

## DAWN Network

### **What the networks done through COVID**

Equality, Diversity, and Inclusion (EDI) – big support to enable LCC roll out accessible use of Leeds City Council staff working at home and fundamental in allowing the timely rollout of Microsoft teams.

Cuppa and Chats – creation of a none structured informal meeting between dawn and other Leeds City Council employees to allow concerns, tensions, and uncertainty to be expressed and shared. These sessions have also gained external stakeholders' understandings to share what support is available before, during and possibly after covid pandemic.

Further supported disabled employees to gain access to suitable equipment so they can continue to contribute effectively to the Council and the community – including continued/refresh work needs assessments due to work environment changes e.g., equipment dropped off at more suitable locations for people who may experience problems with traveling and/or carrying large/heavy equipment.

### **Where it is now, any areas of ongoing work etc.**

Disabled Passport – a document which will indicate all the different aspects of a persons' impairments to ensure that this information can be shared with others so that they understand how they can provide effective support for each separate individual.

Supporting staff in the work environment so their confident to declare any aspects which thy may not find satisfactory.

Creating and providing effective inclusive training for LCC staff about disabled people based around the Social model of Disability. – identifying the potential barriers which would cause people to have a disability to achieve their intended outcome(s).

Reviewing the aspects of the new ways of working to ensure that they provide inclusivity for everyone e.g., space size, location access, types of desks, chairs, equipment, and lighting used and/or available.

### **Aspirations for the future**

Reviewing further functionality of Microsoft Teams to possibly gain access to an automated accurate BSL interpreter option for users?

More of an understanding in services about disabled people and potentially causing them to have a disability.

Managers understanding about the potential barriers out there.

Inclusion training will help to reinforce the potential barriers in the environment and how they can be resolved to ensure people are looked after and their needs are met as soon as possible.

Expansion of EDI and skills which are essential for people to understand what it means to work for Leeds City Council and treating people fairly.