

## **NHS Frimley Integrated Care Board**

### **Workforce Disability Equality Standard Action Plan 2022-2024**

Our WDES Action Plan considered workforce data available at the time, and had input from the Disability and Wellbeing (D.A.W.N.) Staff Network alongside the Equality, Diversity and Inclusion Working Group. The plan was reviewed and approved by the Senior Leadership Team.

Our WDES actions include:

- Improving declaration rates of disability to reduce 'unknown' data
- Optimising the recruitment process to increase representation of disabled staff and improve feedback methods around the recruitment process
- Reviewing the capability process to reduce disparity of disabled staff entering the process
- Improve Board-level representation, and therefore understanding and lived experiences of barriers faced by disabled staff.