

Board of Directors' Meeting: 14 March 2024

Agenda item	029/24		
Report Title	Staff Story		
Executive Lead	Rhia Boyode, Director of People and Organisational Development		
Report Author	Sabeena Khanna, Assistant Director of People Advisory Service		
CQC Domain:	Link to Strategic Goal:		Link to BAF / risk:
Safe	Our patients and community	√	BAF3, BAF4
Effective	Our people	√	
Caring	Our service delivery	√	Trust Risk Register id:
Responsive	Our governance	√	
Well Led	Our partners	√	
Executive summary:	<p>The storyteller is a member of staff who has ADHD and would like to share their story explaining what it is like to have ADHD.</p> <p>Approximately 1 in 7 (possibly 1 in 5) working age individuals are neurodivergent and over the past year the People Advisory Team have noticed an increase in cases where an employee is neurodivergent and needs extra support. As a result, we are launching neurodivergent guidance in March 2024.</p> <p>The Board is invited to watch the video in which the storyteller uses their own words to describe the challenges they face but also the benefits of being neurodivergent.</p>		
Recommendations for the Board:	<p>The Board is asked to:</p> <p>Note this report, with particular regard to the neurodiversity support guidance in supporting our neurodivergent colleagues at SaTH.</p>		
Appendices:	Digital Story: Understanding Emmeline's world (video)		

1.0 Introduction

- 1.1 All four pillars of the NHS People Plan resonate in this staff story from Emmeline. This story captures what it is like to have ADHD for Emmeline, and her experience in the NHS.
- 1.2 **Growing for our Future;** There are many benefits our neurodivergent colleagues bring to the workplace and with a better understanding of neurodiversity we can harness this to grow for our future.
- 1.3 **New ways of working and delivering care;** to support neurodiversity at work this can range from flexible working arrangements to assistive technology and communication.
- 1.4 **Belonging to the NHS;** to increase awareness of neurodiversity across our communities to build a rich, diverse, and sustainable workforce.
- 1.5 **Looking after our People;** investing in the health and wellbeing of our people while also offering stretch, development and ability to meet self-actualisation.

2.0 Background

- 2.1 Neurodiversity describes the population as a whole and recognises the diversity of different brains. Neurotypical describes the majority group that perceives work, learns, and expresses themselves in ways that are seen as the societal norm. Neurodivergent describes the minority group that diverts from said norm.
- 2.2 Aligned with our PACT values, the Trust works in partnership with the DFN project SEARCH, with internships, providing work experience for people with learning difficulties and learning disabilities. Some of these people are neurodivergent and have flourished at SaTH.
- 2.4 As part of the Trust's recognition programme, the launch of the guidance will take place during our Neurodiversity Celebration Week on w/c 18 March 2024. During this week there will be various events including a simulation bus for autism awareness.

3.0 Risks and actions

- 3.1 The Trust is committed to improving the experience for neurodivergent colleagues at SaTH. The People Advisory team's development of this new guidance in response to staff feedback mitigates the risk of not attracting or retaining our neurodiverse colleagues. It also supports our ED&I action plan to help retain our inclusive workforce that is representative of the community we serve.

4.0 Conclusion

- 4.1 The Board is asked to note the staff story and take assurance from the work being done
- 4.2 We would like to thank Emmeline for sharing with the Board her lived experience.