

*Save the Date:  
24<sup>th</sup> September 2019*

# ABLE+

## 9:30 - Chapter House (or Ed Centre Tutorial Room 5)

- Jeanette Jones & Chloë Hammond - ABLE+ Lead and Deputy - UHBristol
  - Launch of the new ABLE+ name
  - Release of the Reasonable Adjustments Paper
- William Oldfield - Executive Medical Director - UHBristol
  - a talk about his experiences
- Iain Barrett - Workplace Inclusion & Performance Manager (UK) - RBLI
  - giving insight to the work done by his team

## 12:00 - Heart Institute Atrium

The Atrium will be set up with lots of fun things to help people understand the difficulties staff with both seen and unseen disabilities face daily.

Please come along and try:

- 'Vision disturbance goggles'
- Dyslexia support IT (including Dragon Dictate)
- Colourways
- Self-propelling wheelchairs, crutches and frames
- Large pencil colouring and forms



There will also be displays on:

- |                                   |                                 |
|-----------------------------------|---------------------------------|
| ➤ Reasonable Adjustments          | ➤ MSK Pain                      |
| ➤ Diabetes                        | ➤ Employee Services             |
| ➤ Dyslexia                        | ➤ Occupational Health           |
| ➤ Spoons Theory / Battery Analogy | ➤ Joining the ABLE+ staff forum |
| ➤ Mental Health                   |                                 |

**This day is for everyone so please try and drop in, even if it's just for some Cake!**

# ABLE + Staff Network

## Terms of Reference

### Purpose

- The purpose of the **ABLE+** is to give staff with both seen and unseen disabilities a means of raising collective issues in relation to their employment and provide a means for the **Trust** and **Workforce Diversity and Inclusion Group** to consult on employment policies and practices.
- In addition the staff network will consult on changing the culture of the **Trust** and provide views on how it can best deliver services to the **ABLE+** community.

### Objectives

- Provide a means of raising work-related issues collectively and in partnership with other staff forums.
- Provide an opportunity to meet with colleagues, share ideas and network in a safe environment.
- The **ABLE+** Forum will work in partnership with other forums and its aim is helping the **Trust** to achieve equality and diversity across all Strands.
- To assist managers to identify and remove barriers to improve the recruitment and retention of **ABLE +** staff.
- To act as a critical Friend to inform managers decision-making.
- To consider and comment upon employment issues related to **ABLE+** staff referred to **ABLE+** via **REASONABLE ADJUSTMENTS SUPPORT TEAM** or **HR**.
- To contribute to the development and implementation of the **Trust's Workforce Diversity and Inclusion Strategy** and the forthcoming work around The NHS Workforce Disability Equality Standard **WEDS**

- To work with the **Trust** and all staff to ensure that everyone has equal access to services, regardless of age, disability, race, gender, religion or belief and sexual orientation.

## Membership

- All **Trust** staff, including interim, honorary, and bank staff who identify with being **ABLE+** are welcome. Membership is also extended to staff members who are interested in learning about and supporting issues in the **ABLE + Community**.
- There is no restriction on numbers of staff at this Staff Forum. Both Trade Union and Non Trade Union members are welcome.
- The **ABLE+** Forum will elect a Chair/Lead and Deputy who will be responsible for servicing the meetings. Other roles may be added as and when necessary.

## Reporting Lines and Management Arrangements

- Members of the Forum will nominate a Chair/Lead and Deputy who will note issues to be raised outside the meeting.
- The Chair of the Forum will update the **Trust** and **Workforce Diversity and Inclusion Group** on discussions and report on any actions or progress as required.
- Any actions that need to be taken by the Trust which have been agreed by the forum will be directed via the **Workforce Diversity and Inclusion Group** or relevant senior manager by the Chair of the Forum.
- The **Workforce Diversity and Inclusion Group** will review the forums business plan and look at this in line with the **Trust's Workforce Diversity and Inclusion Strategy** and the other staff forums.

