

Believe in me Lydia's Story

www.patientvoices.org.uk/flv/1171pv384.htm





**A subgroup of Barts Health NHS Trust Staff Diversity Network
Closing the Gap Campaign**

Lydia Warren
Project Inclusion Officer (WDES)
& Co-Chair of disability network



Background

- Barts Health NHS Trust was created on 1 April 2012, which brings together a group of five legacy hospitals together, and now is one of the largest NHS Trust's in the country.
- We provide healthcare to around 2.5 million patients every year, from four main boroughs in east London, and beyond.
- The Barts Health vision is to be a high performing group of hospitals, renowned for excellence and innovation and providing safe and compassionate care to our patients.

There are around 20,000 people who work at Barts Health , and

- we are proud to mirror the diversity of east London, and beyond.

Barts Health Staff Network

- Barts Health has 6 Staff Diversity Networks to encourage staff to make the changes that are important to them.
- BartsAbility is one of disability staff network and is staff led initiative which aims to improve the experiences of employees with long-term condition/disabilities/neurodiverse
- It aims to promote a culture where disability is seen as an asset, creating a safe space for colleagues to voice their experience at Barts Health



Our Journey So Far..



2013

BartsAbility Network is established

2016

- WDES **Engagement Event**
- Revised **Trust Equality Objectives**
- BartsAbility Focuses on **Disability as an Asset**
- Four *Listening into Action* '**Big Conversations**' across sites

2017/18



"Agreeing the reasonable adjustment fund was a significant milestone"

2019/20

- Workforce Disability Equality Standard (WDES) **workshops and webinars**
- Supporting **Shielders group**
- Disability Equality **Awareness** Workshop
- **Presented at CQC** WEDS Journey
- International day of Persons with disabilities **celebration**

- **BartsAbility Passport**
- **Dyslexia** Staff Group
- **Access All Areas**: Improving access to Trust meeting rooms and venues
- Presented at and co-hosted the NHS Employers **Disability Summit**
- **Mental Health** First-Aiders
- Reasonable Adjustment **Central funding pot**

2021 and beyond

- **Reasonable Adjustment/Access to Work** Webinar
- working towards **Sunflower Lanyard** Scheme
- Bulling & Harassment **prevention** Session
- Recognised as a **disability confident leader**
- And a new set of **ambitions to achieve....**



What is the Workforce Disability Standard

- The Workforce Disability Equality Standard, WDES, consists of 10 indicators which provide an objective look at the workplace experience of colleagues with a long term health condition or disability compared to colleagues that do not.
- These measures have been used by BartsAbility to develop an action plan that sets out the key areas of focus to improve the workplace experience and close the gaps between the measures.

Workforce Disability Equality Standard

2021 data analysis report for NHS trusts
and foundation trusts

What is our Data Telling Us

- We know on our 2021 staff survey, **16.9%** of our people said they have a physical or mental health condition or illness expected to last more than 12 months.
- This is many times higher than the **3.6%** of people that have updated their employee record saying they have a disability
- This large gap is not only caused but people not declaring their status or records being incomplete. **9.2%** of people have not declared their status.
- Unlike the staff survey our employee records system in the NHS, ESR, uses outdated language around disability and only allows our people to record a pre-defined list of types of disability




The Aim of Closing the Gap Campaign

To encourage our colleagues to share who have not stated their disability when they joined the Trust, those who have been shielding because of underlying/long-term health conditions or indeed those who have acquired a disability while at the Trust, to do so.


CLOSING 3.6%
THE GAP 16.9%

Embrace difference

Why Embracing Difference this is so we are able to support our colleagues who have a long-term health condition/disability and that they are able to feel comfortable in sharing and focusing on their abilities recognising each persons strengths and this should in turn help with closing the gap increasing visibility by updating their status on our Electronic Staff Records (ESR).



Embracing Difference



My name is Rehana Meghji

I am the Recruitment Business Manager and a member of BartsAbility the Trust's disability subgroup, as well as a member of the Trust Staff Carers Network. I am also Joint Chair of the People Services Social Committee.

My Difference	My Ability
I have Fibromyalgia and Chronic Fatigue Syndrome (CFS – previously know as ME) which is incurable lifelong illness that causes widespread pain and profound fatigue. I also have Meniere's disease which is a disorder of the inner ear and cause vertigo and hearing loss.	<ul style="list-style-type: none">➢ Ability to support, motivate and encourage others.➢ Ability to listen without judgement.➢ Ability to think creatively and see the positive in any situation.➢ Ability to get my voice heard and stand up for others.➢ Ability to organise complex and detailed information.

Want to know more about how we embrace difference at Barts Health?

Email BartsAbility at bartshealth.bartsability@nhs.net to learn more about what we do and find out how to change your ESR status to be more visible!

