


# Disability Summit

7 December 2022

The Tower Hotel  
London



 [@NHSE\\_Diversity](https://twitter.com/NHSE_Diversity)  
[#DisabilitySummit22](https://twitter.com/DisabilitySummit22)  
[Slido.com](https://www.slido.com) [#DisabilitySummit](https://twitter.com/DisabilitySummit)

# Make recruitment accessible and inclusive or lose out in the battle for the best



Employers will miss out on a large pool of talent if they aren't tapping into the potential of thousands of people with sight loss in the UK who want to work.

Only one in four blind and partially sighted people of working age are in employment across the UK. The lack of truly accessible recruitment processes is a key factor in this, yet, the benefits someone with sight loss can bring to a workforce are many, including:

- **Problem-solving skills and innovative thinking**
- **Diversity – helping the creation of a workforce more representative of the UK population**

RNIB's Visibly Better scheme helps employers boost the accessibility of their recruitment, increasing the number of blind and partially sighted people who apply for jobs, as well as keeping existing staff happy and productive, if they develop sight loss.

For further information about how to sign up to RNIB's Visibly Better Employer scheme,

Visit [rnib.org.uk/Employers](https://rnib.org.uk/Employers)

Call our Helpline: **0303 123 9999**

Say: **"Alexa, call RNIB Helpline"** to an Alexa-enabled device.

# RNIB

See differently

# Welcome

One in five NHS staff are living with a disability or long-term health condition and 83 per cent of these are acquired during adult life. This can have a huge impact across the health and social care workforce, both for the individuals and their families, their managers and teams.

Part of our ongoing work with NHS England and our colleagues across the NHS Confederation is to improve the lived experiences of disabled staff and create a disability positive NHS, so that we can harness all of the incredible talent at our disposal, in the service of our patients and communities.

Last year, our Disability Summit focused on giving a voice to disabled staff, particularly throughout the disproportionate impact of COVID-19. A year on and we think that disabled staff in health and social care are – at long last – finding their voice. However, we are not sure that as yet all policy and decision makers across the system are actually listening to those voices.

This year, our Summit will focus on turning data into action. This event has been shaped by disabled staff and we are expecting half of our audience to be staff who have a disability. We will also be joined by key decision makers and academics – both in the audience and on the stage.

We also want to acknowledge the constructive feedback we have received about holding this event in person. Many of you have told us that the event is rich with opportunities to connect with colleagues in person; at the same time some colleagues have told us that not having an online element to the event might exclude some colleagues. Your feedback is important and will help us to adapt and plan future events.

Beyond today, we want you to feel empowered when you return to your workplaces – with evidence and good practice examples to show what can be achieved when an organisation puts the voices of disabled staff and patients front and centre of its equality, diversity and inclusion strategy.

We hope you have a great day and we 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 our patients.

**Danny Mortimer**  
Chief Executive, NHS Employers



**Joan Saddler OBE**  
Director of Partnerships  
and Equality, NHS Confederation





# Programme

9–10am

## Registration, networking and exhibition

9–9.50am

### Breakfast sessions with our sponsors:

- Changing the way we understand disability with **Diversity and Ability**
- Improving productivity and wellbeing with **MindView** by **MatchWare**

**D&A** Diversity and Ability

 **MindView**  
by MatchWare

10–10.10am

### Welcome from the chair

Shani Dhanda, disability specialist and entrepreneur

10.10–10.45am

### Impact of COVID-19 on disabled people: vulnerability or exclusion?

Professor Tom Shakespeare, social scientist, bioethicist, author and broadcaster

10.45–11.40am

### Panel session - The lived experiences of NHS Disabled staff

Panel chair – Kate Headley, Director of Consulting at The Clear Company and Chair of RIDI Awards judging panel

- Christine Rivers, Head of the WDES, NHS England
- Tom Hayhoe Chair, West London NHS Trust and former Chair of The Disabled NHS Directors Network
- Deirdre Costigan, National Officer, Disability Equality, UNISON

11.40–12 midday

## Refreshments, networking and exhibition

12–12.30pm

### A focus on the Workforce Disability Equality Standard (WDES) Turning data into action

- Stuart Moore, WDES Senior Manager, NHS England
- Kim Parsons, WDES Project Manager, NHS England
- Dawn Whelan, Chair, National Ambulance Disability Network
- Dr Samantha Mills, Emergency Medicine Doctor, EDI Member and Staff Governor, University Hospitals of Derby and Burton
- Paul Singh, EDI Manager, The Dudley Group

During the day we will be using Slido for questions.  
Visit [Slido.com](https://www.slido.com) and enter event code **#DisabilitySummit**  
to submit your questions to speakers.

