



National Ambulance DisAbility Network

Newsletter

WELCOME TO THE NADN

Written by Dawn Poulson Whelan, Chair of the NADN

Hello and welcome to the National Ambulance Disability Network. I'm delighted to introduce our network particularly on the UN International Day of Persons with Disability, in the middle of Disability History Month.

It is my great pleasure to introduce the first issue of our newsletter, if you have any suggestions for future editions, please send us an email at: nadncomms@aace.org.uk

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**We launch
today!
Friday 3rd
December 2021**

Hello and welcome from the NADN team

Dawn Poulson Whelan

I am the Chair of the National Ambulance Disability Network. During the past year colleagues have worked tirelessly in the background to establish a national platform to ensure the voices of disabled staff across the sector are being heard and it is my great pleasure to announce our official launch!

Each NHS Ambulance Trust is now represented at a national level to share best practice around supporting staff with Disabilities and guide the sector on the Disability related issues.



We know that staff with disabilities within the NHS, and particularly within ambulance services, have had poor experiences, the National Network now provides a platform to learn from these experiences. There is a lot of work to be done and launching our network is the first step.

We have had amazing support from the Association of Ambulance Chief Executives and from executive and senior leaders across the country and I would like to extend my thanks to them and look forward to working together on this journey of improvement.

Tom Heywood

I am the Deputy Chair, originally a Paramedic, I now work as an Improvement Manager at the Yorkshire Ambulance Service.



I am proud to be involved with the national network. After establishing the Disability Support Network at YAS, I was given the opportunity to help establish the national network. I am a keen advocate in making the workplace as accessible as possible for our staff and patients. As someone who is severely / profoundly deaf and an organ transplant recipient, the varying environments our staff members work in, create unique opportunities for ambulance services to be a progressive employer for staff with a disability, long-term condition or impairment.

Ann Weekes

Hello, my name is Ann Weekes and I am the Secretary of the NADN. I also Co-Chair for the London Ambulance Service Staff Disability Network and as a Union Equality Diversity & Inclusion Officer



As an intersectional person with substantial lifelong hidden impairments, disability does not define me. I am especially passionate about challenging disablism and ableism and I believe that each and every employee has the right to be happy and to bring their authentic self to work every day; all day.

Our Structure

The National Ambulance Disability Network reports into the National Ambulance Diversity and Inclusion Forum, supported by the Association of Ambulance Chief Executives (AACE).



- The network comprises of 2 representatives from each NHS Ambulance Trust



- The Trust representatives are Chairs / Deputy Chairs of their local Staff Network and Equality and Inclusion Leads



- Representatives attend National network meetings and share information with their own networks and Communications teams



- There are 4 x National Meetings per year & representatives support additional development through Task & Finish groups

