

Introducing ELFT's new workplace adjustment process and guidance

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NHS staff survey 2018



More than one quarter
of disabled staff said
ELFT had not made
adequate
adjustments.

What needs to happen to improve this situation?

We care

We respect

We are inclusive

Where are we talking about it?

Raising the issue

Away day

Staff anecdotal
feedback

DMT

FTSU

Finding solutions

Development group

Operations group

Working group

HR starting to put a
process in writing

“I’ll eat my shoes if the cost providing reasonable adjustments costs us more than sickness absence.”

*Chief Executive Navina Evans,
November 2017*



We care

We respect

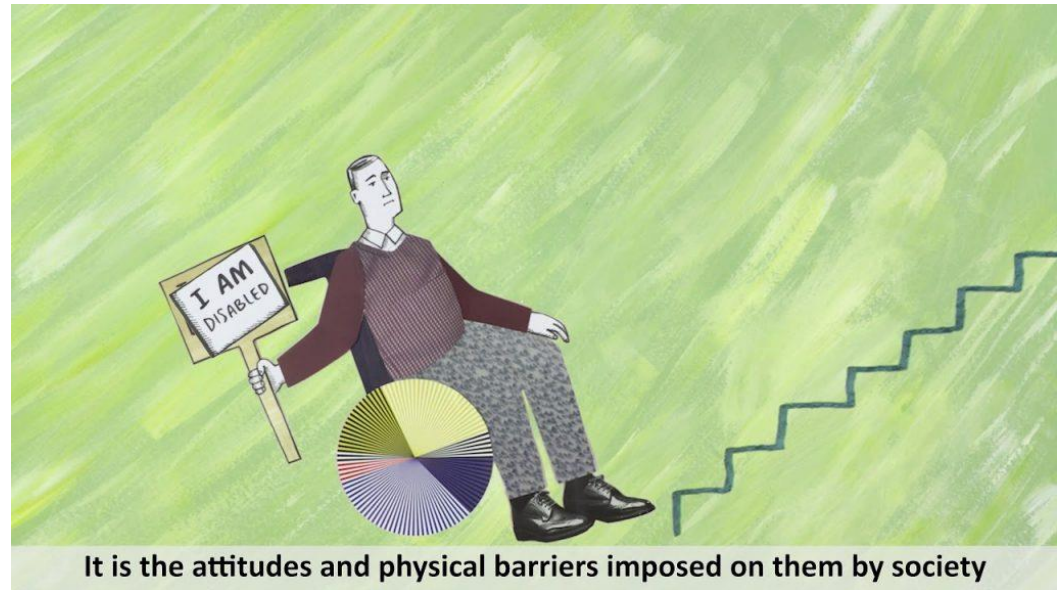
We are inclusive

Workplace adjustment process

Based on the social model disability

When there are barrier to work

1. Remove
2. Reduce
3. Prevent



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What type of process did we want?