12.30–1pm

**Using advocacy and activism to drive inclusion**  
Professor Anna Lawson, Centre for Disability Studies,  
The University of Leeds

1–2pm

**Lunch, networking and exhibition**

2–2.25pm

**Performance** by Jaspreet Kaur, spoken word artist

2.25–2.50pm

**RIDI award finalists – good practice in recruitment**  
Hosted by Shani Dhanda and Harjit Bansal, Equality and Diversity  
Manager, North East London Foundation Trust

- **Karen Pearce**, Head of Equality, Diversity and Inclusion,  
The Newcastle upon Tyne Hospitals NHS Foundation Trust
- **Cheryl Gascoigne**, Advanced Occupational Therapist,  
The Newcastle upon Tyne Hospitals NHS Foundation Trust
- **Polly Frank**, Non-Clinical EOC Educator, South Central  
Ambulance Service NHS Foundation Trust
- **Tony Peters**, Head of Emergency Operations Centre, South  
Central Ambulance Service NHS Foundation Trust

2.50–3.10pm

**Internships for young people with learning disabilities and  
autism**  
Rob Brunger, Head of Inclusion and Engagement,  
Mid and South Essex NHS Foundation Trust

3.10–3.30pm

**Refreshments, networking and exhibition**

3.30–3.50pm

**Positively purple: building an inclusive world  
where people with disabilities can flourish**  
Kate Nash, Founder and CEO, PurpleSpace

3.50–4.10pm

**Calibre Leadership Programme**  
Dr Ossie Stuart, International Disability Consultant and  
Academic, Calibre

4.10–4.30pm

**Reflections of the Day** Shani Dhanda

# Speakers



## **Shani Dhanda**

Disability specialist and entrepreneur

Shani, an award-winning disability specialist, features in the top ten of The Shaw Trust Disability Power 100 2022 and in the BBC's 100 Women 2020. She also founded Diversability and the Asian Disability Network.

As a speaker and practitioner for inclusion across business, government, non-profit and wider society, Shani helps organisations break barriers and integrate inclusion into their business frameworks.



## **Professor Tom Shakespeare**

Social scientist, bioethicist, author and broadcaster

Tom researches, writes and talks about disability. He is a regular broadcaster on BBC Radio 4 and has made many TV appearances.

He has delivered talks to academic, professional and lay audiences around the world. Tom co-directs the International Centre for Evidence on Disability at the London School of Hygiene and Tropical Medicine. Tom is also a Fellow of the British Academy.

## **Kate Headley**

Director, The Clear Company



A highly experienced and fully qualified HR professional, Kate has been advising organisations on diversity and inclusive talent management for over 20 years. Kate co-founded the Clear Company in 2003 and it has become a successful global business with clients in a range of sectors.

Kate is the current disability and access ambassador for the recruitment industry, appointed by the Cabinet Office in January 2022. She is also a founding partner of the government's Disability Confident scheme and founder/chair of the Recruitment Industry Disability Initiative (RIDI).

## **Dr Christine Rivers**

Head of the WDES, NHS England



Christine has worked as a lecturer in sociology/social theory, a mental health social worker and team manager, and an equality and human rights lead for a mental health and community health NHS trust. She has been leading on the WDES since its launch in 2019.

Christine has extensive knowledge and expertise in the field of leading equality and disability, including system level change. In 2016, Christine received an Embrace award for her equality work from the National Health and Social Care BME network.

## **Tom Hayhoe**

Chair, West London NHS Trust



Tom Hayhoe is co-founder of the Disabled NHS Directors' Network and served as its first chair.

He is the chair at West London NHS Trust which provides community and mental health services and operates Broadmoor High Secure Hospital. He previously chaired West Middlesex University Hospital NHS Trust and was deputy chair of a health authority. He worked in retail and strategy consultancy before moving into his NHS trust chair roles.

## **Stuart Moore**

WDES Senior Manager, NHS England



Stuart has worked in a number of government departments, higher education and national health bodies on the themes of equality, diversity and inclusion. Most recently, Stuart was the national diversity and inclusion lead at Health Education England (2016-2019).

Stuart is a published researcher and has delivered keynote speeches, workshops and presentations across the UK and internationally. In 2020 this included presenting mandatory disability reporting frameworks to the All Party Parliamentary Group on disability at the Houses of Parliament.

