

East Riding of Yorkshire Council

Growing the council's Disabled Staff Network

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EAST RIDING
OF YORKSHIRE COUNCIL

The DSN was established to improve support for disabled staff at the Council; to promote inclusivity, support wellbeing and to give disabled staff a voice.

Disabled Staff Network



A little bit about us...

What happens at a DSN meeting?

- We share experiences
- We help each other
- We advocate for each other
- We share coping mechanisms
- We hold the space, no matter what kind of day we are having



Your disability might not be visible, but we see you

Disabled Staff Network



A little bit about us...



**What's important
to the Disabled
Staff Network?**

Building a community

There's a **sense of community** and **opportunities for networking, socialising, and sharing experiences.**

The network has a **diverse range of members**, including disabled staff, allies, carers and those in roles that connect with disabled people.

What our members have to say...



Disabled staff voices are heard and valued

DSN members are involved in, and lead on, the improvement shaping and influencing of **decision-making, workplace support, policy and processes.**

The network works to **raise awareness** of issues affecting disabled people and to ensure that the Council's policies and practices are **inclusive and accessible, enabling more staff to thrive.**

Perception

People with disabilities must have a difficult life.

"We can feel highly disabled in one environment and not in another. Life is difficult when there is a mismatch with the environment."



A safe, supportive and understanding environment

Members access **peer support** from other disabled staff or **allies in enabling roles, advice, co-designed resources** and **guidance** on a range of issues, including reasonable adjustments, accessibility, and mental health.

The DSN provides a **safe, supportive and understanding environment** for disabled staff.

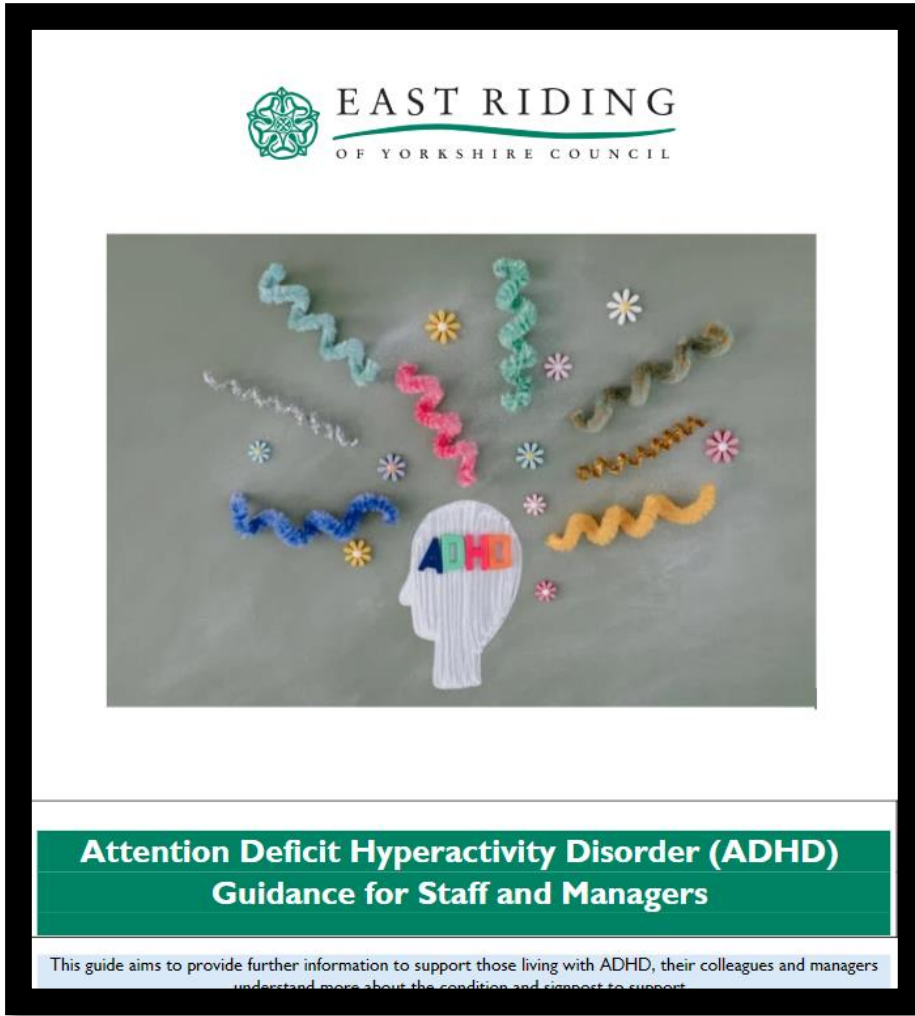
Perception

Disabled people should 'look' disabled.

