



England

Disability & Wellbeing Network

Presented by:

Lisa Browne (Chair)

East of England Disability and Wellness Network (DaWN)

Disability History Month

16 Nov – 16 Dec

**This year's focus is
Experience of Disablement
amongst children and young
people in the past, now and
what is needed for the future**



England

Disability & Wellbeing Network



**We were formed in
September 2021 and aim
to support staff with
disabilities and or long-
term conditions in the
workplace and try to
encourage change**

Membership

Membership is open to all staff

- Those who have a disability
- Those who have long term condition(s) (LTC).
- Or both!
- Managers or colleagues of an individual with a disability
- Carers/friends of someone with a disability/LTC
- Allies

ANYONE!

Day to day we....

- Act as disability champions
- Raise awareness of disability and LTC staff issues
- Be a safe point of contact for disabled staff within the region
- Support the recruitment of people with disabilities and developing positive work experiences within the region
- Organise activities and training courses for members & line managers within the region
- Communicate regularly with our members and the wider workforce
- Work with the national DaWN network and other EoE networks



How do we identify issues affecting colleagues

- Listening
 - Monthly member meetings
 - Member drop-in sessions, for 1:1/specific group chats
 - Enquiries into the dedicated DaWN inbox
- Working with other Networks
- Identified themes
 - Interviews
 - Recruitment
 - Line Managers

Why is it important provide a network like DaWN in the workplace?

- 80% of disabled people are working age
- 83% of people acquire their disability while in work
- 22% (almost 1:4) people in the UK have an impairment or disability



More figures.....

- 80% of disabled people have a hidden impairment
- 1 in 3 of the working age population in England report having at least one long term health condition
- 1 in 3 employees with a long-term health condition have not discussed it with their employer
- 8% of disabled people are wheelchair users 8%
- The employment rate for disabled people is 28% lower than non-disabled people (which is 81%)

Definition of disability under the Equality Act 2010

You are disabled under the Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities

Under the Equality Act

Disabled people are protected from discrimination, harassment and victimisation in the provision of goods, services, facilities and **employment**

Employment

It's against the law for employers to discriminate against employees because of a disability.

Throughout employment it protects disabled employees and covers:

- Application forms
- Interview arrangements
- Aptitude or proficiency tests
- Job offers
- Terms of employment
- Promotion, transfer and training opportunities
- Dismissal or redundancy
- Discipline and grievances



Reasonable Adjustments

- Adjusting working hours or a phased return/start to work
- Providing specialist equipment or practical aids
- Job carving
- Time off for medical treatment or counselling
- Providing a work coach or mentor
- Allowing a personal assistant accompany a disabled colleague at work
- Allowing a guide dog or hearing dog into workplace/advice centre
- Providing information in alternative formats or large font

Common recruitment mistakes

- Not creating an accurate and inclusive job description
- Failing to provide reasonable adjustments
- Bias affected decisions
- Relying too much on interview
- Failing to consider internal recruitment



Resources Developed Recently

- Guides on how to complete a good Occupational Health Referral
- Guide on how to complete a workplace passport request
- Guides on Supporting Inclusive Recruitment
- Guide on how to complete a Workplace Adjustment Passport
- Reviving Inclusive Recruitment Training (now mandatory)
- Exit interview questionnaire



Training & Support



Internal Training and Other Support

- DaWN Members

- Annual Away Day
- Inclusive Recruitment Training(now mandatory)



External

- Accessible Communication
- Micro-aggressions
- Chronic Illness
- Disability Inclusive Recruitment
- Disability awareness
- Supporting staff with mental health for line managers
- Enhancing resilience
- Stress and anxiety workshop

Visibility/Accessibility

Click below for the DaWN hub (Disability and Wellbeing Network)



Our ability is stronger than our disability



[East of England Disability and Wellbeing Network \(sharepoint.com\)](#)

Questions

Thank You

The NHS logo, consisting of the letters 'NHS' in white on a blue rectangular background.

England

england.eodawn@nhs.net