In recognition of his career achievements, he had the honour of carrying the torch for the 2012 London Paralympic Games.



## **Kim Parsons**

WDES Project Manager, NHS England



Kim has worked for many years in the public and private sector in inner London and primarily in the education sector. She has managed public, stakeholder, customer and staff engagement activities with a successful track record at strategic management board level.

She is passionate about addressing inequalities in the workplace and her present WDES role is a perfect fit in line with her daily mantra, 'Making a positive difference to somebody today so they can be the best they can be'.

## **Dawn Poulson Whelan**

Chair, National Ambulance Disability Network, AACE



Dawn is a dedicated healthcare professional with over 20 years' experience in emergency care and the ambulance sector. She has a passion for education, equity, diversity and inclusion. She is currently reading for a professional doctorate at Edge Hill University, investigating the links between organisational culture and support for employees with disabilities in the ambulance sector.

Dawn is a founder and chair of the award-winning National Ambulance Disability Network and works closely with the Association of Ambulance Chief Executives (AACE) National Ambulance Diversity and Inclusion Forum, responsible for shaping inclusive policies and practices across the NHS.

## **Dr Sam Mills**

Emergency Medicine Doctor, University Hospitals of Derby and Burton NHS Foundation Trust



Dr Samantha Mills is an emergency medicine doctor with a passion for positive disruption to create inclusive, enabled environments. Teaching leadership and management is also a passion, she has worked as a member of the Health Education East Midlands Leadership and Management teaching faculty for the last seven years, also running her own leadership education business.

Sam is currently working to support D/deaf peoples' experiences through the COVID-19 pandemic. For which she was awarded Patient Experience Champion of the Year at her Trust in 2021. Sam is also leading the evaluation of the use of transparent facemasks in the NHS to understand the benefits.

## **Professor Anna Lawson**

The Centre for Disability Studies, The University of Leeds



Anna has worked at the University of Leeds throughout her academic career. An expert in disability law, Professor Lawson's research and teaching covers human rights, equality, accessibility, inclusion and access to justice.

As somebody who is blind, her academic interest in disability and law is rooted in her own experience of life as a disabled person. She is committed to working with disabled people, researchers with different disciplinary backgrounds, and other stakeholders to tackle the persistent forms of disadvantage and exclusion experienced by disabled people all over the world.

## **Jaspreet Kaur**

Spoken word artist and author



Also known by her online handle 'Behind the Netra', Jaspreet is an award-winning spoken word artist, history teacher and writer from London. She is passionate about gender issues, taboo subjects and encouraging positive social change in both the Asian community and wider society.

Her work tackles issues related to gender discrimination, mental health stigma, the postcolonial immigrant experience, and more.

Jaspreet is a regular on tv and radio and is the author of bestselling 'Brown Girl Like Me'.

## **Karen Pearce**

Head of Equality, Diversity and Inclusion,  
The Newcastle upon Tyne Hospitals NHS Foundation Trust



Karen provides leadership and expertise for matters relating to equality, diversity and inclusion. Working within a HR function, Karen's focus has always been people – arguably a key asset of the NHS. Over the years, Karen has become increasingly involved within the equality and diversity agenda.

Her passion and dedication have helped influence positive change across many diverse workstreams, she's a Workforce Race Equality Standard expert and uses her knowledge to continually influence positive change. Her ambition is to be at the forefront of the equality and inclusion agenda, she sees real value in partnership working across the NHS.

A portrait of Cheryl Gascoigne, a woman with short blonde hair and glasses, wearing a green polo shirt, smiling. The portrait is set against a dark blue background with a white curved shape on the right side.

## Cheryl Gascoigne

Advanced Occupational Therapist, The Newcastle upon Tyne Hospitals NHS Foundation Trust

Following a diagnosis of polycystic kidneys in 2008, Cheryl decided to pursue a career in occupational therapy, a profession that supports and facilitates function and independence. As a student with dyslexia, Cheryl was overjoyed to graduate in 2015 at the age of 41 with a first-class BSc in Occupational Therapy.

Following graduation, Cheryl secured employment with Newcastle Hospitals as a children's occupational therapist. Eighteen months into her career, Cheryl underwent a kidney transplant, upon return to work she became chair of the hospital's staff network, supporting staff with disabilities and long-term health conditions.

A portrait of Rob Brunger, a man with a beard and short hair, wearing a grey sweater over a checkered shirt, smiling. The portrait is set against a dark blue background with a white curved shape on the right side.

