

Diversity & Inclusion in NI Pharmacy - Creating the right Culture



2021 Webinar Series

Aim of series: to promote a culture of diversity and inclusion within the NI pharmacy profession that aims to cultivate a safe and inclusive workplace environment; keeps us in step with our increasingly diversified workforce and population; and supports current and future workforce needs.

Part 3/3: Dealing with disabilities in pharmacy: Are we doing enough?

Tuesday 23 November 2021 @7 - 8.30pm via Zoom

AGENDA

7pm Welcome & Introduction



**Andrew Cheung, Hospital Pharmacist Belfast Trust,
Pharmacy Forum NI Equality, Diversity & Inclusion (EDI)
Working Group Chair
@PharmForumNI**

While pharmacy is an immensely rewarding career, the pressures of our everyday work, which the pandemic has added to, cannot be overlooked¹. This webinar will uncover mental health disabilities and focus on how pharmacists can build resilience.

We will learn how to also better support patients and pharmacists with disabilities and discover the vast scope that exists to recruit persons of this protected characteristic into the pharmacy team.

¹ www.health-ni.gov.uk/sites/default/files/publications/health/mh-impact-covid-pandemic.pdf

7:05pm Pharmacy, burnout and me



**Harpreet Chana, Former National Level Pharmacist, now
Leadership & Wellbeing Coach
@harpreetkchana @MentalWealthAcad**

As the experts in medicines, pharmacists play a key role in improving the health of others. And indeed, many go into the profession with the desire to help people to get well. But at what cost to their mental health and why?

Harpreet will share her experience as a former national level pharmacist who has dealt with stress, burnout and depression but has made a full recovery and has dedicated her life to helping others in the profession from succumbing to the same.

7.15pm KEYNOTE ADDRESS: BUILDING RESILIENCE AT WORK



**Rachael Power, AMH Works Manager,
Action Mental Health
@amhNI**

Employment and mental health statistics show that one in five adults will show signs of mental illness, that NI has higher levels of mental ill health illness than any other region in the UK and that almost 50% of long-term absences from work are due to mental health issues. Now more than ever, it's important for pharmacists to prioritise and practise good self-care that can in turn inspire patients to do the same.

Action Mental Health (AMH) actively promotes the mental health and well-being of people in Northern Ireland. In this session, Rachael will look at how mental ill health is a spectrum and a continuum, how we can encourage shared language and understanding around mental ill health to create a more positive culture in the workplace and how to create working environments and relationships where mental health is a priority.

7.35pm Attitudes to physical disability may have changed but do the barriers still exist?



Anita Cawley FRPharmS, Chief Governance Officer and Co-founder at Aptus Clinical Ltd & Trustee - Pharmacist Support and Warrington Disability Partnership @PharmaSupport @WDPcomms

Thirty years since Anita Cawley graduated with a degree in pharmacy, the world has changed significantly, and physical disability is celebrated in many forms from the Paralympics to disabled actors being an everyday presence on our TV screens. Despite this, Anita, who was born with Cerebral Palsy, still asks herself, 'Would the newly graduated me face similar barriers today as I did 30 years ago?' She will explain why it takes more than just an encouraging word to truly remove barriers and fully accommodate physical disability in the pharmacy workplace.

7.45pm Employment law focus: the disability agenda



Louise McGregor, Advice and Compliance Officer, Equality Commission NI @EqualityCommNI

In 2020/2021, almost 50% of complaints received by our EDI partner, the Equality Commission NI, were related to disability discrimination. Participants will be updated on the Disability Discrimination Act 1995 and learn about the Equality

Commission Research report 2018 findings in relation to people with disabilities, types of discrimination, and Mental Health Charter. Advice and guidance will also be provided on Positive Action, the Government Access to Work Scheme and on employer duty to make reasonable adjustments.

8:00pm Disability employment: creating a more inclusive pharmacy workforce



Karen Smith MIEP, Head of Contracted Services, Disability Action NI @disabilityni @HarkinSummit

1 in 5 people in Northern Ireland are disabled, yet despite this the number of disabled people recorded as employed in NI in 2021 is 92,300. That's just over 11% of the working population². Research from Scope also shows that disabled

people make 60% more applications for work than non-disabled persons before they secure a role. What role can pharmacy play in addressing this imbalance?

