



Tapestry Minutes

Wednesday 19th September 2018 12-2 pm

Location: NIGALA, 4th Floor Conference Room, Centre House, Belfast

1. Lunch and Welcome

The Chair welcomed all members to the meeting.
Minutes from previous meeting were approved.

Matters arising:

Paddy advised that BSO have trained 'Mental Health First Aiders' and that HR will be working to promote these and encourage more staff to take up the training. Members agreed that this was a brilliant resource and it would be helpful to have a published list of the first aiders.

Action: Paddy to share the list of Mental Health First Aiders and a description of the role, to be added to the Tapestry website

Paddy had previously informed the group of the development of “break out” rooms where staff can take time to reflect and take a break if they are feeling stressed.

Action: Paddy will link with corporate services to develop a list of break rooms to be shared at Corporate Induction.

There was a discussion previously regarding liaising with Trust colleagues about the possibility of extending Tapestry Trust wide and linking with other networks. Anne updated the group and advised that she had spoken to colleagues in the Trust and at present there are no other networks or forums in existence.

Action: Siobhan and Equality Unit to look into the possibility of getting together with Trust Equality links to discuss the possibility.

2. Tapestry Action Plan Updates

- **Website Update**

Tapestry website is now live.

<http://tapestry.hscni.net> – website address shared with group.

The group were shown the Staff Experiences section of the website. This section was praised and attendee Hazel was also praised for her contribution in sharing her own Staff Experience for the Tapestry website.

- **Update from Workshop**

The workshop was set up to explore Working from Home as a Reasonable Adjustment.

This was guidance for managers for knowledge on how to handle this as a Reasonable Adjustment.

Paddy advised the group how Belfast Trust already has guidance on this.

Siobhan stated Carers may be more suited to Flexible Working as a pose to a Reasonable Adjustment.

3. Staff Experience - Hazel

Hazel shared her story to the group.

Her experience is available to read on the Tapestry website in the Staff Experiences section.

4. Equality Commission Attitudes Survey

Katherine delivered the ECNI attitudes quiz to members which asks the same questions as respondents in the survey were asked and highlighted the key points of the survey paper.

5. Carers Resource

Sandra explained to the group how Carers Resource is in the Disability Action Plan.

HSC Regional Organisations Carers Support document was shared with the group.

Flexible Working options and Leave options were reviewed.

Siobhan expressed how she felt that Carers Leave and Urgent Domestic Stress are similar.

Anne explained that Compassionate Leave could be called Bereavement Leave.

Anne stated that if applicants should be applying via hscrecruit.com then these policies should be displayed. A link from hscrecruit.com to Tapestry would also be a positive way to promote Tapestry.

Anne explained how we could also use this as a chance to prompt staff into updating their details on HRPTS. Anne stated that if you are a Carer then this should be confirmed on HRPTS.

Gerard stated how there should be links to external organisations, voluntary sector organisations (MENCAP, Carers NI for example)

Sandra confirmed there is a link to the Signposting Resource; however this will be amended to share only links to Carers support networks instead.

The group were reminded about the telephone support service Inspire and the Success Not Stress app.

The Health & Wellbeing Strategy will be updated soon.

6. Updates

Awareness Days

This year the Awareness Days are MS and Autism.

- **MS Awareness Day – 27th September 2018.**
- **Autism Awareness Day – 7th February 2018.**

Katherine encouraged staff to attend and outlined which organisations/locations will be hosting a speaker/supplying materials on the day.

More information will also be shared electronically on the day and will include the newest issue of the Disability Insight feature.

Siobhan asked why MS was chosen for the Awareness Day this year.

Katherine answered explaining how a Working Group had been set up to look through possible suggestions and that Karen had used results from a previous survey to decide on MS as one of the Awareness Days this year.

The Disability Insight features were shown to the group on the Tapestry website.

Placement Scheme

Katherine informed the group that the Disability Placement scheme currently has 10 offers. These offers will be sent to employment solutions to hopefully find a match.

The group were told the final list will be completed by the end of October, with the Disability Placement Scheme start date as 3rd December 2018.

Anne explained to the group how this scheme offers varied jobs to the participants. Anne used warehouse based work, office based roles and website designing jobs as some of the examples of jobs this scheme offers.

Siobhan asked what percentage of participants of the scheme obtains full time jobs after the scheme.

Anne answered stating there is no definite stats and that the scheme acts as a 'stepping stone' into the world of work. Anne stated that every participant is a success.

Gerard stated how he would like stats on how successful the scheme has been over the last 5 years in terms of participants gaining full time employment after the scheme finishes.

Paddy informed the group how this scheme should be awarded. **Legal Island Awards?**

The group were informed that there is Placement ran by the Trust which is a paid placement.

Anne challenged this – why does it have to be paid?

The group were informed that there is no dedicated funding scheme for specialised equipment for example.

Siobhan stated that for those Reasonable Adjustment that cost money, that it can be recorded as a viable overspend on the budget. This was clarified to Siobhan from the Director of Finance.

Hazel stated to the group that she has had bad experience with Access to Work. She claimed that Access to Work are not providing her with her own budget to help facilitate her needs/disability.

Hazel stated that in her opinion Access to Work are expecting BSO to pay for her adjustments as they are a 'big organisation', and therefore are happy to let her line manager cover the costs – paying for interpreters at meetings, paying for support workers 2 hours per week for example.

As a result of this Hazel felt the Government are making it difficult for those with a disability to gain employment as offices/business' know by

Comment [GM1]: Legal Island Awards. Please can you clarify if this is the correct term?

hiring a person with a disability it could cost money providing Reasonable Adjustments.

Gerard stated he had a positive experience with Access to Work and offered Hazel challenge her issues.

The group agreed it would be in the best interest to set up a meeting between Tapestry and Access to Work colleagues.

7. Any other business

Paddy informed the group of the welcoming statement – wrote to equality colleagues.

Comment [GM2]: Did not catch all of Paddy's statement. Please advise.

8. Any other business?

Date of next meeting:

- Wednesday 19th December 2018, 12-2pm, NIGALA, 4th Floor Conference Room, Centre House, 79 Chichester Street, Belfast, BT1 4JE