## Rob Brunger

Head of Inclusion and Engagement,  
Mid and South Essex NHS Foundation Trust

Rob joined the NHS just over four years ago, his role covers equality, diversity and inclusion within a trust employing approximately 16,000 staff.

Rob enjoys the challenge of his EDI role, having previously worked in more generalist HR roles covering recruitment and selection and employee relations. He is a real advocate of strategic HR and the need for commerciality within HR initiatives and decision making.



## **Kate Nash OBE**

Founder and CEO, 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.

Kate is author of ‘Positively Purple: Build an Inclusive World Where People with Disabilities Can Flourish’, which offers practical advice for employers, employees with disabilities and allies. Kate is chair of the Shaw Trust Power List UK which celebrates Britain’s 100 most influential persons with disability or impairment.

## **Dr Ossie Stuart**

International Disability Consultant and Academic, Calibre



Dr Stuart has been a lecturer and researcher at the universities of Oxford, York and Surrey, where he developed his expertise in equality and diversity. As a disabled person, himself, he created the Calibre programme in 2012 for disabled staff at universities and in the NHS.

The programme seeks to address issues that disabled staff are very familiar with. He helps institutions create the best support for their staff and students, especially those from diverse backgrounds, including disability. Over 1000 disabled people have benefited from the programme.

# Meet our sponsors and exhibitors

## AccessAble



AccessAble partners with 85+ NHS trusts, collaboratively supporting trusts on their accessibility journey. AccessAble's team surveys trust services to provide online access guides for patients, visitors and staff, together with reports to support access improvement.

Website: [www.accessable.co.uk](http://www.accessable.co.uk)  
Email: [lesley.mcewan@AccessAble.co.uk](mailto:lesley.mcewan@AccessAble.co.uk)  
Twitter: [@LMAccessAble](https://twitter.com/LMAccessAble)

## BASE (British Association for Supported Employment)



BASE is a member's charity whose aim is to champion and improve the employment outcomes for disadvantaged and marginalised people through use of the five-stage supported employment model.

Website: [www.base-uk.org](http://www.base-uk.org)  
Email: [Admin@base-uk.org](mailto:Admin@base-uk.org)  
Twitter: [@base\\_tweets](https://twitter.com/@base_tweets)

## Diversity and Ability



Diversity and Ability is an award-winning social enterprise led by and for disabled people. They champion intersectional neurodiversity and disability inclusion, creating positive and lasting culture shifts through bespoke workshops, consultancy and support.

Website: [www.diversityandability.com](http://www.diversityandability.com)  
Email: [hello@diversityandability.com](mailto:hello@diversityandability.com)  
Twitter: [@DandA\\_Inclusion](https://twitter.com/@DandA_Inclusion)

## DFN Project Search



DFN Project SEARCH is a transition to work programme committed to transforming the lives of young adults with a learning disability and autism or both. Achieving great outcomes in partnership with NHS trusts across the UK.

Website: [www.dfnprojectsearch.org](http://www.dfnprojectsearch.org)  
Email: [info@dfnprojectsearch.org](mailto:info@dfnprojectsearch.org)  
Twitter: [@dfnsearch](https://twitter.com/dfnsearch)

## Empowerment Passport



The Empowerment Passport is a digital platform enabling individuals with long-term health conditions or disabilities think about and communicate their unique adjustment needs.

Website: [www.empowermentpassport.co.uk](http://www.empowermentpassport.co.uk)  
Email: [info@empowermentpassport.co.uk](mailto:info@empowermentpassport.co.uk)  
Twitter: [@EmpowermentPas1](https://twitter.com/EmpowermentPas1)

## Enact Solutions



Enact Solutions deliver highly engaging, immersive learning experiences that blend drama and active learning techniques to bring subjects to life and evoke feelings which open people to new ways of thinking and behaving.

Website: [www.enactsolutions.com/products/workplace/](http://www.enactsolutions.com/products/workplace/)  
Email: [graham.coleman@enactsolutions.com](mailto:graham.coleman@enactsolutions.com)  
Twitter: [@EnactSolutions](https://twitter.com/EnactSolutions)

## MindView by MatchWare



Fall in love with work all over again with MindView. Be more productive and unleash your creativity. Let's get things done!

MindView is an assistive mind mapping software deployed in over 70 NHS organisations, targeted at making more inclusive environments.

