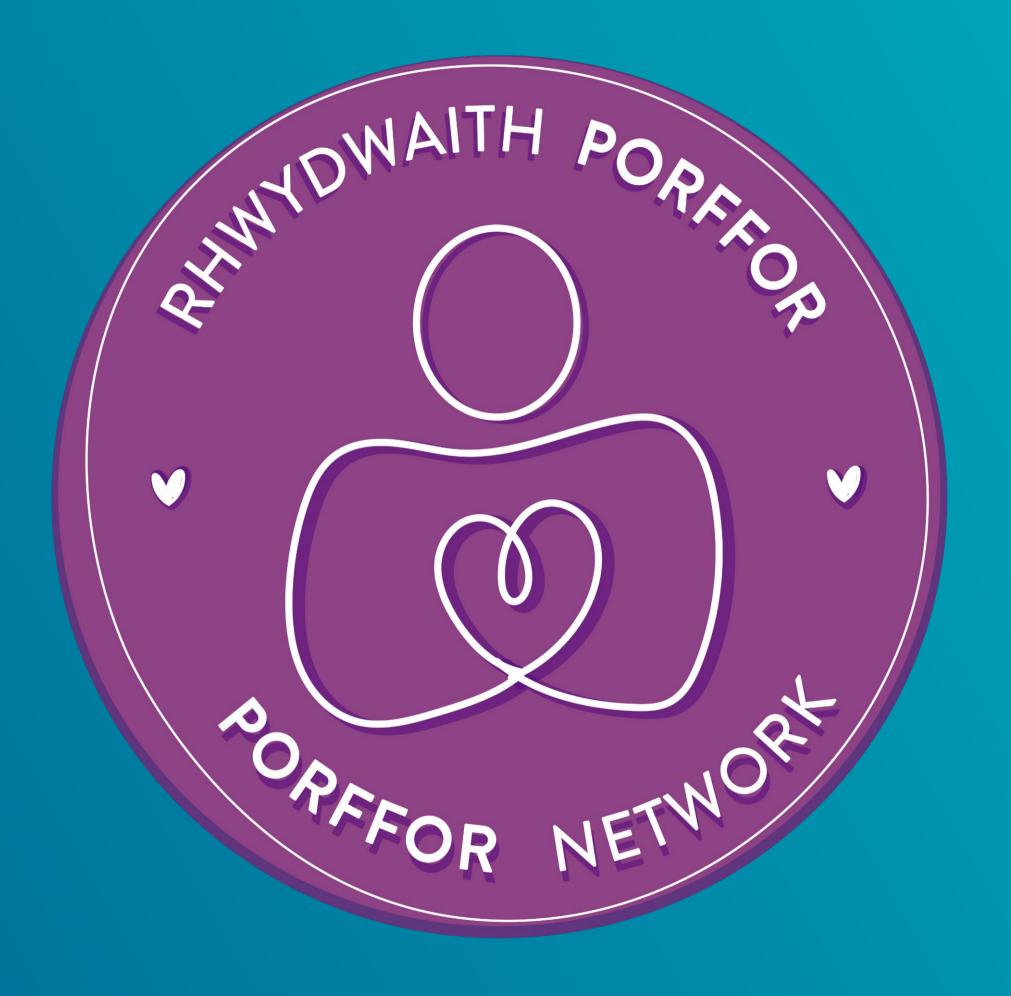


Porffor Network PHW Board presentation





What we've been up to

- International Day of Disabled Persons 3rd December
- Annual purlfie awareness campaign
- 2021 special guest speaker Dan Biddle
- 2022 Bowel Cancer Awareness Campaign
- 2022 Purple Craft Project and Porffor Christmas Tree
- 2023 ADHD awareness month



Ambition

- PHW becomes a truly inclusive workplace for all disabilities
- Understanding of invisible disabilities
- Accessibility needs met for all disabled staff
- Recruitment is an accessible equitable process



Asks for 2023

Reasonable adjustments

Accessibility

Recruitment



Reasonable adjustments

- Legal requirement
- Positive difference to people's lives
- Enable people to work without barriers
- Reduced sick leave
- Less trauma experienced



Accessibility

- Minimum font size and accessible font
- Email signatures
- Website
- Captions on all videos
- Powerpoint
- Neurodiverse colleagues



Recruitment

- Met with Resource Team
- Accessibility
- Understanding
- Equity/Equality
- Representation
- ESR



Recruitment

- Met with Resource Team
- Accessibility
- Understanding
- Equity/Equality
- Representation
- ESR

According to the definition of disability do you consider yourself to have a disability? *

Yes

Please identify the category which applies to you or other type of disability. People may experience more than one type of impairment, in which case you may indicate more than one. If none of the categories apply, please mark 'Other'. *

Physical impairment

Sensory impairment

Mental health condition

Learning disability/difficulty

Long-standing illness

Other



Asks

- 1) We want staff to be able to ask for reasonable adjustments easily and without prejudice
- 2) For PHW to be a role model in accessibility
- 3) Develop the recruitment process to be equitable and to enable us to recruit the best candidates



Plans for 2024

- Established February 2019
- Five years in 2024 birthday event
- Official launch of Neurodiversity subgroup April



Diolch / Thank you

Any questions?

