

King's College Hospital NHS Foundation Trust

Equality, Diversity & Inclusivity

Workforce Disability Equality Standard

ACTION PLAN TO 2021

REVISED ACTION PLAN TO 2021 – Slide 2 of 4

Priority & Target	Specific Actions	Timing
<p>Priority 1: Engagement Raise engagement with disabled colleagues throughout King's</p> <p>(King's disabled staff engagement at 6.4% vs 6.9% for non-disabled; London at 6.7% vs 7.2% non-disabled; England 6.6% vs 7% non-disabled)</p> <p>Target: Improve overall engagement of disabled staff to at least the London regional rate by end 2021</p>	<p>Restructure King's Able (disability network):-</p> <ul style="list-style-type: none"> i. refresh Terms of Reference ii. redefine Officers' roles iii. election of Officers <p>Refresh monthly King's Able meetings</p> <ul style="list-style-type: none"> i. interactive agenda items ii. presentations from other groups (e.g. Freedom To Speak Up, Research & Innovation) <p>Attract new members to the Network:</p> <ul style="list-style-type: none"> i. more visible Network activity including celebrating achievements ii. include introduction to King's Able in staff induction iii. hold Disability Awareness event spring 2021 iv. conduct "Hidden Disabilities" campaign v. appoint Disability Ambassadors within specific disciplines (e.g. ITC, Estates) to facilitate ease of working 	<p>By end December 2020</p> <p>By November 2020 and on-going</p> <p>Increase of 10% by end 2021</p>

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Priority & Target	Specific Actions	Timing
<p>Priority 2: Career Progression 31.5% of King's disabled staff vs 42.2% non-disabled say they are satisfied with the extent to which their organisation values their work (compared to 38.5% vs 47.8% for London; and 37.2% vs 47.9% for England)</p> <p>Target: Reverse the trend to reach at least the London regional rate by end 2021</p>	<p>Consult and train:-</p> <ul style="list-style-type: none"> i. consult with King's Able members to identify barriers to career progression ii. disability awareness training for all managers iii. add disability awareness section to any recruitment training 	<p>Consultation with Network by March 2021</p> <p>Disability awareness training by July 2021</p>

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Priority & Target	Specific Actions	Timing
<p>Priority 3: Presenteeism 34.4% of King's disabled staff vs 24.1% non-disabled say they have felt pressure from the manager to come to work, despite not feeling well enough to perform their duties (compared to 38.9% vs 27.7% for London; 32% vs 23% for England – N.B. 2018/19 figures)</p> <p>Target: To reverse the trend and reduce below 30%</p>	<p>Consult and train:-</p> <ul style="list-style-type: none"> i. disability awareness training for all managers ii. King's Able to engage with Freedom To Speak Up campaign 	<p>Overall trend to reduce to below 30% by end 2021.</p>