Website: [www.matchware.com](http://www.matchware.com)  
Email: [london@matchware.com](mailto:london@matchware.com)  
Twitter: [@MatchWare](https://twitter.com/MatchWare)

## NHS Employers



NHS Employers is the employers' organisation for the NHS in England. We support workforce leaders and represent employers and systems to develop a sustainable workforce and be the best employers they can be.

Our practical resources and expert insights help make sense of current and emerging healthcare issues, to keep employers up to date with the latest thinking.

Website: [www.nhsemployers.org](http://www.nhsemployers.org)  
Email: [communications@nhsemployers.org](mailto:communications@nhsemployers.org)  
Twitter: [@NHSEmployers](https://twitter.com/NHSEmployers) [@NHSE\\_Diversity](https://twitter.com/NHSE_Diversity)

## NHS England



The Workforce Disability Equality Standard is a set of ten specific measures (metrics) that enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. It supports positive change within the NHS and enables a more inclusive and supportive workplace for disabled staff.

Website: [www.england.nhs.uk/about/equality/equality-hub/wdes/](http://www.england.nhs.uk/about/equality/equality-hub/wdes/)  
Email: [england.wdes@nhs.net](mailto:england.wdes@nhs.net)  
Twitter: [@WDESnews](https://twitter.com/WDESnews)



## NELFT: Equality, diversity and inclusion



North East London Foundation Trust (NELFT) sets out their long standing commitment to ensuring their services and employment practices are fair, accessible and appropriate for the diverse community they serve and the workforce they employ. Equality, diversity and inclusion is enshrined in their vision and values.

Website: [www.nelft.nhs.uk](http://www.nelft.nhs.uk)  
Email: [Equality&diversity@nelft.nhs.uk](mailto:Equality&diversity@nelft.nhs.uk)  
Twitter: [@NELFT](https://twitter.com/NELFT)

## The Recruitment Industry Disability Initiative (RIDI)



The Recruitment Industry Disability Initiative (RIDI) exists to create disability confident recruiters by raising awareness and removing barriers in order to help reduce the UK disability employment gap.

Website: [www.ridi.org.uk](http://www.ridi.org.uk)  
Email: [info@ridi.org.uk](mailto:info@ridi.org.uk)  
Twitter: [@RIDI\\_org](https://twitter.com/RIDI_org)

## Sight and Sound Technology



Sight and Sound Technology are an expert pan-disability supplier of assistive technology equipment and services across the UK. Working closely with many technology providers to deliver a one-stop-shop provider to our NHS trust colleagues.

Website: [www.sightandsound.co.uk](http://www.sightandsound.co.uk)  
Email: [info@sightandsound.co.uk](mailto:info@sightandsound.co.uk)  
Twitter: [@sightandsoundt](https://twitter.com/sightandsoundt)

## The Clear Company



The Clear Company has provided equality, diversity, and inclusion (EDI) services since 2003, establishing in-depth expertise and a global team of EDI experts. Their vision is to disrupt and innovate, creating an inclusive world of work.

Website: [www.theclearcompany.co.uk](http://www.theclearcompany.co.uk)  
Email: [claire.walmsley@theclearcompany.co.uk](mailto:claire.walmsley@theclearcompany.co.uk)  
Twitter: [@theclearco](https://twitter.com/theclearco)

# A spotlight on workforce disability innovation

The NHS England WDES Innovation Fund supports NHS trusts to develop innovative programmes of work, to improve the working lives of NHS disabled staff, with bids aligned to one or more of the WDES metrics.

You can hear from two WDES Innovation Fund winners and the work of an ambulance trust at the midday session 'A focus on the Workforce Disability Equality Standard'.

Read about some of the other innovations taking place across the NHS.

## Recruitment animation



Chesterfield Royal Hospital has produced a recruitment video animation with the theme 'We work here'. The video promotes positive images of their disabled staff in various roles, to encourage disabled people to apply for vacancies in the trust. The video was displayed in the public areas of the hospital and also in Chesterfield town centre.

## Neurodiversity



North Bristol NHS Trust worked in collaboration with local organisations as part of their 'Valuing You' initiative to ensure all staff had a sense of belonging and identity. The trust developed:

- a [neurodiversity toolkit and directory](#)
- a [buddy scheme](#) to support neurodivergent staff
- [lived experience stories](#) to raise awareness of neurodiversity.

## Improving disability declaration rates



In order to improve disability declaration rates, Portsmouth Hospitals University NHS Trust implemented campaigns and training which included:

- a neurodiversity masterclass and guidebook to raise awareness of neurodiversity amongst all staff
- the production of a [video of disabled staff](#) sharing their lived experience in different work settings
- deaf awareness workshops
- the introduction of the Sunflower Scheme to raise awareness of hidden disabilities.