"Not all disabilities are visible. In the UK, one in five people have a disability, 80 per cent of which are invisible."



Key Achievements



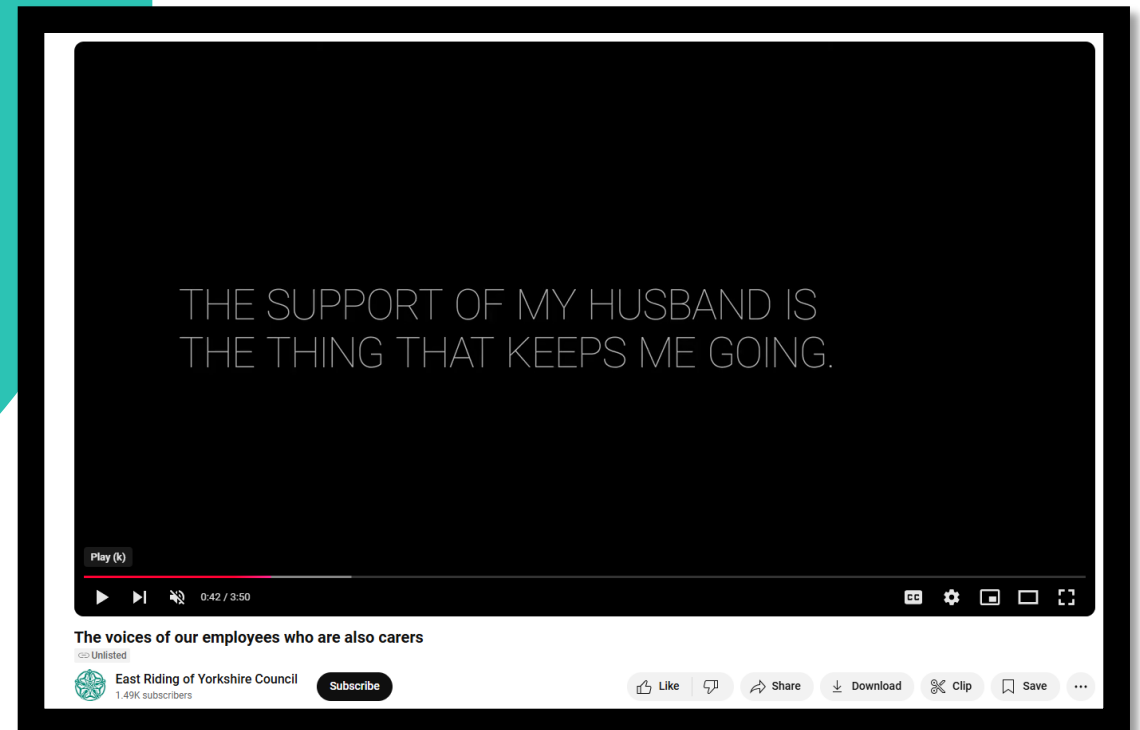
Advocating for better support and resources for disabled staff

The DSN has successfully advocated for better support and resources for disabled staff, ensuring that they have the tools and resources they need to succeed in the workplace.

Key Achievements

Raising Awareness

The DSN has worked with Comms and Organisation Development and Inclusion colleagues to run equality, diversity and inclusion forums on a range of issues, produce articles and create animations that centre disabled staff members voices and experiences.



Key Achievements

Improving accessibility across the Council

The DSN has been working with various teams to improve physical access to buildings, provide assistive technology and software, and ensuring internal communications are accessible to all. We are also developing a bespoke page highlighting support for disabled employees on our intranet.

