



tapestry

HSC Disability Staff Network
tapestry.forum@hscni.net

Tapestry Minutes

Thursday 7 September 2017 12-2 pm

Location: BSO 6th Floor Meeting Room

1. Lunch and Welcome

Chair welcomed Members.

2. Presentation on Reasonable Adjustments

Chair welcomed Frances McCullough from NOW who works on the Workable NI project and a staff member from HR who presented on her experience of working with a hearing loss. Her Employment Support Officer from Action On Hearing Loss was also present. Frances presented the first few slides on Workable and advised that there are 500 people currently signed up to the project. Frances advised that they can work with recruitment agencies but prefer to work with line managers who know the individual well. She reported that based on her experience individuals often don't disclose to the agency that they have

a disability or ask the agency not to disclose to the employer. Staff who are employed by agencies can sign up to Workable as long as they have a minimum of a 6 month contract involving a minimum of 10 hours per week.

Workable involves support to both line managers and the individual and can offer job coaching for specific issues e.g. training someone on phones.

Frances advised that in addition to NOW, Supported Employment Solutions, Disability Action and USEL are also providers for the Workable programme across Northern Ireland.

The Staff member from HR and her Employment Support Officer presented on working with a hearing impairment. She described how it can be extremely tiring to lip read all day and how background noise can be extremely distracting and frustrating. They provided some communication tips and got the group to participate in a lip reading exercise to show how difficult it is to distinguish some words which have the same mouth patterns. A question and answer session was held following the presentation. Tapestry Network Chair thanked presenters for their time and valuable contribution.

3. Minutes from June 2017

Members discussed actions from previous meeting on the 8th June 2017. Those actions that remain ongoing were noted. Actions: Chair will give a presentation on Tapestry at the next CCP meeting. HR (Paddy Hanna) has some slots scheduled in September for various meetings and will raise awareness of Tapestry. Other actions will be held over until the next meeting.

The Equality Unit advised that the Belfast Trust Disability Network has been disbanded for now but it is on their new action plan to re-establish it. Paddy advised that HR are still working on getting a person to come and speak about Mental Health.

Disability Champions meeting was held and Tapestry's Chair was asked to sit on the group and attend their meeting in the future. Tapestry's

Chair has been invited to give a presentation on Tapestry to NIMDTA's Board.

4. Action Plan Update

Website Meeting

A meeting was held with ICT colleagues in relation to options for Website design. A draft homepage was presented to the group for comment.

Suggestions included:

- a FAQ's section
- Section specifically for Line managers
- Links to HR policies – there will be a link to a signposting resource
- Link to Workable, Inspire and other relevant services and programmes
- Easily accessible sections on the homepage depending on the information you need to access, for example “I'm a carer” “I'm a Line manager” “I'm an employee”

Stephen highlighted a 'Disability Confident' scheme for employers, run by the Department for Work and Pensions. Members discussed the scheme, which has 3 levels listed below, and the potential for including the Disability Confident symbol on the website, should our organisations become accredited:

Level 1 Disability Confident Committed
Level 2 Disability Confident Employer
Level 3 Disability Confident Leader

HR related actions

Actions which have been added to the BSO Disability Action Plan: Ring fenced posts for people with disabilities, information for carers, and exploring the scope for centralised funding for reasonable adjustments,. The Equality Unit also presented a flow chart which HR and the Equality Unit have developed to outline the correct process to follow when a staff member declares that they have a disability.

The group were advised that if they have any other suggestions for the website or the flowchart they should e-mail them to equality.unit@hscni.net

Disability Champions Network Meeting

Heather to move this item to the agenda for December's meeting.

5. Video – Chester University Disability Staff Group

Heather to move this item to December's agenda.

5. AOB

Paddy advised that World Mental Health Day is on the 10th October and the wellbeing group will be marking this occasion.

Date of next meeting:

- Thursday 7th December 12-2pm, Council Suite, NISCC, Millennium House, Great Victoria St, Belfast.