Disability Summit

Changing mindsets, embracing difference

30 April 2019

@ NHSE_Diversity
#DisabilitySummit19
Get involved in **Equality, Diversity & Human Rights Week 2019.** Access the communications toolkit and resources to help you run your local campaign.


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**NHS Workforce Disability Equality Standard (WDES)**

Need help implementing the WDES? Visit: [www.nhsemployers.org/WDES](http://www.nhsemployers.org/WDES)
Welcome to the NHS Employers Disability Summit

When we held our first Disability Summit in Leeds four years ago, we set ourselves some core principles for that and future events.

Firstly, we committed to ensuring that the events were shaped and moulded by employees with disabilities and their representatives. Secondly, we committed to ensuring that the events were led by disabled people and their voices could be heard. Thirdly, we committed to ensuring that the events were as accessible as possible to people with all types of disabilities.

I hope that you will see and experience for yourself today just how far we have come in meeting those commitments. We haven’t always got it right in the past and there will be things today that we can improve upon going forward. But we are trying and we want to hear from you if there is anything we could do differently.

The introduction of the NHS Workforce Disability Equality Standard will play a key role in supporting the NHS People Plan. Today you will be able to listen to not only the experiences of disabled people in the workplace, but also learn strategies and good practice from a variety of organisations.

I hope you have a great day and I want to personally thank you for taking time out to join us on our journey of improving workplaces in the NHS for people with disabilities, and ultimately therefore our patients.

Daniel Mortimer
Chief Executive
NHS Employers
# Disability Summit Programme

## Morning

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<td>9.30 – 10.00</td>
<td>Registration, refreshments and learning hub</td>
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<td>10.00 – 10.20</td>
<td>Welcome</td>
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<td></td>
<td>Dr Ian McPherson OBE - Chair, Surrey &amp; Borders Partnership Trust</td>
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<td>and Kate Nash OBE - Chief Executive, PurpleSpace</td>
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<td>10.20 – 10.40</td>
<td>National policy perspective</td>
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<td>Dr Neil Churchill OBE - Director for Experience, Participation</td>
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<td>and Equalities, NHS England</td>
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<td>10.40 – 11.10</td>
<td>Making a difference to colleagues and patients across Morecambe Bay – our story</td>
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<td>University Hospitals of Morecambe Bay Disability Staff Network</td>
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<tr>
<td>11.10 – 11.50</td>
<td>Refreshments, networking and learning hub</td>
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<tr>
<td>11.50 – 12.20</td>
<td>Engaging with medical staff around disability issues</td>
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<td>Dr Hannah Barham-Brown - disability advocate and Tedx speaker</td>
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### Afternoon

<table>
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| 12.20 – 13.00 | **Good governance, personal leadership and reasonable adjustments** – Facilitated by Liz Sayce OBE  
Lisa Baldock MBE - Department of Work and Pensions  
Project Choice - Hampshire Hospitals NHS Foundation Trust |
| 13.00 – 13.50 | **Lunch, networking and learning hub**                                 |
| 13.50 – 14.00 | **DEAFvibe Visual Frequencies Sign Singing Group**                     |
| 14.00 – 15.00 | **Bringing the NHS WDES to life for people with hidden disabilities**  
Dorset Healthcare Hidden Talents Group  
Senior DiverseAbility Influencers Group |
| 15.00 – 15.30 | **Being an NHS Chief Executive – what they never told me about disability**  
Lisa Rodrigues CBE – mental health campaigner |
| 15.30 – 16.00 | **Final plenary session**  
Kate Nash OBE and Dr Ian McPherson OBE |
| 16.00         | **Close**                                                             |
Speakers

Ian McPherson OBE
Chair - Surrey and Borders Partnership NHS Foundation Trust

A clinical psychologist by profession, Ian has held a variety of director roles across health and social care, these include the National Mental Health Development Unit, the National Institute for Mental Health in England and nine years as a director at two mental health trusts. Since finishing full-time employment, Ian has been a trustee of the Centre for Mental Health and chair of the International Initiative in Mental Health Leadership.

