

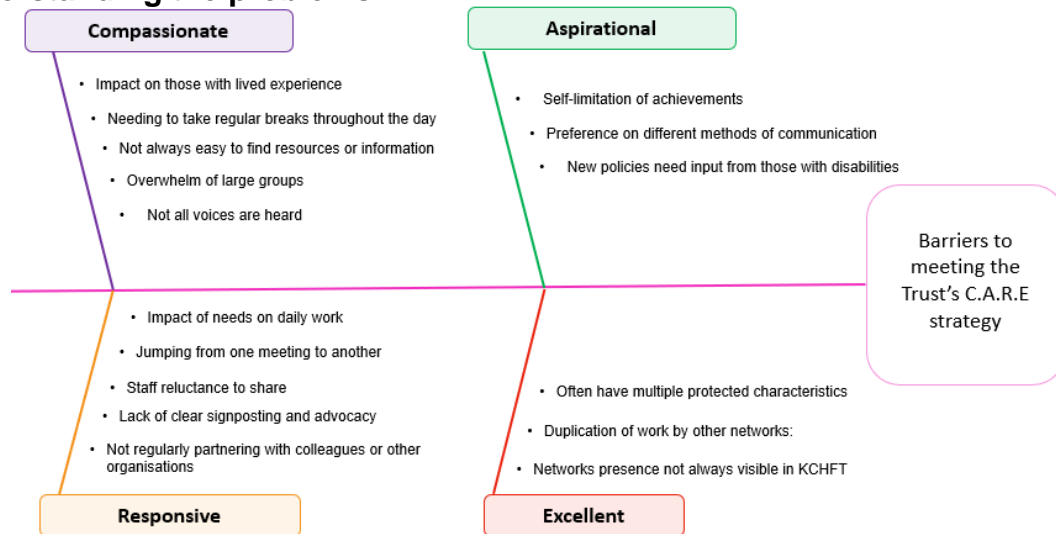
Problem statement:

Our staff members have diverse needs. Those with disabilities and/or caring responsibilities require health and wellbeing support while at work.

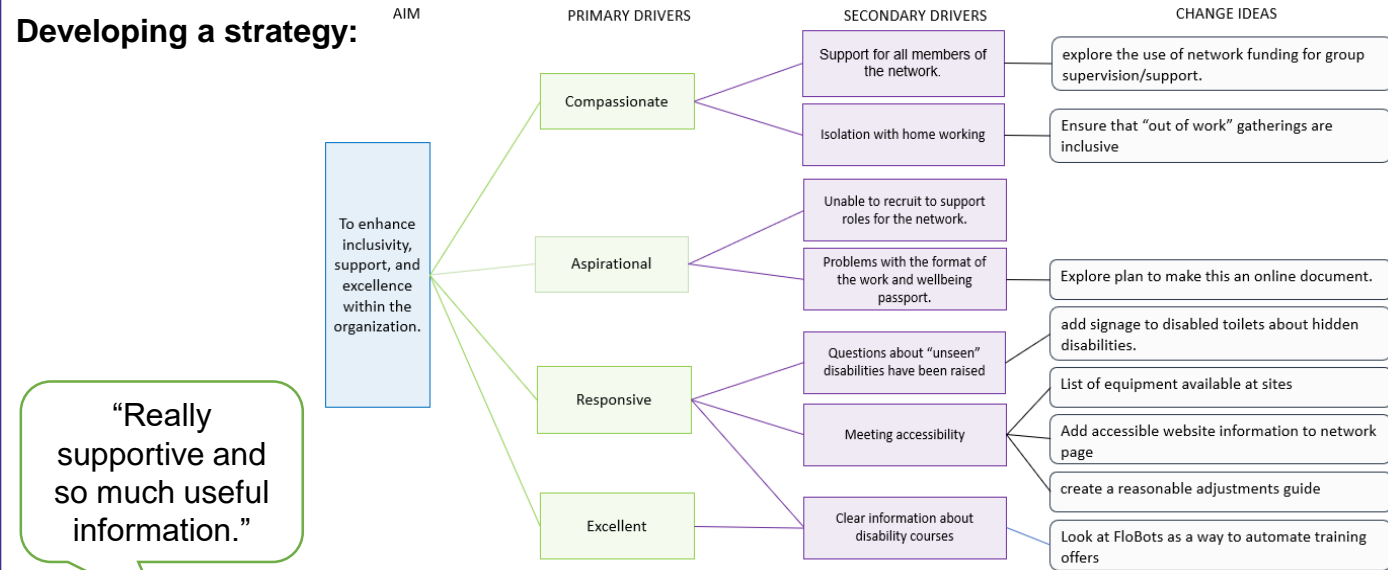
SMART aim:

To review the Disability and Carers Network and create a culture that meets the need of this staff group by increasing membership from 29 to 58.

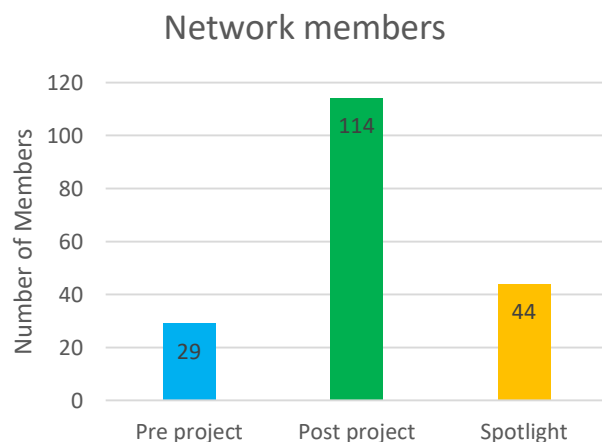
Understanding the problems:



Developing a strategy:



Membership data:



Membership

- has grown by almost 400%
- continues to achieve and exceed the aim
- additional spotlight sessions have a membership of 44 people regularly attending.

We have introduced a series of measures designed to give a robust structure to the network ensuring sustainability and support.

What our members said:

Members want more spotlight sessions, smaller peer support groups, social meet-ups, face-to-face opportunities, and ways to link staff with similar disabilities. They also value the newsletter, buddy scheme, and addressing hearing impairment issues.

“I really like the fact that I don't have to hide myself or pretend that I am 'normal'.”

What's next:

