

County Durham & Darlington NHS Foundation Trust
WRES Action Plan
September 2019

Objective	Measure	Timescale
Workforce Data Submission 2019	Requirements met	2019
Develop an equality & diversity calendar to promote key equality and religious events	Raised awareness across the Trust of equality, diversity & Inclusion	March 2020
Promote equality, diversity and inclusion through the use and development of staff networks	Improved staff survey responses and outcomes	March 2020
Ensure ED&I is included in all internal training courses and to develop a specific awareness training package around disability, reasonable adjustments, culture, religion and belief – similar to the LGBT+ Awareness training – also to include a section on unconscious bias	Raised awareness across the Trust of equality, diversity & Inclusion	March 2020
Continue to ensure we have career pathways for all protected characteristics to ensure there are no barriers to staff who wish to progress their careers (Talent Management Strategy, Appraisal process, NELA Leadership programmes etc.)	Improved staff survey responses and outcomes	March 2020
Continue to develop and promote the #100 Faces campaign using the power of these messages to further promote our inclusivity and encourage further engagement of our staff	Improved staff survey responses and outcomes	March 2020
Support a positive change through promotion of the North East H8 campaign and the development of a zero- tolerance project across the Trust to demonstrate that as a Trust we have a zero tolerance of racism, homophobia etc.	Improved staff survey responses and outcomes	March 2020
To improve employment and retention of disabled staff we should explore potential improvements to our current recruitment processes by exploring alternative methods for attracting applications from disabled staff and research alternative organisations to advertise CDDFT vacancies to encourage more disabled staff to apply	Promote CDDFT as an inclusive employer to the wider community	March 2020

<p>To support a positive inclusive change for new and existing disabled staff we should promote the Health Passport by including this in all staff local inductions and if appropriate it should be mentioned at staff back to work interviews and Occupational Health referrals</p>	<p>Reduction in staff absence Improvement in ESR records on protected characteristics Improved staff survey responses and outcomes</p>	<p>March 2020</p>
<p>To conduct a review of all management practices around Occupational Health referrals, reasonable adjustments being implemented, support for disabled staff and sickness rates for disabled staff could reduce the higher number of disabled staff entering formal capability.</p>	<p>This would support a more open culture, reduce bullying, potentially reduce absence levels and improve staff wellbeing</p>	<p>March 2020</p>