

3. Summary and next steps

As an organisation we are committed to ensuring that any inequality is addressed and improving the experience of disabled colleagues.

The information contained in this report will be considered within the development of our Equality, Diversity and Engagement action plan, which sits within the broader Best Place to Work programme. Focus will be placed on

- Continuing to improve our workforce representation across all levels of the organisation and encouraging colleagues to declare their information on disability
- Improving attraction and recruitment of disabled colleagues to HEE roles so that any disparity between appointment of non-disabled and disabled colleagues is diminished
- Maintaining focus on career development and progression of disabled colleagues and ensuring that reasonable adjustments can be met where needed
- Seeking to improve the inclusion and value felt by disabled colleagues across HEE