

# Is your approach to staff wellbeing inclusive and accessible?

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# THE DEAF HEALTH CHARITY SIGNHEALTH



# SignHealth

- Our Purpose is to improve the health and wellbeing of Deaf people
- Founded in 1986, £5m turnover, 130 staff, 75% of us are deaf
- Social care, psychological therapy, domestic abuse support
- Sites in London, Manchester, Birmingham and Leeds

**This isn't a conversation  
about diversity and  
inclusion, It is a conversation  
about power and  
privilege**

# Poll 1

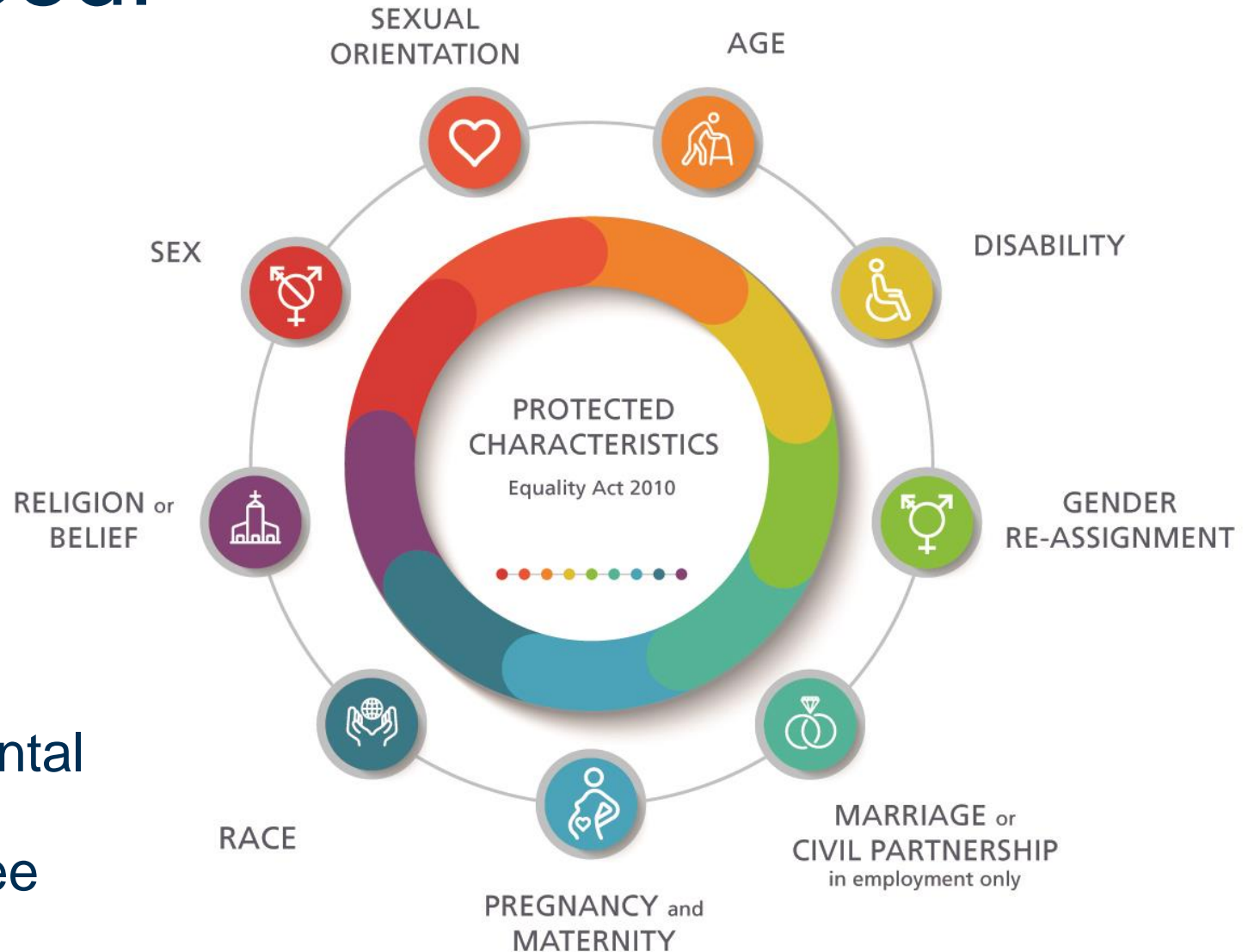
**Have you had the opportunity to reflect on your approach to staff wellbeing from a diverse range of perspectives?**

A – Not really – Me or my HR team leads it and we try to follow best practice

B – Our EDI Group is sort of involved

C – A diverse group of staff lead this work and have lots of opportunity to share their perspectives and take control

## Difference is good!



- PLUS social class (parental qualifications, parental occupation, type of school attended and eligibility for free school meals)