Support for disabled employees - employee guidance:

1. About the support for disabled employees

On this page

- [Introduction](#)
- [Who this section is for](#)
- [Disability Confident employer scheme](#)
- [Myth-busting](#)
- [The legal side](#)

— [The legal side](#)

SEARCH META DATA

Meta Data

We want to make sure that we support our staff who have a disability by making sure they have equal opportunities and access at work.

Introduction

We want to make sure that we support our disabled staff by making sure they have equal opportunities and access at work. This includes providing:

- accessible workplaces
- specialised equipment and adjustments
- a welcoming environment
- reasonable adjustments, such as modified workspaces or changes to working patterns.

Who this section is for

If you are a have a physical or mental health condition and may require support in your role, the resources in this section will help you do this.

This page is part of:

Support for disabled employees - employee guidance

- [1. About the support for disabled employees](#)
- [2. Workplace adjustments](#)
- [3. Access to Work](#)
- [4. Help and support](#)

(Vers. X)



Levelling up recruitment, retention and disability



Key Achievements

Feedback on ADHD pathway

- I think I understand the pathway from the diagram (though took a while to work out that lines had directional arrows).
- It would be great for someone setting out on the journey to have a view of what the pathway is – I think that this diagram is a start but needs translating into more user friendly terminology. For example – I'm not sure I understand what all elements actually mean though (e.g. GP social prescriber, VCS support) - this is 'system' terminology not what most people will understand – or know what they do
- It would be good to have some indication of timescales
- From my family member's limited experience of the pathway (she has just got a diagnosis), her main issues were around the 'how' of the various bits work in practice rather than the overall pathway.
 - Clarity on who takes the actions, and where 'the patient/person' can and should be doing things would be great. Would ease anxiety.
- It would be good to have this as an interactive pathway so you can click each bit to find out more – what is it, what happens etc
- Is there anywhere in the pathway for support for people who struggle to access services – i.e. some kind of advocacy?
- There appears to be a view held by the NHS that long term use of ADHD medication is bad – where is the evidence that backs this up? This feels like a cost versus health issue.
- It also feels like ADHD is being viewed as a temporary condition – in that people could be treated with medication and then supported to come off it. ADHD is a lifelong condition –



The impact of ADHD on our members



Influence on policy and service provision

The DSN advocates for better support and resources for disabled staff and ensures that disabled staff voices are heard in decision-making processes. The network has had a significant impact on policy development and has influenced the provision of services across the area.

ADHD support workstream



National shortage of ADHD medication

There is a national shortage of ADHD medication, which is expected to continue through December.

This is having a significant impact on some members of staff. Some medication that enables their daily functioning. Others are rationing. Meanwhile, those awaiting assessment or titration services are exp

Those affected by the shortage may need extra support or adjustment

If you, or a member of your team, need further advice or support, [eNetwork](#).



I was diagnosed with ADHD, at the age of 50 years old. This has come as a huge surprise to me.

I have been told that I have been able to mask throughout my life but now I am menopausal, the coping strategies I have used are not working.

This is one reason that ADHD is now becoming more diagnosed in older women.



A little bit about Emily

- **Public Health Commissioning Lead, in the Health Intelligence team within Public Health**
- **I support the DSN, EDI Forums & previously worked in Adult Social care**
- **Diagnosed with ADHD in 2022 aged 35 via Psychiatry-UK (right to choose)**



