

D-ABILITY STAFF NETWORK

A Voice for Differently Able



Who we are

D-Ability is a staff-led network group that provides a friendly, safe, inclusive and confidential environment to meet to provide support and advice on matters that are relevant to staff with disabilities.

We believe individuals make changes happen and are committed to involving staff of all levels in informing policies and procedures that promote inclusion for disabled staff and patients.

D-Ability staff network aims to tackle disability inequality and promote inclusion for our staff with disabilities, long term health conditions and learning difficulties. We are passionate to raise awareness of “visible and invisible disabilities”.

What we aim to do

- Be a safe point of contact for disabled staff and enable them to achieve their potential
- Provide support to improve disabled staff experience
- Assist the Trust in improving recruitment, retention, and development of disabled staff
- Furthering positive culture around visible and invisible disabilities

How to get involved

We meet 2nd Monday of every month at 1pm at Education Centre.

Network is open to all staff with disabilities or LTC's (Long Term Health Conditions) and we actively encourage allies to join us at network meetings.

Our email is: ghnt.d-ability.network@nhs.net



Follow us on Twitter @ghntd_ability

What comes under disability?

You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial (more than minor or trivial)' and 'long-term (12 months or more)' negative effect on your ability to do normal daily activities.

This network will support staff with invisible disabilities such as learning disabilities, difficulties, differences, and neurodiversity, including dyslexia and dyspraxia.

Sources of information and Support for visible and invisible disabilities:

<http://staffzone.xghnt.nhs.uk/ddi/initiatives/edhr/staff-networks/d-ability.php>

<http://staffzone.xghnt.nhs.uk/health-and-well-being/mental-health.php>

<http://staffzone.xghnt.nhs.uk/ddi/departments/mental-health/index.php>

www.disabilityrightsuk.org/

www.time-to-change.org.uk/get-involved/time-talk-day

www.gatesheadtalkingtherapies.nhs.uk/

www.gov.uk/access-to-work

www.remploy.co.uk/

www.mencap.org.uk/

www.changing-places.org/

www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-quiz

www.noteverydisabilityisvisible.org.uk/

www.mentalhealth.org.uk/

www.thecalmzone.net/

www.nhs.uk/conditions/social-care-and-support-guide/money-work-and-benefits/work-and-disability/

We are a disability confident employer