## Meetings

- **ABLE+** will meet at least five times a year. But may meet more frequently is necessary if event planning. Ie **Forum Day** or **ABLE+ Day**

## Facilities

- The attendance of employee representatives on the staff Forums is conditional upon agreement from Line managers and will be subject to the needs of the Service. However, managers are encouraged to make it easier for staff to attend and the **Trust's CEO** and **Director of People** openly encourage support for staff to attend.
- Members of staff are able to attend in working hours and are encouraged to do so. **Bank** employees are able to seek payment via the Chair if a form is presented at the meeting.
- Reasonable additional times outside meetings to allow research requested by the forum and peroration for **Trust Forum Events** will be considered by line managers in conjunction with the Chair /Lead.

## Further Information

- Quires should be referred to Chair and/or Deputy of **ABLE+** and by email at [LAWDII@UHBristol.nhs.uk](mailto:LAWDII@UHBristol.nhs.uk)
- See our page on the intranet/internet at [http://hrweb/Pages/Subcategory.aspx?Sub Category=Staff Forums&HR-Category=Equality and Diversity](http://hrweb/Pages/Subcategory.aspx?Sub%20Category=Staff%20Forums&HR-Category=Equality%20and%20Diversity) for details about forthcoming events and dates of our meetings.

**Epilepsy**    Endometriosis    **Dyslexia**    Kidney Disease    **Bipolar**

Addison's Disease    Cerebral Palsy    Vasculitis    Multiple Sclerosis    Asperger's

Cystic Fibrosis    **Chronic Pain**    Down's Syndrome    Crohn's Disease    Scoliosis

Ehlers-Danlos    Stroke    Lyme    *(Trisomy 21)*    Tremor    **Autism**    Behcet's Disease

Dysarthria    **All New**    Sjögren's Syndrome

**Chronic Fatigue**    **ABLE+**

Glaucoma    **Staff Forum**

ADHD    Deafness    Celiac    **Diabetes**

Lupus    Spina Bifida    Osteoporosis

Graves' disease

**Depression**    Pernicious Anaemia    **Irritable Bowel**

Muscular Dystrophy    Bell's Palsy    Vertigo    Macular Degeneration

Psoriasis    Sleep Apnoea    Learning Disabilities    Parkinson's disease    Allergies

Raynaud's    **Anxiety**    Cancer    Spinal Cord Injury    **Fibromyalgia**

Incontinence    Alzheimer's    HIV / AIDS

Cataract    Hypermobility    **Migraines**    PTSD    Arthritis    Overactive Thyroid

All New

# ABLE+

## Staff Forum



University Hospitals Bristol  
NHS Foundation Trust

The new ABLE+ staff forum is here to support any member of staff / volunteer with a physical, cognitive, sensory, developmental, intellectual, or mental impairment

The ABLE+ Forum aims to raise awareness of any issues you may have encountered at work and share suggestions for improvement.

We are the 1<sup>st</sup> step when you need **Reasonable Adjustments**, taking a key role in **problem solving** and addressing **concerns** around any forms of discrimination; physical access problems; barriers to communication and any lack of consideration or understanding from other staff.

### We discuss things like:

- Health and Safety at work
- Sickness and Absence Policy adjustments
- Parking / Access / Facilities
- Discrimination / Raising Awareness / Communication / Equality
- Spoon Theory / Battery Analogy
- Our experiences & support (with guest speakers)

### Contact Details:



Lead  
Jeanette Jones  
0117 342 0826

Deputy Lead  
Chloë Hammond  
0117 342 8124

ABLE+@uhbristol.nhs.uk

ABLE+ are scheduled to meet at the following dates and times:

24<sup>th</sup> September 9:30 - 15:30 (Awareness Day)

1<sup>st</sup> October 10:00 - 12:00

5<sup>th</sup> November 13:00 - 15:00

14<sup>th</sup> December 10:00 - 14:00 (Christmas Party)

in **Delimarché Meeting Room** on level 9 of the BRI  
(All meeting time is counted as **working hours**, as you are attending a staff forum - if you come in on a day off **you will be paid**)

We look forward to seeing you there!