www.eastriding.gov.uk



The Disabled Staff Network

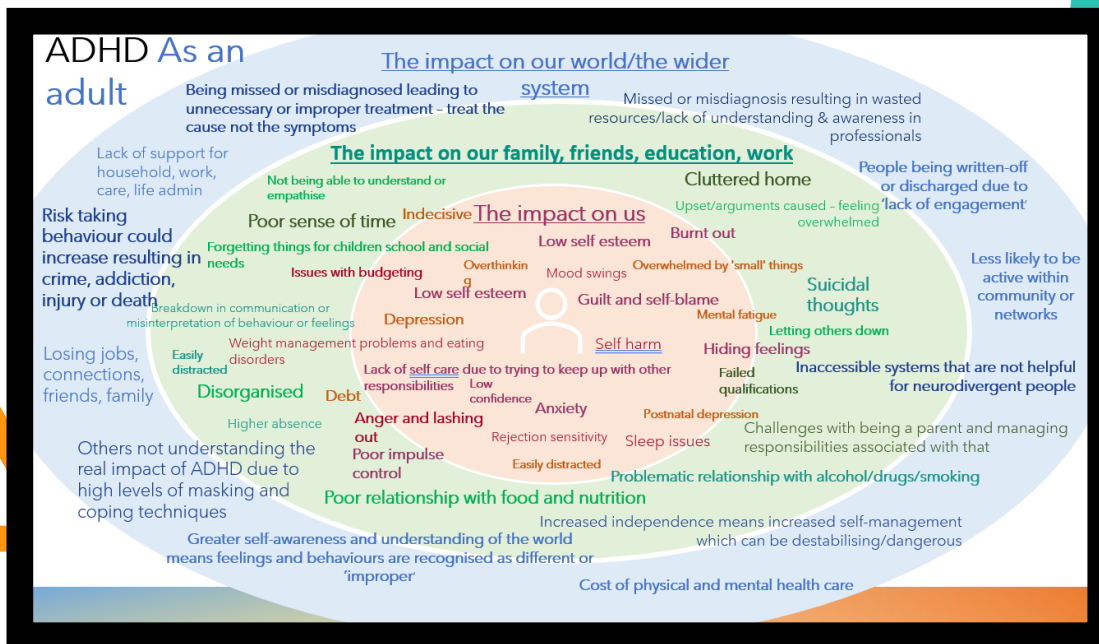
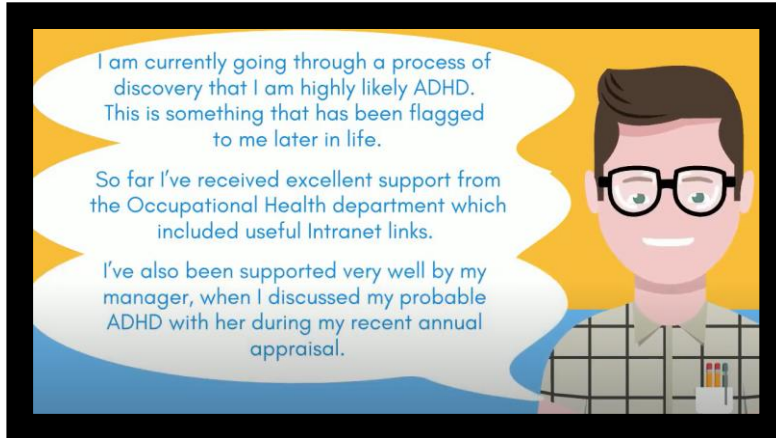
ADHD drop-in 

A little bit about us...

www.eastriding.gov.uk



ADHD project highlights



ADHD Peer Support

ADHD Mind Map

Awareness raising

'Neurodiversity is about all of us' forum

Neurodivergent Sub-Group

Newly qualified social worker induction

Influence on service provision



***We asked you
for your
experiences of
neurodiversity
in the workplace***

**What our members say about
the Disabled Staff Network:**

“Every time I attend, I know that I will either be able to learn something or contribute something.”

“Everyone listens and is really supportive.”

“It’s important to talk about these things because they haven’t always been spoken about.”

“In this room I can be myself”

“All the little steps we make towards increasing understanding, and the changes we suggest to make our workplace a better place, add up over time. But this also makes life better for everyone at work, not just our members.”

“The network has supported my self-discovery; it’s a constantly evolving journey of understanding myself and others better.”

“It helps develop our awareness, some people have multiple diagnosis/conditions, everyone brings different things to the group so it’s not a one-size-fits-all space.”

'Fitting in is assessing a group of people and thinking: *who do I need to be, what do I need to say, what do I need to wear, how do I need to act and changing who you are to be accepted.*



Belonging, on the other hand, doesn't require us to change who we are;

it requires us to be who we are.'



Thank you.

Questions and discussion.