**Sheffield Health  
and Social Care**  
NHS Foundation Trust

## From striving to thriving

Sheffield Health and Social Care NHS Foundation Trust and its disabled staff network worked with local mental health charity Sheffield Flourish to produce a high impact digital storytelling training resource [From Striving to Thriving: Digital stories of working with a disability](#).

The resource will be included in line manager training and is based on various aspects of the staff experience, covering hidden and fluctuating disabilities.



**Somerset**  
NHS Foundation Trust

## Hidden disability awareness

Somerset NHS Foundation Trust produced [13 lived experience video stories](#) and incorporated these into their recruitment process to encourage disabled people to apply for jobs.

Its Lived Experience Network increased its membership and set up working groups to lead on deployment of Sunflower lanyards and appraisal conversations.



**The Royal  
Orthopaedic Hospital**  
NHS Foundation Trust

## Seeing beyond the stigma campaign

The Royal Orthopaedic Hospital NHS Foundation Trust ran a diverse campaign '[Seeing beyond the stigma](#)' to raise awareness and educate. This included a banner display with embedded videos via QR codes, weatherproof boards outside the main hospital entrance and awareness sessions.

The trust also piloted buddy sessions to provide mutual support to new starters, staff returning to work and current staff with both visible and invisible disabilities.

Visit the NHS England exhibition stand to learn more about these initiatives or email the NHS England WDES Team [england.wdes@nhs.net](mailto:england.wdes@nhs.net).



NHS Employers



NHS Confederation

# Equality, Diversity & Human Rights Week 2023 8-12 May

 #EQW2023



## supported employment & inclusive recruitment





## Notes

“Just because a man lacks the use of his eyes doesn’t mean he lacks vision.”  
**Stevie Wonder**

“A hero is an ordinary individual who finds the strength to preserve and endure in spite of overwhelming obstacles.”

**Christopher Reeve**

# Notes

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“There is no greater disability in society than the inability to see a person as more.”

**Robert M Hensel**


“Disability need not be an obstacle to success.”

**Professor  
Stephen Hawking**

## Notes



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[www.nhsemployers.org](http://www.nhsemployers.org)  
 [@NHSEmployers](https://twitter.com/NHSEmployers)

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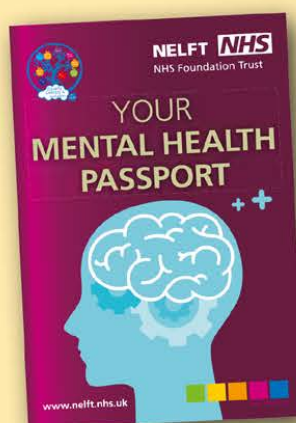
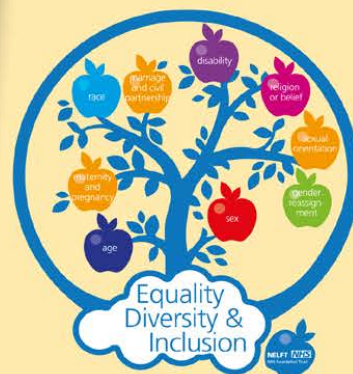


**We're delighted to announce that we at NELFT have just been awarded the status of Disability Confident Leader Level 3.**

This is so important, not only because it's a recognition of the hard work all departments have put in to achieve excellence in this area, but more importantly because it confirms that we're delivering the level of service we aim to in the field of disability inclusion. Whether you're a patient, a team-member, a supplier or any other role in contact with us, we aim to ensure that your disability in no way affects your experience of NELFT.

NELFT's new status gives us extra confidence not only to continue improving our delivery of disability inclusion, but also to help and set an example to other organisations. And, of course, we haven't finished learning and developing our standard as Disability Confident Leader — our aim is even higher.

[Equality&Diversity@nelft.nhs.uk](mailto:Equality&Diversity@nelft.nhs.uk)  
[www.nelft.nhs.uk](http://www.nelft.nhs.uk)



NELFT's Mental Health Staff Network is launching a major new tool in the journey to mental health equality in the NHS workplace — the Mental Health Passport.



Do you want to know more about how the passport can help your NHS department? Just email Lucy Millard: [lucy.millard@nelft.nhs.uk](mailto:lucy.millard@nelft.nhs.uk)