Ian has experienced clinical depression from early adolescence and had to deal with this throughout his career. This has given him a particular interest in the challenges this brings for individuals and organisations, and how better support can be provided for people with mental health problems in the workplace.

Kate Nash OBE
Chief Executive Officer - PurpleSpace

Kate Nash OBE is the creator of PurpleSpace - the world’s only professional development membership hub for disabled employee networks. In 2017 she launched #PurpleLightUp, a global movement to encourage disability employee networks across the globe to ‘go purple’ in the run up to the UN International Day of Persons with Disability.

In 2014 Kate published a book Secrets & Big News. The book examined how hard it is for people to share personal information about their disability or health condition at work.

Kate chairs the Shaw Trust Power List UK which celebrates Britain’s 100 most influential persons with disability or impairment. In addition, she is an independent strategic/disability advisor to BT, the Post Office and Fujitsu. In 2007 Kate was awarded an OBE for services to disabled people.
Dr Neil Churchill OBE  
**Director for Experience - Participation and Equalities, NHS England**  

Neil joined NHS England in 2013 after a 25-year career in the voluntary sector at organisations including Barnardo’s, Age Concern, Crisis and Asthma UK.  

His role at NHS England includes working on national patient surveys, patient and public participation, national transformation programmes to improve care quality and narrow inequalities, and also partnership working with the voluntary, community and social enterprise sector.  

Neil is currently a member of the strategy board for the Beryl Institute, a trustee for Future Care Capital, a change agent at the School for Change Agents and a member of Q, the quality improvement collaborative at the Health Foundation.

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**University Hospitals of Morecambe Bay Disability Staff Network**

The Disability Staff Network was founded in November 2015 and has a diverse membership, which brings with it a wide range of experience and understanding from all corners of the organisation.  

Being committed to providing excellent health care services, the network aims to create a supportive working environment and policy framework for colleagues with a disability while also encouraging all staff within the trust to understand the needs of individuals with a disability within the community.

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David Wilkinson  
**Director of People and Organisational Development**

Sally Fenton  
**Senior Clinical Coder**

Gillian Day  
**Inclusion and Diversity Advisor**
Dr Hannah Barham-Brown
Disability advocate and Tedx speaker

Dr Hannah Barham-Brown is a GP registrar, speaker, disability advocate, media spokesperson and member of the British Medical Association’s Council. She is also standing as a local council candidate for the Women’s Equality party in her hometown of Leeds.

In 2018, Hannah joined the Shaw Trust Powerlist, making her one of the 100 most influential disabled people in the UK.

Hannah regularly appears on TV, radio and in the papers discussing a range of topics, from Brexit and women’s health to disability and politics.

A wheelchair user with a chronic inability to sit still, she also leads a #PeriodPoverty campaign - Help in Handbags.

Liz Sayce OBE

Liz Sayce was chief executive of Disability Rights UK (Radar) from 2007-2017, where she led work for equal participation for all, through programmes on independent living, career opportunities and shifts in cultural attitudes and behaviour.

Liz is chair of the Commission for Equality in Mental Health and has just completed a report at the London School of Economics on policy levers to influence employers to improve disabled people’s employment and pay.

She is also an non-executive director of the Care Quality Commission and a member of the Disability Advisory Committee of the Equality and Human Rights Commission, the Committee of Healthwatch England and the Social Security Advisory Committee.

Liz was awarded an OBE in 2009 and an honorary doctorate from the University of Kent in 2014.
Lisa Baldock MBE
Department of Work and Pensions

Lisa has 18 years’ experience as a civil servant in a variety of roles including reasonable adjustments, awareness programmes, HR policy and strategy. In the 1990’s Lisa was pivotal to the design of the Workplace Disability Passport which is not only used across the Civil Service but is well known in private industry.

