

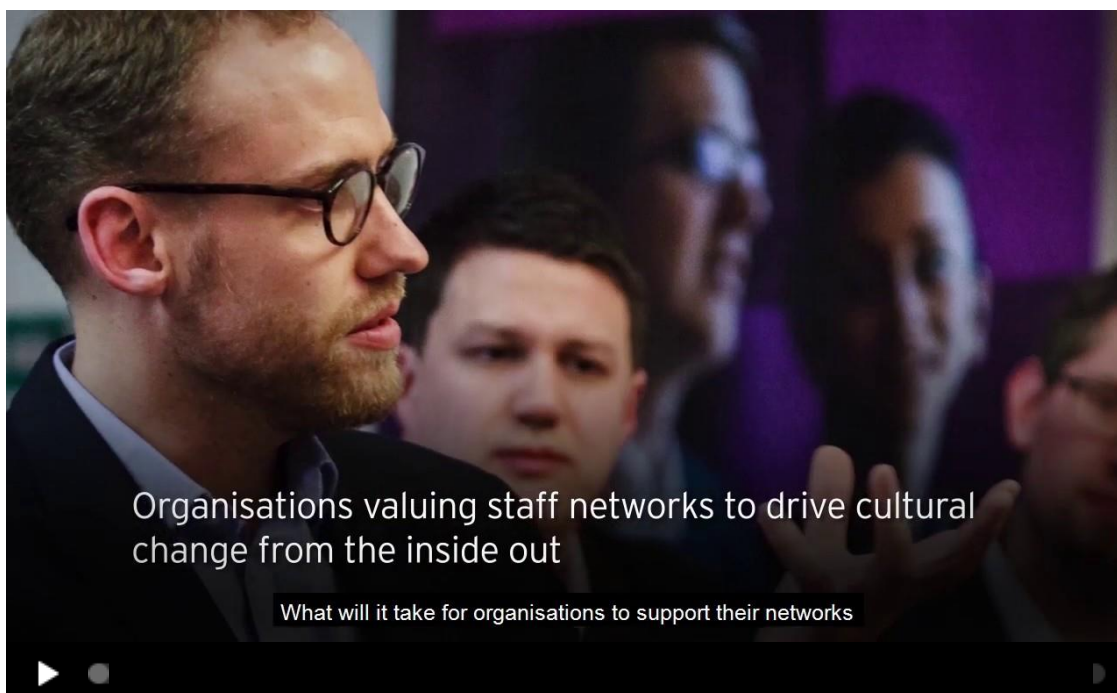
ELFT Ability Newsletter



3 December 2019 - Issue 5

Welcome to ELFT Ability's newsletter.

ELFT Ability is about staff uniting to take the 'dis' out of disability. Staff from across the Trust can share their experiences of disability in the workplace for mutual support and to influence ELFT's culture around disabled staff.



#PurpleLightUp

Today, 3 December is International Day of Persons with Disabilities. Across the country organisations will be lighting up their buildings in purple and doing a range of 'less bright purple' activities to celebrate the power of disabled people. At ELFT the What's New weekly bulletin will be turning purple, Navina will be making a pledge, staff are encouraged to join in with the #PurpleLightUp discussions on Twitter, and enter quiz.

The winner of the quiz will in on win a luxury hamper for their team.

[>>> Enter #PurpleLightUp Quiz <<](#)



Let's meet

Please join us at the next ELFT Ability meeting on Monday 20 January 2020. We will meet at the central base in Robert Dolan House with a live WebEx link up available across the Trust. **1-2 pm** - Bring you own lunch and something to share if you wish. **2-4 pm** - Main meeting. We will be planning ELFT Ability's priorities and activities for 2020.



See the ability

Today we launch our '[See the ability](#)' campaign, which aims to highlight the skills and attributes of disabled staff. It is a chance to raise the visibility of disabled colleagues, consider what disability means and have informal conversations around what is the added extra that disabled staff can bring. Staff who out and proud about their impairments or disability at work are the faces of the campaign, which aims to get you talking about the benefits of employing disabled people and the positive impact they can have. Look out for their faces, literally, on posters in an office near you.



