their no disabled colleagues as seem in our 2023 WDES data.**

**These are divided in to 3 priority categories for action.**

1.Inclusive Leadership and management:

2.Inclusive Talent and Career Development

3.Zero Tolerance and the Protection of staff from harassment and abuse from patients, the public and colleagues

**Priority 1** Inclusive Leadership and management:

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| **Objective**  | **Current position** | **Action**  | **Time scale**  | **Lead** |
| 1.We will roll out 2 new line mangers programmes (one for new and one foe existing managers) with a focus on managing people well, including supporting those with health conditions. | We offer a new manager induction session, which is not mandatory.We offer a programme of people management skills and leadership development opportunities, open to all, and non-mandated.This relies on self, or line manager, identification of a development need which works well for many, whilst also missing some people who would benefit from new skills development OR in having a refresher.Inclusive leadership and in particular in relation to the WDES, in supporting managers to have the skills to support and appropriately manage disability related absences, disability leave, reasonable adjustments and to support disabled colleagues to remain in the workplace. | 1. New Managers Induction

We will review the content of our new managers induction session and make this mandatory for all those appointed either externally or internally into a line manager position.The session will be developed and delivered by the Training and Development Function.The recruitment Team will notify the T and D team of new mangers AND include information on their booking on to this programme in the on boarding process.The ESR/ Mandatory training team will add this as an essential competency in all line manager roles and produce reports to individuals. Line managers and in Trust Reports.Feedback will be reviewed on the impact of this induction, and it will be continually reviewed.Following the initial induction session, all new managers will access relevant skills development training within 6 months of starting in that role. They will have a programme tailored to their needs, agreed with their line manager and booked via the T and D team. They will be supported to have a coach and or mentor, including a diversity mentor within 12 months of starting in their role. 1. Existing Managers and Leaders Workshop

All existing managers and leaders will take part in a one-day workshop focused on managing people with compassion and inclusivity. Content of the programme is developed based on feedback through team coaching/ development, direct feedback from managers staff and workforce colleagues and learning from the experience of managers and staff.The Programme will be developed by the OD team and co delivered by them with senior workforce leaders. |  |  |
| 2.We will continue to act (including those above) to meet our Diversity Stretch Targets  | In 2022, the trust agreed a set of stretch targets, some relating to supporting our disabled staff. Add  | We will remind staff at induction that, if not already done so, they can update their disability status in their electronic satff record and explain why this is important.We will regularly communicate with satff via all satff communications and individual messages, encouraging staff to declare if the are disabled or not.We will promote the following.* My CCS passport (adjustments)
* Disability Leave Guidance
* Supporting Disabled staff policy
* People Management Bite size training
* Access to modified kit to support disabled staff.
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**Priority 2** Inclusive Talent and Career Development

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| **Objective**  | **Current position** | **Action**  | **Time scale**  | **Lead** |
| We will learn from the additional career conversations we are holding during 2023/24 with our culturally diverse colleagues and implement this learning support the career development opportunities for our disabled workforce.  | During 2023 we are rolling out the offer to all culturally diverse (none-white British) staff, an additional career conversation to seek to address the issues behind the disparity reported in our 2022 staff survey on the experience of satff in the equity in career development and progression. | 1. On going throughout this rollout, we will review the themes and use these to put in place actions to address issues.
2. We will review if the same “barriers” exist for disabled staff and put in place actions which support the equitable support the development and career progression.
3. We will continue to offer development opportunities via arrange of accessible methods including the use of Teams, and the provision of transport / kit as required.
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**Priority 3** Zero Tolerance and the Protection of staff from harassment and abuse from patients, the public and colleagues

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| **Objective** | **Current position** | **Action**  | **Time scale**  | **Lead** |
| 1.We will strengthen our response to any act of violence or aggression/ bullying and harassment from service users against our staff. To focus on:* + Reducing Incidents that occur.
	+ Encouraging colleagues to report incidents if they do occur.
	+ Build on support available to staff if this does occur.
 | Overseen by the Health, Safety and security function, a programme of work is in place to fully implement the actions identified in our review of the Violence and Aggression NHS standards in relation to incidents involving patients and the public.We have robust people management process to encourage and support staff experiencing inappropriate behaviour from colleagues, alongside a range of satff champions who support staff who may not feel able to access the formal process without support.  | Implementation of action plan  |  | Chief Nurse and Director of Finance and Resources.  |
| 2.We will act to reduce acts of discrimination by service users and colleagues, with a focus on disabled (and LGBTQI+ )people and take steps to inform, educate and upskill all managers and staff in actively challenging prejudice, being a true ally and in taking steps to ensure our workforce do not face discrimination.  | As detailed above, we have in place and are expanding our development of line managers in inclusive leadership. |  |  |  |