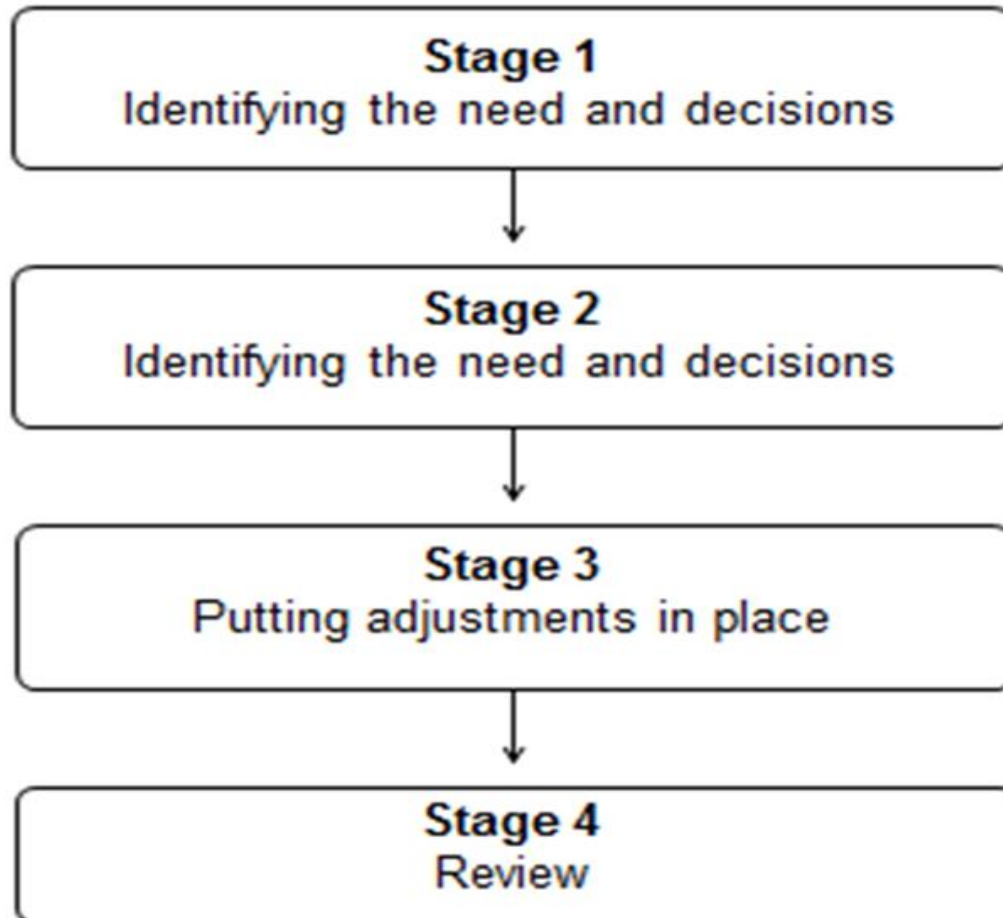
- Social model
- Empowers decision-making
- Workplace adjustments (beyond the minimum legal requirement of 'reasonable adjustments')
- Holistic approach that improves the workplace environment for everyone
- A whole system approach
- Accessible in presentation
- Recognises the ability of disabled staff and enable them to fulfil their roles to their full potential.
- Increase in staff satisfaction

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The process – 4 stages

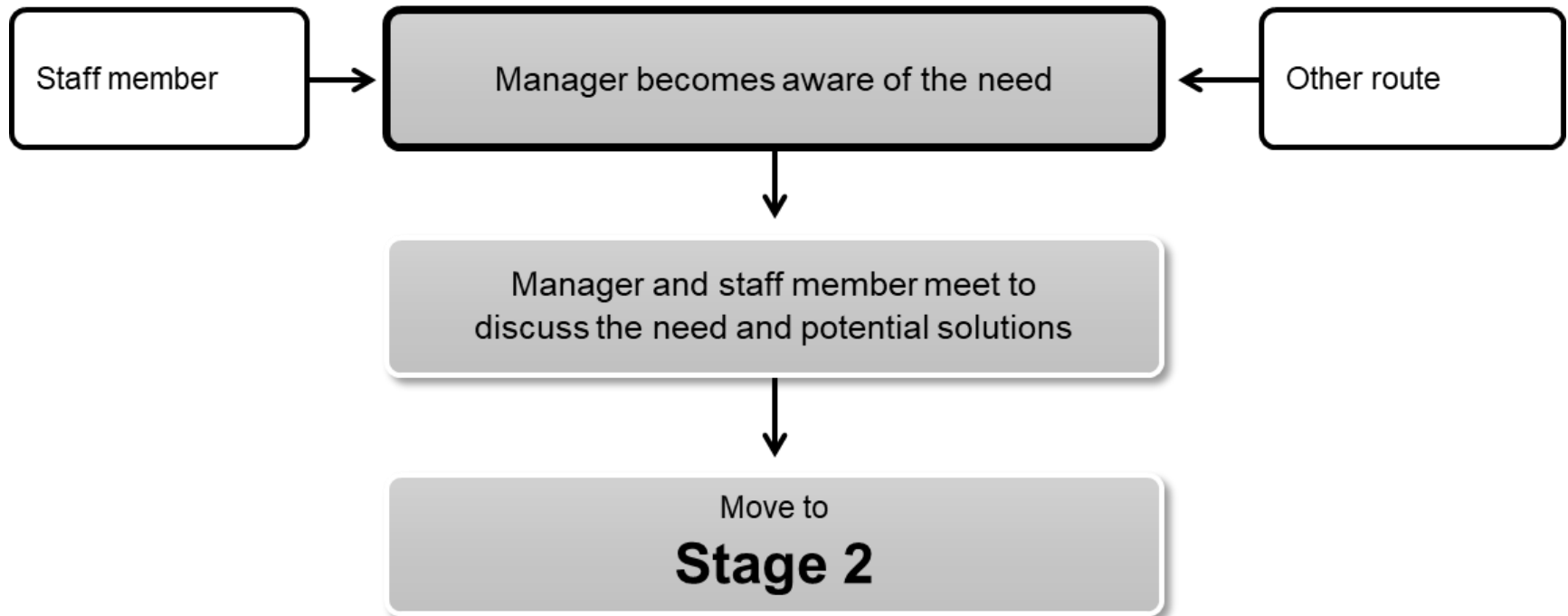


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Stage one – Identify the need

