North Cheshire and Mersey
NHS Foundation Trust

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## Combined Workforce Disability Equality Standard action plan 2026/27

| Theme / WDES Indicator | Action | Timescale | Success Measures |
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| **Health and Wellbeing** | Implement Mental Wellbeing Champion role and training programme, ensuring strong links into disability and long-term condition support. | September 2026 | Increased wellbeing support awareness and uptake. |
| **Disability disclosure** | Increase disability disclosure through targeted communications, self-declaration campaigns and manager awareness. | March 2027 | Reduction in unknown disability declaration rates and increased disclosure levels. |
| **Workplace passport** | Complete review of Workplace Passport informed by NHS Staff Survey disability findings. | October 2026 | Updated passport approved and accessible across all services. |
| **Workplace passport resources** | Develop on-demand manager and staff resources supporting completion of Workplace Passports. | October 2026 | Resources published and monitored. |
| **Passport relaunch** | Launch revised Workplace Passport and targeted communications programme. | November 2026 | Increased passport utilisation and positive feedback. |
| **Reasonable adjustments** | Review low-scoring Staff Survey findings regarding reasonable adjustments and target EDI in Practice training towards managers. | March 2027 | Improvement in future Staff Survey reasonable adjustment scores. |

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| **Safety, Bullying and Harassment** | Deliver Belonging Programme incorporating bullying, discrimination, sexual safety, violence reduction and disability inclusion. | September 2026 | Reduction in bullying and harassment indicators for disabled staff. |
| **Active bystander** | Implement Active Bystander training programme across all services (including launch within Community and Dental services). | September 2026 start | Increased confidence to challenge inappropriate behaviours. |
| **Reasonable adjustments culture** | Embed reasonable adjustments guidance, Workplace Passport use and disability awareness through leadership development, EDI in Practice and manager training. | March 2027 | Increased proportion of staff reporting adjustments are implemented effectively. |
| **Staff Voice and Disability Network** | Strengthen the Disability Awareness Network through targeted summits, disability knowledge workshops and regular listening events. | October 2026 | Increased network membership and visible actions from staff feedback. |
| **Leadership and Career Development** | Target mentoring, talent management and leadership development opportunities for disabled staff and colleagues with long-term conditions. | September 2026 start | Improved representation at senior grades and improvement in staff feeling valued and career progression metrics. |