

Notes about the NAO Disability Network stand for the Jamboree (9 Sep 2022)

Opportunities to get involved:

- Looking to fill Committee roles when we finalise the structure
- This might include organising events and network meetings
- Would like to hand over responsibility for compiling the network newsletter
- Would like volunteers to contribute articles for Green e.g Purple Space coming up in December and Disability History month in November
- Join the network and help us campaign for change
- Opportunities to test software updates for DS and collate comments from network members on proposed changes

A bit of background

- The Network was set up some years before the Equality Act 2010
- Initially set up to represent colleagues with a disability, in the past year we have actively sought allies from across the business who may, or may not, have a disability
- Network currently has three Co-Chairs but will be moving to a Committee structure later this year.
- The network prides itself of having excellent working relationships with our ED sponsor (Redacted), PDD Partner (Redacted), HR partner and with the wider HR Group.
- We are a very collaborative network – often forming joint ventures with other networks on specific issues, for example Menopause and on Carer Support. This creates lots of opportunities for colleagues at all stages of their career to get involved.

Current structure of the network

- We have two sub-groups:
 - Neurodiversity, led by Redacted. This subgroup runs awareness sessions for teams across the Office, raising awareness of the benefits and challenges of having a neurodiverse condition. The subgroup can help performance coaches and individuals think through the possible working place adjustments.
 - Mental Health Interest Group (MHIG), led by Redacted. MHIG support the NAO's 50 or so trained mental health first aiders by raising awareness, helping to organise events and sharing articles, blogs etc.
- Network meets infrequently but would like to meet more often and invite speakers
- The network produces two newsletters – a general one and a MHIG specific one

The Network's involvement in NAO and external initiatives

- Provides informal ad hoc advice and support to colleagues with disabilities and their performance coaches. This can include how to start a conversation with HR, getting a comprehensive OH outcome, maybe even helping structure a conversation about specific WPAs that might help
- Supporting HR to deliver the DEAP and monitoring progress
- Consulted on specific impacts of NAO-wide changes e.g Future Working, on colleagues with a disability and carers, where we will make a joint submission

