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Porffor Network

PHW Board presentation



Porffor Network

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

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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

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Asks for 2023

- **Reasonable adjustments**
- **Accessibility**
- **Recruitment**

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Reasonable adjustments

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

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Accessibility

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

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Recruitment

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

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Recruitment

- Met with Resource Team
- Accessibility
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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

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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**

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Plans for 2024

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



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Diolch / Thank you

Any questions?