She has also been involved in voluntarily work to mentor youngsters with hearing loss, new potential cochlear implant wearers and fundraising on behalf of the charity Hearing Dogs. She has a personal connection as Hearing Dogs provided her with her lovely hearing assistance dog called Inca.

Lisa was awarded an MBE in recognition for her work to disabled staff in public service.

Project Choice – Hampshire Hospitals NHS Foundation Trust

Project Choice is a supported internship programme for young people aged 16-24, with a learning disability, difficulty and/or autism. Participants have to have an active Educational Health Care plan (EHCP).

The overall aim of the programme is to help young adults to gain work experience, improve employability and independence skills.

The project lasts for one academic year (September –July) and each intern will have up to three placements during the year within Hampshire Hospitals. Each cohort is supported by the Project Choice team and the placements take place at Andover, Basingstoke and Winchester.

Ian Wheeler
Project Choice Area Manager

Kieran Fisher
Project Choice Intern

Shannon Holmes
Project Choice Intern

Callum Newman
Project Choice Intern
Dorset HealthCare
Hidden Talents Group

Hidden Talents is a group of staff employed by Dorset HealthCare who have experienced a mental health illness at some time in their life, or who live with a mental health condition or emotional distress.

The aspiration of the Hidden Talents Group is for Dorset HealthCare to recognise the value of lived experience within its workforce. Lived experience is an essential ingredient in creating a learning environment which will support the wellbeing of all staff, and improve the experience of people who access services, including their carers and supporters.

David Corbin
Equality & Diversity Manager

Donna Jenkins
Recovery Education Centre Manager

Tracey Saunders
Recovery Education Centre Trainer

Stephen Churchill
Patient Experience Officer

Sarah Clark
Patient Experience Officer

Michael Oates
Trust Chaplain
Speakers (continued)

Lisa Rodgrigues CBE
Author and mental health campaigner

Lisa is a writer, coach and mental health campaigner. She uses her understanding of stigma, including self-stigma, to raise awareness and reduce the negativity still associated with mental illness.

Lisa joined the NHS in 1973, spending the first half of her career as a nurse and a health visitor, and the latter in NHS management, including 13 years as a mental health trust chief executive. She was a non-executive director at the NHS Confederation for seven years, during which she chaired the Mental Health Network. In 2012, she was awarded a CBE for services to the NHS.

In June 2018, Lisa published a book Being an NHS Chief Executive. Lisa blogs at www.lisasaysthis.com and tweets @LisaSaysThis.

Senior DiverseAbility Influencers Group

Building Leadership For Inclusion (BLFI), is a new programme that will inform a future ten-year strategy, led by the NHS Leadership Academy. Its purpose is to update and inform leadership development, thinking and practice within and across NHS-funded health and care.

It places the voices of those with lived experience of exclusion at the centre of all strategies for inclusive change. Over the past 12 months four senior influencer groups have been established: BAME, DiverseAbility, LGBT+ and Women.

The Senior DiversAbility group has met five times and shared their lived experiences, identified key issues and discussed strategies and actions to advance system and organisational change.

Catherine Loftus
Senior Programme Lead – Building Leadership For Inclusion, NHS Leadership Academy

Amanda Wogan
Head of Profession, NHS Digital

Chris Knight
Board Secretary, SIRO, Midlands and Lancashire Commissioning Support Unit

Erika Ottley
Co-chair, Disability and Wellbeing Network, NHS England and NHS Improvement

Sally Brown
Marketing Communications Specialist

Disability Summit 2019
Changing mindsets, embracing difference
AccessAble is a national disability organisation providing detailed accessibility information to over 50,000 places across the UK. The AccessAble website and app is used by over 1.8 million people each year. AccessAble works with over 60 NHS trusts to survey and publish accessibility information to hospitals, community sites and inpatient services. This information enhances patient experience and helps trusts improve the accessibility of their estate.

hello@accessable.co.uk
www.accessable.co.uk
@AccessAbleUK

AKD is an international learning and development consultancy. We create innovative learning experiences that stimulate conversation, thinking and change. We do this using a range of methodologies including game-based learning, great facilitation, creating apps and video production. Visit our website for more information.

mayowa.olufeko@akdsolutions.com
www.akdsolutions.com
@weareakd

AFSA is a membership led organisation for all fire and rescue services and partners. We provide exceptional services and support to our members through clear leadership and by delivering support that enables our members to effectively mainstream equality, diversity and inclusion and reduce inequalities that staff and communities experience.