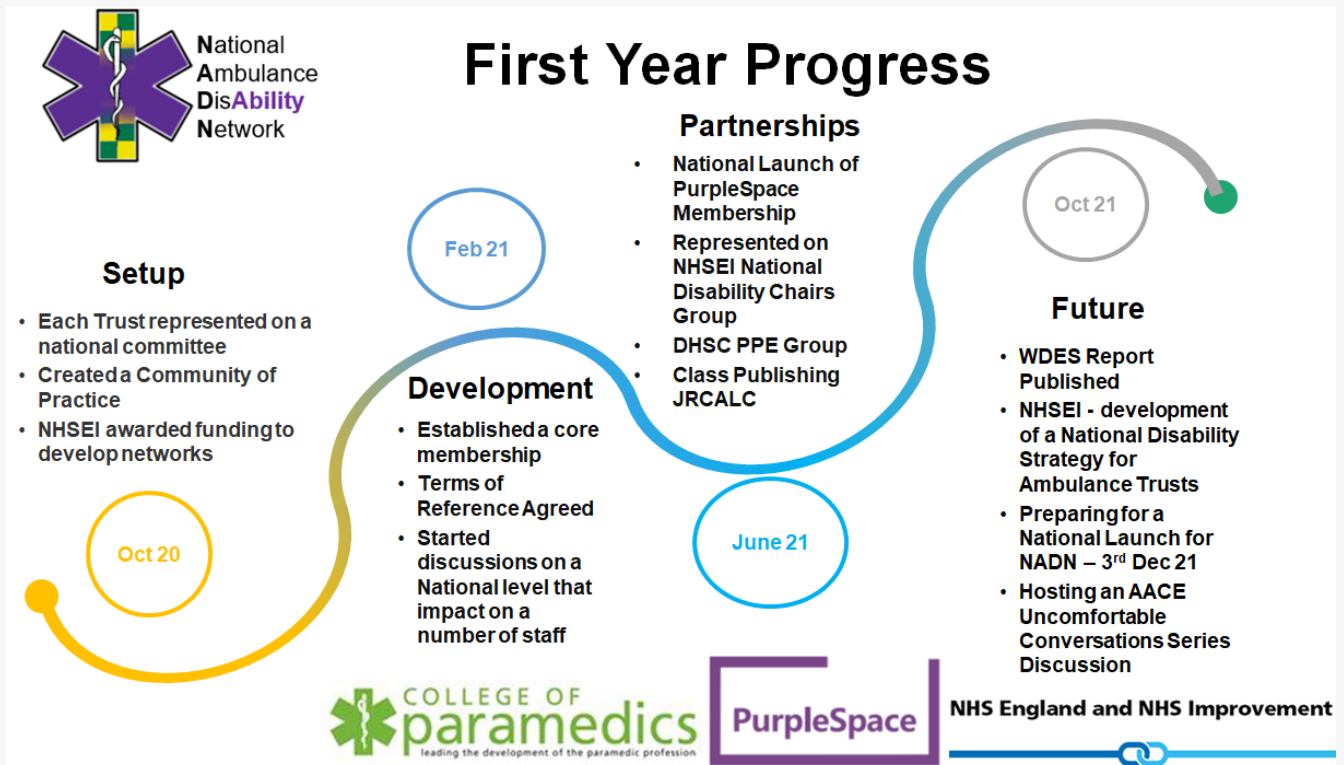


- NADN members can keep up to date with network activity via an online platform where we ask questions, share ideas and organise events

NADN along with the National Ambulance BME & The National Ambulance LGBT+ Networks support the National Ambulance Diversity and Inclusion Forum Equality Strategy to realise the ambitions of the NHS People Plan

NADN Updates

Latest news and activities from the National Ambulance Disability Network



Future Aims

- Co-ordinate, support and share best practice across the sector
- Support regional services in the formation and sustainability of Trust Disability Staff Networks
- Influence National Policy through NADIF & AACE
- Support improvement in WDES metrics, ensuring a better staff experience
- Promote a culture of being Disability Confident
- Embed equality practices into everyday activities
- NADN Network Launch on 3rd Dec 2021!

Regional Contacts

The NADN is committed to develop local networks. For your regional NHS Ambulance Service network contact, please see below. More information on local achievements will appear in this section.

East of England

Esther Shawe: esther.shawe@eastamb.nhs.uk

East Midlands

Neelesh Sutaria: Neelesh.Sutaria@emas.nhs.uk

London

Bethan Norfor: b.norfor@nhs.net

North East

Lyndsay Duggan: Lyndsay.duggan@neas.nhs.uk

North West

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Scottish

Ann Tobin: ann.tobin@nhs.scot

South Central

Emma Vince: Emma.Vince@scas.nhs.uk

South East Coast

Amy Hoey: amy.hoey@secamb.nhs.uk

Welsh

Jessica Hooper: Jessica.Hooper2@wales.nhs.uk

West Midlands

John Eames: john.eames@wmas.nhs.uk

Yorkshire

Joanne Lancaster: Joanne.lancaster4@nhs.net

Latest news and activities from the Purple Space

Through our partnership with PurpleSpace, all NHS Ambulance trust employees have the opportunity to join as a member. Contact your Head of Equality, Diversity and Inclusion to get added to PurpleSpace.

Membership benefits are of particular value to: Any organisation wishing to provide their people with access to high-quality know-how in building and delivering a world-class disability employee resource group / network. We offer open access to our services and a vast library of assets which benefit:

- key volunteers such as ERG / network leads, sub-network leads / country specific chapter leads, key steering committee members;
- leads with functional responsibility for the workplace adjustment / accommodation programme;
- D&I and HR professionals who have a role in the success of an ERG / network;
- Senior sponsors / champions of disability inclusion and / or the ERG / network.

Learn the key skills you need to run a thriving disability employee resource group / network

- Build your confidence and expertise as a leader through our professional development program which is delivered through 12 monthly motivational leadership themes and is underpinned by learning and development opportunities, resources and small peer group learning sessions to support you to put each month's featured skills into practice within your organisation.
- Trouble-shoot challenges and tap into fresh ideas by browsing our expansive online know-how library of podcasts, webinars, briefing notes and publications. Our decades of experience and unique and extensive contact with ERG / network leaders puts us close to their challenges enabling us to create practical resources and toolkits to support your network to be as effective as possible.

Increase employee productivity, welfare, confidence and loyalty

- Attract, retain and develop your disabled colleagues with our practical and revolutionary Purple Confidence toolkits. These support your people to build inner confidence and personal resilience, enable their progression and encourage them to bring their authentic selves to work.
- By empowering disabled colleagues to surface their lived experience, employers are able to learn directly from their own people about ways in which they can improve policies and make organisations a more attractive place for staff to work and flourish.