Building ability: making adjustments click

Thank you to all those who came to the Building Ability conference and made it a success. It was great to hear so many passionate and thought provoking conversations. [Building Ability conference highlights](#): there was a real buzz in the air as people visited our marketplace, took part in workshops, networked over lunch and breaks, and nodded in agreement with our presenters and guest speakers. If you attended the



conference, please fill in the [online conference evaluation form](#) by Monday 9 December 2019. We want to capture some of the discussions and collect some feedback on the practicalities to ensure that future events are accessible and as engaging as they can be.



Workplace adjustments

The Trust has a new [workplace adjustment process and guidance](#). It is a four step process that aims to remove, reduce and prevent barriers at work. The aim is to make the process for agreeing and putting adjustments in place much quicker and more efficient.



Disability Champion of the month

September 2019 - Patricia Potter, Professional lead for Psychological therapies in East London.

Patricia went the extra mile in helping us think through how to hold more difficult conversations at the Building Ability conference and supported a number of staff from her department to attend and facilitate sessions.



October 2019 - Maksim Vasilenko, Resourcing Officer. Maksim was a star steward at the Building Ability conference.

Maksim randomly volunteered to assist at the conference and used his hospitality experience to bring warmth to the entrance of the conference that kept everybody's spirits up throughout the day. He help the fort at various points throughout the day ton enable ELFT Ability members to take breaks from stewarding to attend workshops.

November 2019- Bernadette Fitzharris, Associate Director of People and Culture Luton and Bedfordshire.

Bernadette has held be the anchor in the relay of producing the Trust's new guidance for putting workplace adjustments in place. She has made a concerted effort to ensure that they guidance was published this year.

Each month we celebrate one member of staff who has improved the working lives

of disabled staff. We've been lacking nominations, so If you'd like to nominate a future Disability Champion in recognition of their contribution towards promoting a disability positive culture at ELFT, please email [Shannon O'Neill](mailto:Shannon.O'Neill@elft.org.uk)



Tracy climbs Mount

Kilimanjaro

Congratulations to Tracy Kitto, Cardiac Rehab Coordinator in Newham. In October, she climbed Kilimanjaro to raise over £5,000 for [LimbPower](http://limbpower.org), a charity that engages amputees and those with limb impairments in sports and arts. Tracy is a long term fundraiser for this charity since her below knee amputation following a motorcycle accident when she was a teenager.



ELFT Ability Development Group

The Network has a core [ELFT Ability Development group](#) - staff from across the Trust who meet mainly by email. If you are interested in having a more central role in ELFT Ability please contact [Laura Pisaneschi](#), Chair of ELFT Ability. We will be reviewing how this group works during our next meeting on 20 January 2020.



Purple Space

We are members of [PurpleSpace](#), a national network of disability employee networks. Our membership gives 20 spaces with direct access to information, resources and events. Please let [Norbert Lieckfeldt](#) know if you would like to have one of these accounts.



Business Disability Forum

The Trust is a member of the [Business Disability Forum](#), a membership organisation that makes it easier and more rewarding to do business with and employ disabled people. They have some great online resources about disability in the workplace that would be ideal for HR staff to have at their fingertips. Please contact [Lucy Ingle](#) for a login password.



We're on Twitter

ELFT Ability are very active on Twitter, raising awareness of disability and employment issues and much much more. Join us for the conversation at [@ELFTAbility](#). We have introduced [#ELFTAbilityChat](#) as a way to engage staff in hot topics. Join the conversation now!

There are now over 50 [ELFT team accounts on Twitter](#). Staff and the public can subscribe to this list to see what's happening in various teams at ELFT with having to follow them all individually. We hope this is easy to follow and helps with those who want to keep tighter work-life balance on social media.



Facebook

ELFT Ability have a closed Facebook group exclusively for disabled staff to come together for peer support. Contact [Stuart Crawford](#) for more information.



ELFT Ability Membership

If you didn't not receive this email from the ELFT Communications then you are not on ELFT Ability's updated membership list. To subscribe, contact [Shannon O'Neill](#).



If you have any queries, suggestions or news for ELFT Ability, contact [Shannon O'Neill](#), Network Equality Lead (Disability) or [check out the ELFT Ability Intranet page](#).

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