



BANK OF ENGLAND

Go4Gold Disability Action Plan



Our action plan for being an inclusive employer

We are committed to being an inclusive employer. So we strive to support our colleagues, and those who interact with us, who have disabilities and long term health conditions.

Our leadership team have committed to 'The Valuable500', putting disability inclusion high on our agenda.

We want to make a real difference and we are working to achieve the Business Disability Forum's gold status Disability Standard. Our 'Go4Gold' Disability Action Plan outlines the approach we will take to better understand who works for the Bank, working towards representation targets and ensuring colleagues are effectively supported.

Go4Gold Disability Action Plan

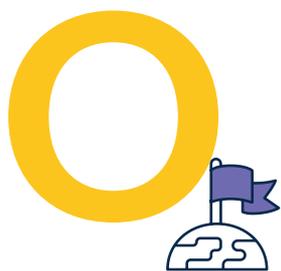
Six strategies that outline our approach to better understand who works for the Bank, working towards representation targets and ensuring colleagues are effectively supported



Gauge

Gauge and explore differences between actual and declared numbers of disabled people working at the Bank of England and work to increase declaration rates.

- Gauge level of under-declaration by comparing data in our HR system against results of the staff surveys, Office for National Statistics data and any other relevant sources.
- Examine differences in declaration rates eg between different directorates, grades, age groups and genders.



Outside

Reach out to other organisations that have disability representation targets and demonstrate best practice in supporting disabled colleagues. Understand how they set their targets and what we can learn from them.

- Develop understanding of best practice and the experience of organisations that have representation targets.
- Apply what we learn from the action we've taken so far and decide whether we should adopt targets in future. And if so, how.



Grow

Grow understanding of the benefits of colleagues declaring and sharing their disabilities.

- Identify and document points when data is captured (eg during recruitment and the annual Personal Data Review). Decide if we need more or different ways to collect data.
- Ensure our recommendations are considered in future system developments.
- Campaign for greater completion of future Personal Data Reviews, reassuring people about data confidentiality and emphasising the benefits that reliable diversity data can bring.
- Grow our understanding of the needs of disabled colleagues, allowing us to create an environment that supports those with disabilities.



Organise

Organise training on managing colleagues with disabilities, including provision of workplace adjustments.

- Investigate disability awareness training options. These include LinkedIn Learning and in-house training. Assess if any training should be mandatory.
- Develop a guide about disabilities for colleagues.
- Support from experts across the Bank to ensure timely workplace adjustments.



Leadership

Encourage people in senior positions to serve as disability champions and to speak openly about their experiences.

- Work with our colleagues through the disAbility Network to identify possible champions. Define the roles that champions at different stages of their career can play.
- Develop effective ways for champions to share their experiences and act as role models for emerging and aspiring disabled talent.
- Deliver action plans to address areas for further development and improvement.



Data

Look for additional insights in existing data on disability.

- Support the disAbility Network in scoping their review of data so it adds value to the work on targets.
- In partnership with this network, explore progression and attrition rates for staff with disabilities and identify any learning points and recommendations.