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ELFT Ability Newsletter



13 August 2019 - Issue 3

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.



Building Ability: Making Adjustments Click

The Building Ability conference is to be held on **Friday, 11 October 2019.**

It is a chance to bring staff together to understand the barriers disabled people face at work and how we can ensure everybody has what they need to do their jobs to their full potential.

Registration for ELFT's Building Ability conference
is now open!

> [Sign up here](#) <

This conference will be jammed packed full of workshops and presentations with practical discussions on how to remove, reduce and prevent the obstacles that disable our staff at work. The challenge is to build out Trust's ability to make workplace adjustments 'click into place'.

Whether you're a manager, disabled member of staff, or someone who is just interested, this conference will have something for you.

Sessions will cover:

- Access to learning and development
- Access to Work process
- Assistive technology
- Disability culture in BAME communities
- Disability Pride
- Identity and disclosure at work
- Managing mental health at work
- Supporting disabled students
- Recruitment
- The double world of Peer Support Workers
- Unconscious bias
- Working with guide dogs

Keynote speakers:



Hannah Barham-Brown
Doctor, advocate,
#RollModel, Top 100
most influential disabled
people 2018



Paul Deamer
Head of Diversity and
Inclusion at NHS
Employers



Patrick Campbell
Doctor, Co-author of
Stammering Pride and
Prejudice

Facilitators: Kerry Pace (Diverse Learners), Dave Kent (Guide Dogs for the Blind) and lots of ELFT staff!



GMC's Able Medics Podcast

Welcome to all the new junior doctors and those in training who started at ELFT at the beginning of August. We're happy to recommend the excellent podcast 'Able Medics' produced by The General Medical Council which explores the experiences of disabled doctors. Listen to [Able Medics Podcast](#) where medical students and qualified doctors talk about responses to their disability, the support they have received and the contribution they make.



Workforce Disability Equality Standard (WDES)

The Trust has submitted its data for the NHS England's Workforce Disability Equality Standard. Our data shows that 7% of our staff have disclosed a disability on ESR and 18% via the anonymous staff survey. This disparity is the same across the whole of the NHS and early indications show that compared to other trusts these figures are both high. Our submission will be available on the Trust's website shortly. There are some really useful statistics that will go towards developing our WDES action plan.



Access to Work

Access to Work is a Government grant that can support disabled staff and those with long term health conditions. It can fund practical help including specialist equipment and adaptations, and getting help to and from work. If you have started with ELFT in the last six weeks or your adjustments are likely to cost more than £500 you should [apply now](#).



Workplace Adjustment Process and Guidance

The Trust's new workplace adjustment process and guidance has been drafted and was discussed at Operations Group at the beginning of August. Watch this space for more information.



ELFT Ability Development Group

The Network has a core group of staff from across the Trust who meet mainly by email. Due to staff recently leaving we are looking for disabled staff from the Luton and Bedfordshire area to join us. Please email [Shannon O'Neill](#) if you are interested.



Disability Champion of the Month

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](#).

Image: Occupational Therapist Naomi Miller receiving her Disability Champion of the Month certificate from Alex Hadayah.



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.



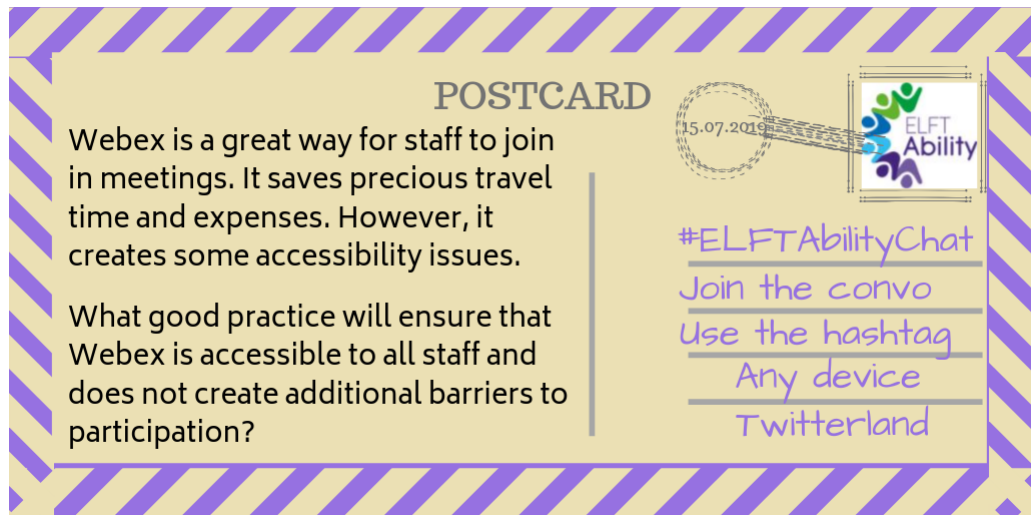
Business Disability Forum

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](#)