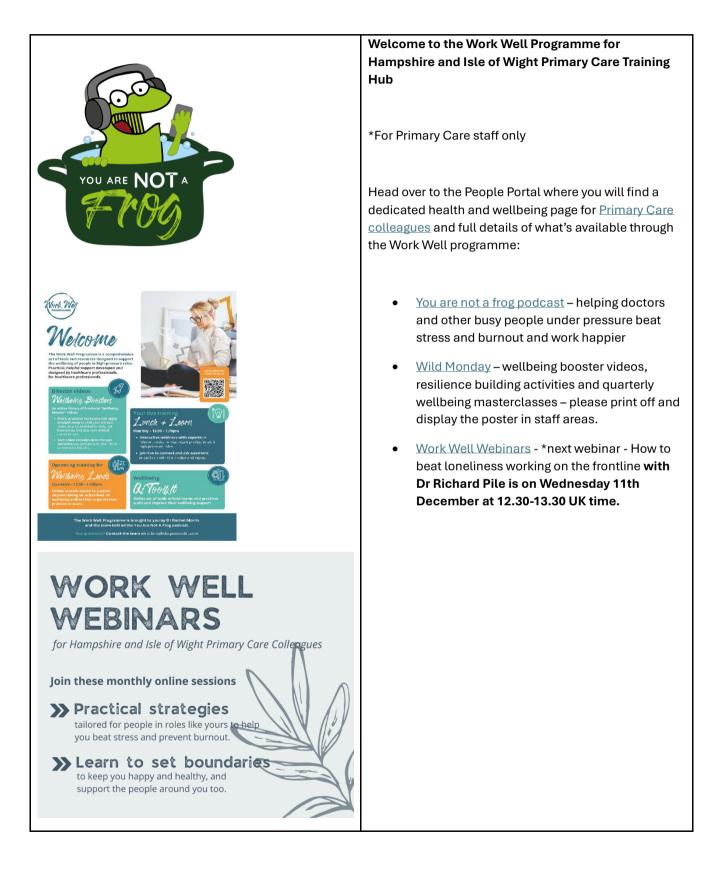
HIOW Health & Wellbeing offers



	Focus on Flex
FOCUS ON	Available on the People Portal, this toolkit is designed to help managers and employees alike to design effective flexible working arrangements which work for everyone.
FLEX Practical sessions for managers	Explore:
	How to offer flex in 'hard to flex' patient-facing roles
Find out how you can make flexible working a reality for your team	Introducing team-based or self-rostering to your service to improve wellbeing and retention.
Run by flexible working experts timewise	<u>Focus on Flex - People Portal (hiowpeople.nhs.uk)</u>
	Say Hello to EDNA: Championing Diversity:
	"Disability Awareness at Work"
EDNA Employee Disability and Neurodivergent Advice	Join us on Tuesday 28 January 2025 for our next Say Hello to EDNA session: Championing Diversity: "Disability Awareness at Work". <u>Register here.</u>
Helle	
We'd love to meet you Tuesday 28 January 2025 - 1.30pm-2.30pm online	Aims of the session:
Championing Diversity: "Disability Awareness at Work	 What do we mean by 'Disability'
	Raise awareness around disability
	Understand the importance of an inclusive workforce
	• Explore barriers in the workplace
	• Discuss ways in which we can support each other

Here at EDNA, we offer a safe space to talk about a person's challenges and difficulties in the workplace concerning a disability, long-term condition, or neurodivergence. We can together explore the support available.
EDNA Service: Manager Drop-in Session
 Tuesday 3rd December – 1.30-2pm Tuesday 7th January – 1.30-2pm
 Tuesday 4th February – 1.30-2pm
• Tuesday 4 th March – 1.30-2pm A virtual session to answer your questions about the HIOW EDNA Service.
 Meet the Advisors Bring your questions or email your questions before the session to edna@solent.nhs.uk Find out how we can support you and your team, this could be as part of staff inductions, access to work requests, specialist IT equipment and much more Sign up on the People Portal EDNA Manager Drop-in - People Portal (hiowpeople.nhs.uk)