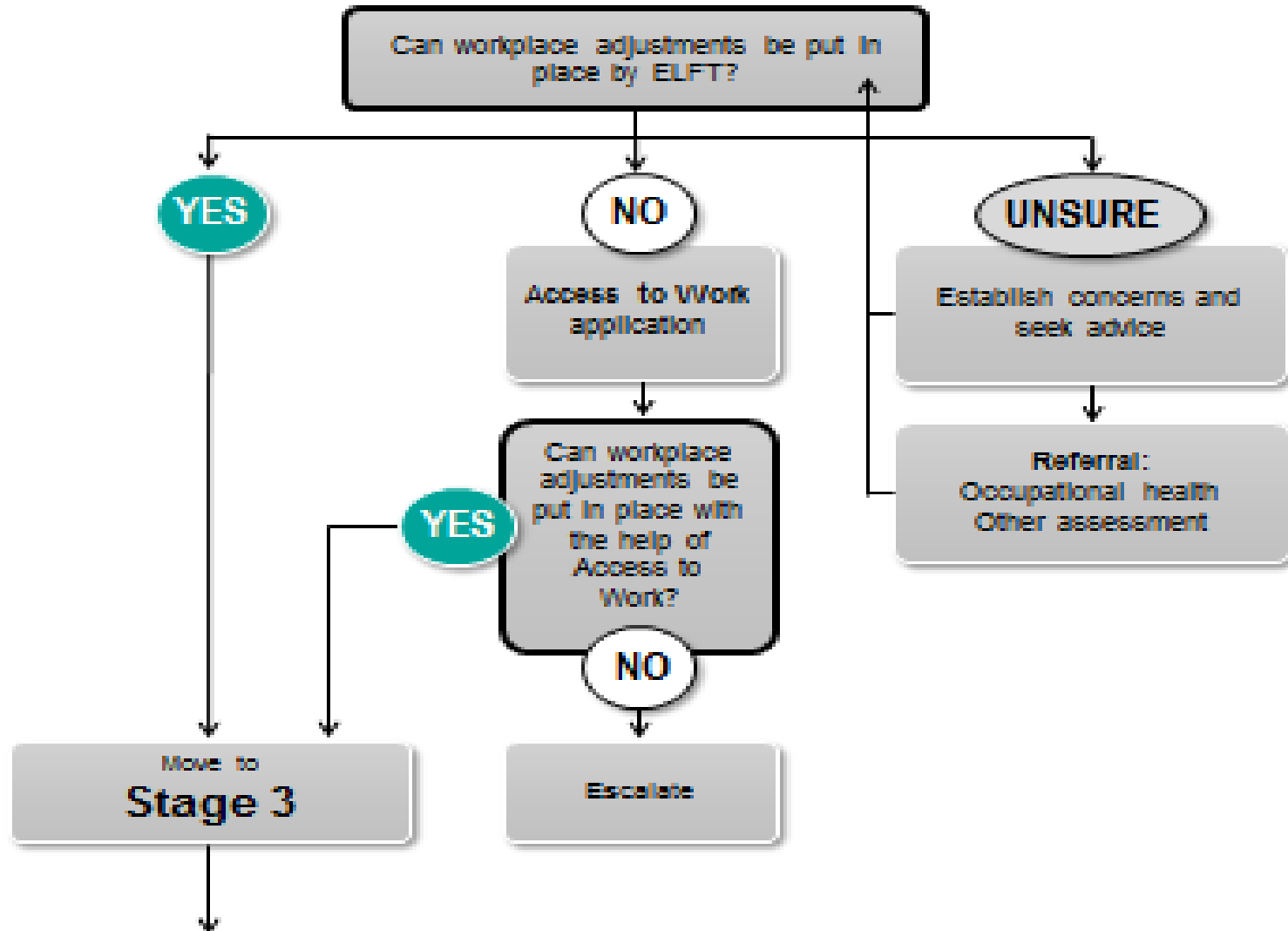


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Stage two – making decisions



We care

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Check out the A-Z of adjustments in the guidance appendix



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Access to work

Access to Work is a Government grant which offers financial help towards the extra cost of workplace adjustments.

