NHS
England

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My Values
Respect & Care
Openness / Integrity
Focus on Customers
Demonstrate Commitment to Each Other
Excel and Improve

Journey & Improvements so far

Improving the reasonable adjustments request process, providing access to training, developing guidance to support colleagues and line managers, and creating a dedicated space on the hub where colleagues can access all key resources and information in one place. & provide feedback.

Improving our onboarding process, by asking new starters to complete an improved IT New Starter form, enabling us to understand and meet the needs of colleagues who require reasonable adjustments, prior to joining the organisation.

Working collaboratively with our Staff Networks, to drive improvements. For example: we've supported Neurodiverse colleagues by installing Read & Write software on all laptops across the organisation, as well as providing access to a Neurodiverse screening tool (DO IT Profiler), and SharePoint specific information sharing pages, for those colleagues requiring additional support.

Providing specialist subject matter expertise to our assistive technology users, as well as dedicated support from our Corporate IT and Smarter Working team, on how additional digital tools and resources can support.

Creating a Digital Accessibility Hub, which shares key accessibility features across our Office 365 products, and links to other industry wide best practice resources and training.
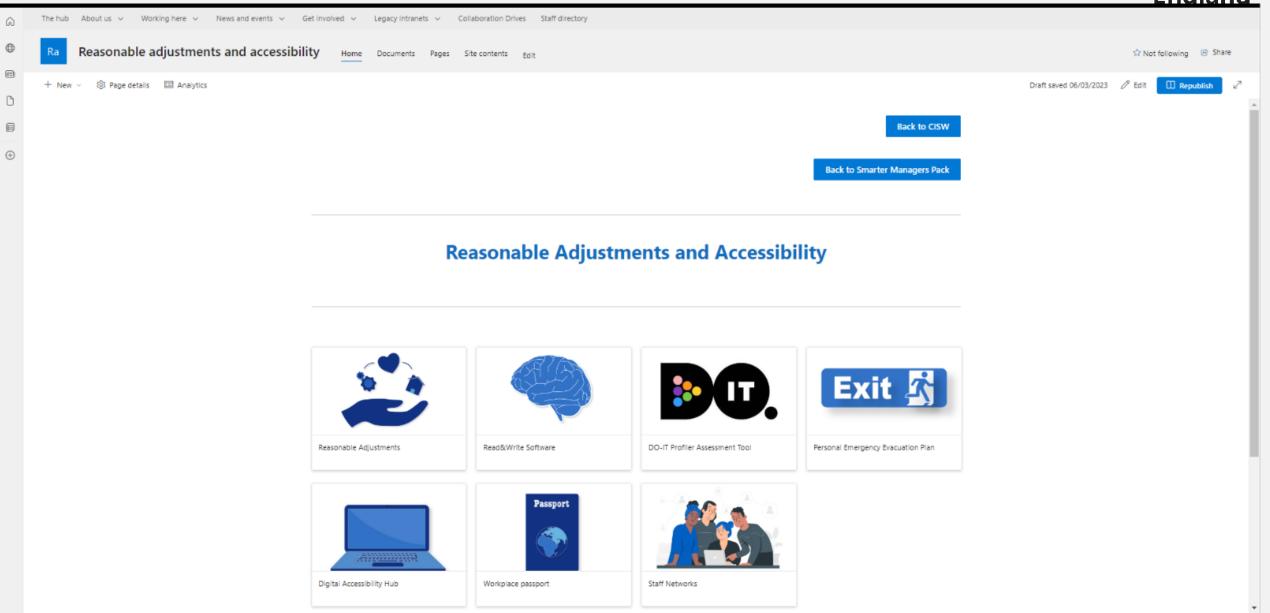
Developing an Accessibility Strategy and establishing an Accessibility Steering Group to drive future improvements.

Conducting an Accessibility baseline assessment with the Business Disability Forum, and conducting a gap analysis, to shape workstream plans., with key deliverables.

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SharePoint Hub

Ra Reasonable adjustments and accessibility   Home   Documents   Pages   Site contents   Edit   ☆ Not following   ⊗ Share

+ New ⌄   ⚙ Page details   📊 Analytics   ▢ Republish   Draft saved 06/03/2023   ✎ Edit   ▥ Republish   ⤢

Back to CISW

Back to Smarter Managers Pack

Reasonable Adjustments and Accessibility

Reasonable Adjustments

Read&Write Software

DO-IT Profiler Assessment Tool

Personal Emergency Evacuation Plan

Digital Accessibility Hub

Workplace passport

Staff Networks

Guiding Principles

"Nothing about us, without us" Colleagues are fully involved …

A — Allowing colleagues time to understand what, when and why changes are happening, and how supporting these changes will benefit them and the organisation

C — Creating a culture of acceptance of new changes, by thoroughly preparing and educating colleagues to create an atmosphere of excitement instead of fear

C — Collaborating with key stakeholders across the organisation (Corporate IT, Estates, Communications, HR & OD, Information Governance, Staff Networks, Commercial).

E — Ensuring that equality, diversity and inclusion is at the heart of all we do

S — Supporting colleagues in the way they wish to be supported and ensure they are involved in all stages of design and implementation

S — Shaping culture and leadership across the organisation

I — Identifying and learning from industry wide best practice. Sharing what we learn to support others on their journey

B — Building a library of resources so that our colleagues can access the information and support that they need easily

L — Leading the way for the NHS, so that accessibility is no longer viewed as an obligation to accommodate, but one that creates the conditions for everyone to contribute and succeed to their full potential

E — Evaluate our impact and progress regularly, using a continuous improvement approach, to shape future plans.