We believe that as a staff network AFSA has the power to do good and to make a difference. When fire and rescue service does well, society prospers. As a key provider the fire service can create opportunities, build, innovate and cultivate a better future for the next generation.

afsafrs@yahoo.co.uk
afsa.co.uk
@AsianFSA

Employees with autism, mental health difficulties, brain injury and other hidden impairments are often under-represented in the workplace. Difficulty predicting when someone might struggle, and where to target help, represents significant challenges for both organisations and the employee.

We use a unique combination of technology and professional support; to enable people to adopt a greater level of self-management, overcome their challenges and access help whenever and wherever they need it.

Brain in Hand is available through the Department of Work & Pensions’ Access to Work scheme.

heathercook@braininhand.co.uk
www.braininhand.co.uk
@brain_in_hand
Exhibitors (continued)

**enei**

ENEI is the UK’s leading employer network covering all aspects of equality and inclusion issues in the workplace. We work with our members to achieve and promote best practice. We focus on delivering high quality practical advice, products and services, helping organisations turn theory into practice. Working closely with businesses, we understand the real issues faced by employers and the barriers they may come across when trying to make change happen.

✉ info@enei.org.uk  
🌐 www.enei.org.uk  
🐦 @en4ei

**Evenbreak**

Evenbreak is a social enterprise developed by disabled people to help the world of work become more accessible and inclusive. We offer a specialist job board where NHS organisations can be positioned as ‘inclusive employers of choice’ and attract more talented disabled candidates to a range of roles. Those candidates can find work with employers who will value their skills.

We also have a best practice portal to help trusts become more competent and confident around disability. Together, these services will help NHS organisations work towards achieving the NHS Workforce Disability Equality Standard.

✉ info@evenbreak.co.uk  
🌐 www.evenbreak.co.uk  
🐦 @Evenbreak

**Focus Games**

Focus Games create unique game-based toolkits that encourage learning, discussion and change in health and social care. Our games are the ideal resource to help staff and service-users address disability and diversity in a creative and relaxed environment. Our games enable small groups to discuss issues that are directly relevant to them, helping to improve leadership, team working, and staff wellbeing.

We combine board games, digital games, apps and websites to create blended learning resources for staff and service-users.

✉ info@focusgames.com  
🌐 focusgames.com  
🐦 @FocusGames

**Leonard Cheshire**

We support individuals to live, learn and work as independently as they choose, whatever their ability. Led by people with experience of disability, we are at the heart of local life – opening doors to opportunity, choice and support in communities around the globe.

What we do goes far beyond providing social care. We help people find and remain in employment. We build confidence through information, advice and guidance, and to break down barriers through access to computers and adapted IT equipment.

✉ info@leonardcheshire.org  
🌐 www.leonardcheshire.org  
🐦 @leonardcheshire
Exhibitors (continued)

NHS Employers is the voice of employers in the NHS, helping them to support the NHS workforce, put patients first and be the best employers they can be. We actively seek the views of workforce leaders on key issues to help them develop a sustainable workforce, improve staff experience and provide high-quality care to patients.

We keep NHS leaders up to date with the latest thinking and expert opinion on workforce issues. Our useful tools and resources on diversity and inclusion, workforce supply, recruitment, health and wellbeing, retention, and reward can help you to develop a sustainable workforce and improve staff experience. Visit our website to learn more.