## Poll 2

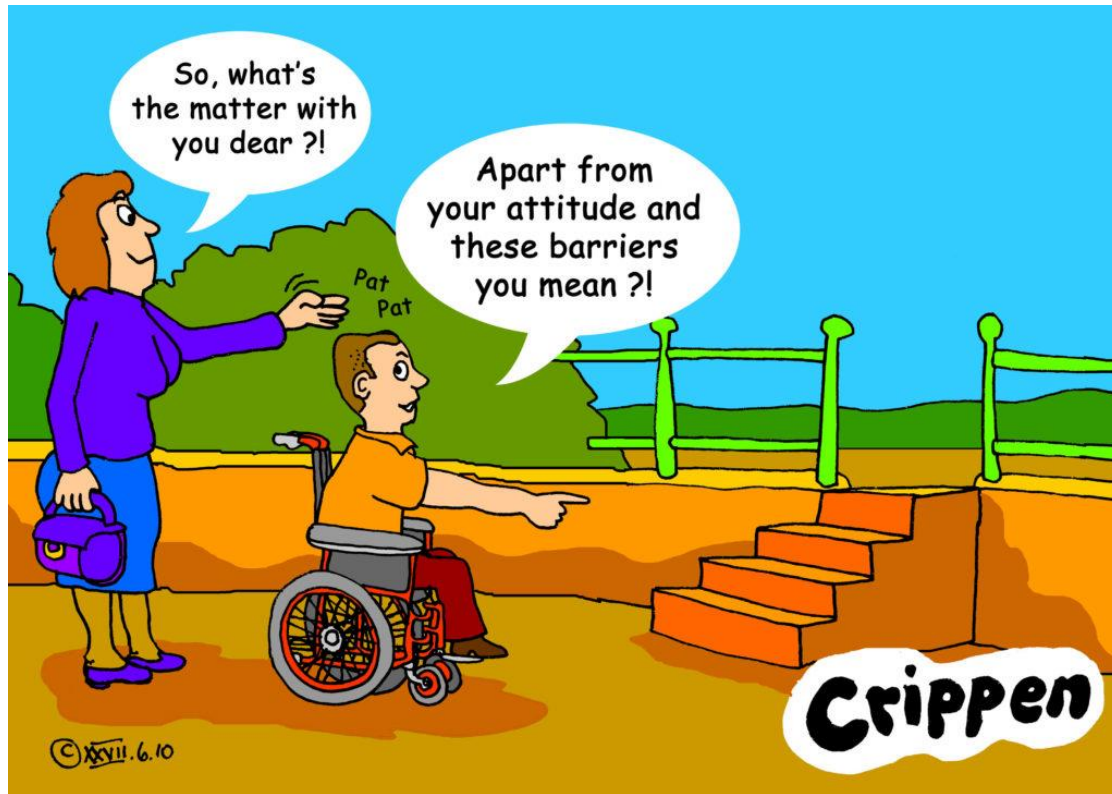
**How confident are you in understanding the range of protected characteristics and their intersections?**

A – We tend to focus on ethnic and gender equity but don't really do a lot regarding the other characteristics/communities/identities

B – We're on a journey – we've improved this recently but there's a lot more to do

C – Growing in confidence – we support one another across our organisation to celebrate difference and each other's lived experience

## The Social Model of Disability





## Poll 3

**What lens are you using to understand disabled people's needs and experiences in your organisation**

A – Medical Model

B – No idea – I've literally never thought about this before

C – Social Model – we take responsibility to remove barriers in our organisation

## Activity: “EAP or DIY”

[AXA Health](#)

[BUPA](#)

[SimplyHealth](#)

[Health Assured](#)

- Does the offer appeal to you? (Why? Why not?)
- Does the focus feel more ‘medical’ or ‘social’?
- Would the offer be accessible to your audience? What might you need to check and/or adapt?
- What might be the pros and cons of creating your own EAP from scratch?

More information on EAP providers can be found at  
[The UK Employee Assistance Programme Association](#)

## Poll 4

**If you have an EAP (or any Employee Assistance content for staff) do you know if it's accessible and inclusive?**

A – Yes, we manage our relationship with our EAP through our EDI Steering Group and we're working with our EAP to evolve their content all the time

B – No – I have never thought about this.

C – I need more help to understand what this even means

# Some SignHealth “Lessons Learned”

- Co-produce materials specific to your audience
- Invest in accessibility
- Model from the top
- Equip people managers
- Start an organisational dialogue
- Keep going!

# Handy resources

- [SignHealth's Sick Of It Report on Deaf people's health](#)
- [SignHealth's COVID-19 Hub](#)
- [Measuring social class](#)
- [Protected characteristics](#)
- [Social Model of Disability](#)

Any questions?

Or advice to share with all of us?