

KCHFT ambition: A great place to work Improvement: Aligning the Disability and Carers Network with trust values Project team: Helen Merrick, Chair of the Disability and Carers Network



CHANGE IDEAS

Problem statement:

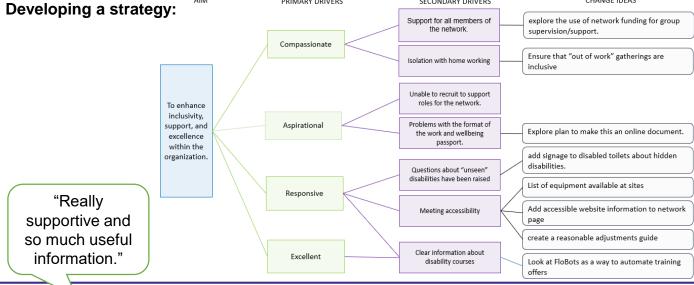
Our staff members have diverse needs. Those with disabilities and/or caring responsibilities require health and wellbeing support while at work.

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.

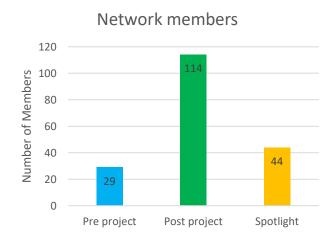
SECONDARY DRIVERS

Understanding the problems: Aspirational Compassionate Impact on those with lived experience Needing to take regular breaks throughout the day Preference on different methods of communication · Not always easy to find resources or information New policies need input from those with disabilities Overwhelm of large groups Not all voices are heard Barriers to meeting the Trust's C.A.R.E · Impact of needs on daily work strategy Jumping from one meeting to another Often have multiple protected characteristics · Lack of clear signposting and advocacy Duplication of work by other networks: Not regularly partnering with colleagues or other Networks presence not always visible in KCHF1 Excellent Responsive



PRIMARY DRIVERS

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:

"Amazing,

supportive,

informative.

with Teams

chat I feel I

can obtain

support at

any time.

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'."