✉ comms@nhsemployers.org
🌐 www.nhsemployers.org
🐦 @NHSEmployers

NADSN

The National Association of Disabled Staff Networks (NADSN) is a super-network, connecting and representing disabled staff networks. Focused on the further and higher education sector, NADSN is open to any individual and organisation interested in the equality of disabled staff.

Through collaborative activities we promote disability equality and campaign for disabled staff networks to be supported in the workplace, raising issues at national level. Through our accessible conferences we bring disabled people together and organise activities which challenge stereotypes.

NADSN has created regional hubs for members to meet each other and supports research projects which aim to improve the experiences of disabled staff.

✉ uk.nadsn@gmail.com
🌐 nadsn-uk.org
🐦 @nadsn_uk

NHS England

NHS England leads the National Health Service (NHS) in England, our areas of work cover the NHS Long Term plan, cancer, mental health, urgent and emergency care, primary care and integrated care.

The Workforce Disability Equality Standard came into force on 1 April 2019 and is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff.

The WDES will support positive change within the NHS and enable a more inclusive and supportive workplace for disabled staff. It will highlight good practice and compare performance regionally and by type of trust.

✉ england.wdes@nhs.net
🌐 www.england.nhs.uk/about/equality/equality-hub/wdes/
🐦 @NHSEngland

Patient Voices

The Patient Voices Programme was founded in 2003 in response to the urgent need for better communication and understanding of all healthcare stakeholders’ experiences of care. The programme has won a number of awards and brings together the ancient tradition of storytelling to life via new technologies.

Patient Voices offers new possibilities for involving and engaging patients, carers and service users, clinicians, managers and leaders as a means of bringing about transformational change. Empowering them to share their stories in their own words.

✉ pip@pilgrimprojects.co.uk
🌐 www.patientvoices.org.uk
🐦 @PatientVoicesUK
PurpleSpace

PurpleSpace is the global professional development hub for disability employee networks/resource groups and allies. We help organisations to become disability confident from the inside out by supporting the development of the people who know best how it feels to work in a disability confident organisation – your own disabled employees.

We work across all industries and sectors to create vibrant and effective networks and resource groups – which then build the exceptional engagement strategies that stimulate better conversations about all aspects of disability and business with internal champions, allies and executive sponsors: building disability confidence from the inside out.

info@purplespace.org
www.purplespace.org
@MyPurpleSpace

Royal College of Nursing

As the voice of nursing in the UK, we understand the challenges facing healthcare professionals who are disabled at work.

Visit our stand to hear more about our work on equality and inclusion; influenced by the lived experiences of our members and meet Wendy an equalities lead, and Holly a peer support officer.

peersupport@rcn.org.uk
www.rcn.org.uk
@RCN_inclusion

Questback

Questback is a complete feedback system that helps companies transform customer, employee and market research programs. Used by thousands of companies, including one-third of the Forbes list.

Questback is the smarter, faster way to manage feedback. Get the software, services and human support you need to manage customer, employee and market feedback – all in one place. People matter - get their insight.

www.questback.com
@Questback
Are you a senior or aspiring leader looking to join a women’s network?

The Health and Care Women Leaders Network is a vibrant and diverse community of talented, professional women working across health and social care.

Be part of a growing network of women, find out more about our events and connect with us.

www.nhsemployers.org/nhswomen
@hcwomenleaders #NHSwomen

The future starts here at Confed19, book now and don’t miss your opportunity to shape it: www.nhsconfedconference.org

Hear from over 120 influential and high-profile speakers from the UK and beyond
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Manchester Central | 19 and 20 June 2019
Book now! #Confed19
About us

NHS Employers diversity and inclusion team supports and showcases the latest developments, both within and outside of the NHS. Using the latest evidence base around equality, diversity and inclusion (EDI) to stimulate action on the ground, we seek to change the focus of the debate from equality inputs, to proven business outcomes. In doing so, we support NHS trusts to co-design services with diverse patients, people and communities.

For more information contact:

✉ diversityandinclusion@nhsemployers.org
🌐 www.nhsemployers.org/diversity
🐦 @NHSE_diversity