Aim is to be smarter at accessing this grant, especially for new starters

Guidance explains the process

Stage 3: Putting adjustments in place

Does equipment, training, travel or interpreter need to be sourced?

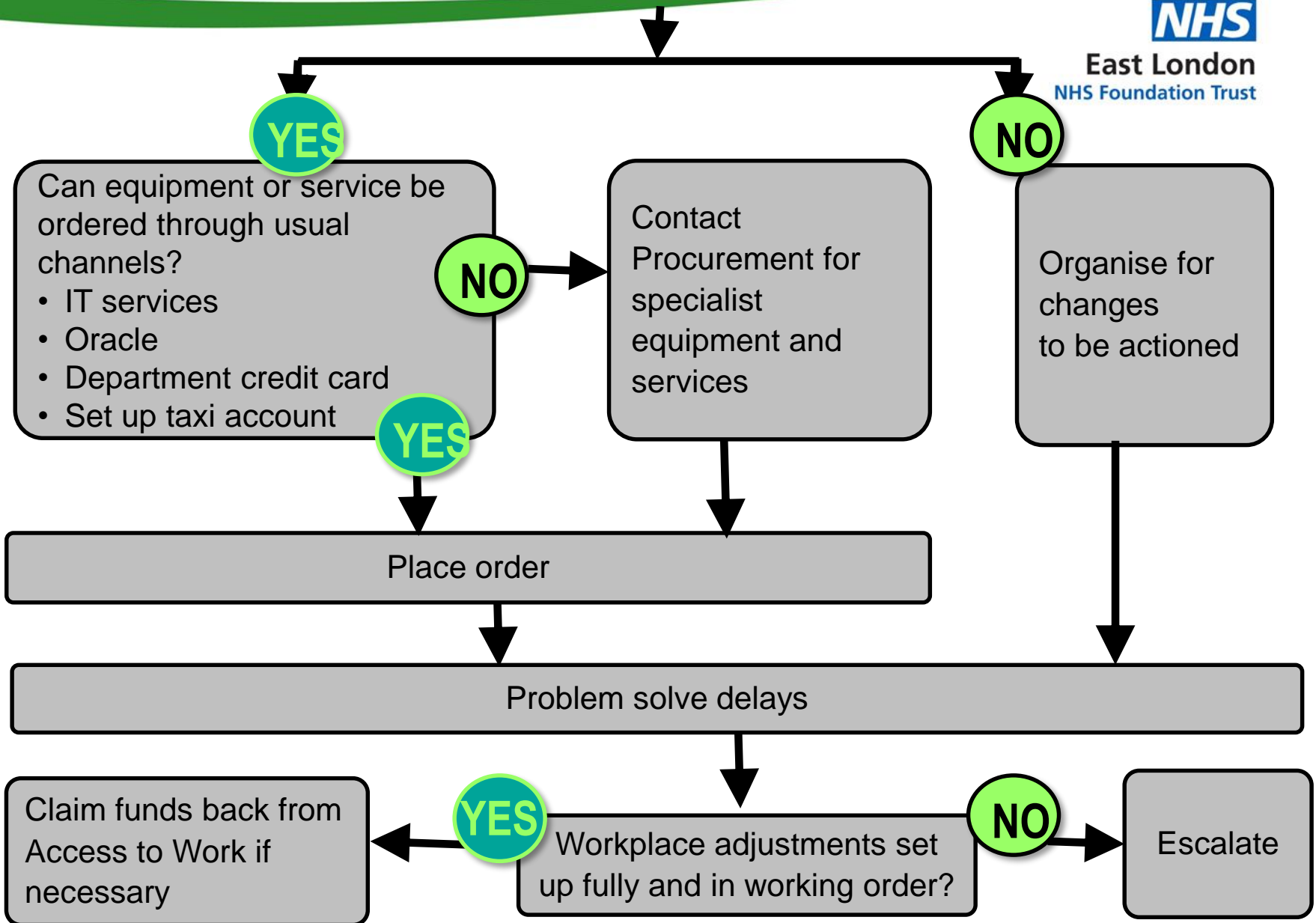
YES

NO

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We are inclusive



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We respect

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How will we know there's an improvement?

Stage 4 review

Audit of managers and disabled staff

Keep listening to staff

Staff survey

Workforce Disability Equality Standard

NHS Employers case study

Naomi Miller, Occupational therapist
Alex Hadayah, Lead therapist,
Tower Hamlets Community Health Services



<https://www.nhsemployers.org/case-studies-and-resources/2019/09/inclusiv-e-recruitment-video-naomi-miller>

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