² [Ulster University's Economic Policy Centre data, 2021](#)

In this session, participants will learn more about Disability Action NI, the support they offer employers matched with projects to help disabled people to find employment and support them in their place of work. Karen will also comment on the Harkin Summit, an international event that promotes disability inclusion in a global workforce, which will be hosted in Belfast in June 2022³.

8.10pm Caring for rare disease patients



Rhoda Walker, Chair, NI Rare Disease Partnership @NI_RDP

A disease is defined as rare when it affects less than 1 in every 2,000 people. 1 in 17 people will be affected by a rare disease at some point in their lives. This amounts to 110,000 people across Northern Ireland.

Rare diseases are characterised by a wide diversity of symptoms and signs that vary from disease to disease but also from patient to patient suffering from the same disease. Relatively common symptoms can often hide underlying rare diseases, leading to misdiagnosis. This session will provide pharmacists tips and guidance to help support patients with rare diseases.

8.20pm Participant Q&A session

We are proactively asking that attendees submit their questions by email to roisin.hughes@psni.org.uk before the event in order to simplify the Q&A session. The event moderator will then invite you to ask your question on the evening.

Alternatively, during the event sessions, you can write your question using the Zoom's Chat function. Questions will be monitored throughout the event and answered during the Q&A session.

8.30pm Reflections on EDI 2021



Eamon O'Donnell, Clinical Pharmacist Pharmacy Forum NI Vice-Chair & EDI Board Champion @PharmForumNI

Reflecting on the range of issues covered by the Forum's 3-part webinar series, Eamon will draw the 2021 programme of activity to a close and highlight the Pharmacist Advice and Support Service (PASS), managed by Pharmacy Forum NI, which provides a range of free, impartial and confidential services to its beneficiaries in times of need.

³ www.disabilityaction.org/news/harkin-summit-belfast-2022

Learning outcomes – Webinar 3: Dealing with disabilities in pharmacy: Are we doing enough?

At the end of this webinar, you should be able to:

- understand how to support people with intellectual and physical disabilities
- * contribute to creating working environments and relationships where mental health is a priority
- improve your understanding of how to support rare disease patients
- identify key legislation and practice related to disability equality and anti-discrimination
- signpost what support is available for staff facing disability discrimination
- foster a mutually supportive work environment that includes staff with disabilities

Past EDI webinars

- **Webinar 1:** The case for inclusion and handling race – 23 March 2021
- **Webinar 2:** Gender & equality of opportunity – 27 July 2021

Full details of both webinars including event video recordings are available at: www.pfni.org.uk/edi-hub/whats-new



Pharmacy Forum NI champions Inclusion & Diversity in NI pharmacy. Activity is developed by its Equality, Diversity & Inclusion (EDI) Working Group, which was set up in autumn 2020 with the aim to advance, encourage and support EDI in the Northern Ireland pharmacy workplace.

Visit: www.pfni.org.uk/edi-hub

Pharmacy Forum NI is the professional leadership body for pharmacists in Northern Ireland, representing all sections of pharmacy practice including community, GP, hospital, industry and academia. It represents over 2,800 registered pharmacists and almost 150 pharmacy pre-registration students.

Visit: www.pfni.org.uk



Types of unfair treatment such as discrimination, bullying and harassment might happen in the workplace. The **Pharmacist Advice and Support Service (PASS)**, managed by Pharmacy Forum NI, is set up to help the following beneficiaries in times of need:

- Pharmacists in Northern Ireland
- Former pharmacists
- Pre-registration trainees
- Widows & widowers of pharmacists
- Dependants of a pharmacist

PASS provides a range of free, impartial and confidential services including:

- Information and signposting to sources of support
- Face-to-face, telephone and specialist counselling
- Short-term financial assistance & funding for specialist treatment
- Future planning

If you would like to access PASS directly, or receive more information about the support available please contact the PASS Coordinator: email pass@psni.org.uk; tel. 07951 044876. All calls are confidential and will not be recorded.

Visit: www.pfni.org.uk/pass



Pharmacy Futures NI is a campaign that aims to attract pharmacists, pharmacy technicians and pharmacy staff to come and work in Northern Ireland.

More than 1,100 additional roles in the pharmacy sector in Northern Ireland will be required over the next five years. The search and recruitment is supported by the campaign.

Pharmacy Futures NI is led by Pharmacy Forum NI in partnership with the Department of Health for Northern Ireland.

Visit: www.pharmacyfuturesni.com