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| <p>How can we improve communications around disabilities?</p> | <ul style="list-style-type: none"> • Drip feeding what help is available • This partnership • What language to use • Treating people as individuals • Free format on applications instead of tick box of disability • Sign posting is confusing • Don't need to be experts on specific disabilities • Using 'get in for far' campaign as a template for other communications- profile/ social media (using someone who is disable being used as a profile) <ul style="list-style-type: none"> ○ Celebrity to be the face of a disability – Stephen Fry ○ Positive role models using their disabilities as a positive e.g. Richard Branson and his dyslexia • Case studies • Educate workforce through policies • Not enough visibility about disabilities • Application forms should not focus on disability but more what extra support is requires to do the job • Need different messages for size of business – can't expect large employers to do same as SME <ul style="list-style-type: none"> ○ East Riding 95% of employers are SME • Links to website to make it easier for employers to find support • More awareness training • Employers frightened to ask certain questions • Speak to person to see what they want instead of going through HR |
| <p>What support would be needed in your workplace for hidden disabilities?</p> | <ul style="list-style-type: none"> • Reasonable adjustments such as a script for answering the telephone • Communication about planned changes with longer lead in time and asking everyone what impact changes might make to individuals • Hearing loops • Monitors for laptops • Headsets for telephones • Standing desk • Change of culture to be more disability aware • Disability champions/ ambassadors within the workplace • MHFA in the workplace • Disability networks within organisations – university • Internal/ External occupational Health – referral mechanism • Raise awareness amongst staff through training • Culture amongst companies/ staff • East of support available – reassurance case studies • Coloured paper – dyslexia • Process for managing absenteeism • Identifying mental health issues, before it goes too far • Annual staff survey – results in report and actions <ul style="list-style-type: none"> ○ Well being review • Mental health first aid? • Bring in Mencap and other supporting organisations <ul style="list-style-type: none"> ○ Bring in other specialists to talk to the workforce • Remove stereotypes • Market internal support available for hidden disabilities |

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| | <ul style="list-style-type: none"> • Make sure people are aware what might be classed as a hidden disability • Education of what is available • Cannot be an expert in everything but need to know where to go to get support |
| <p>What is your own confidence in the disabilities agenda?</p> | <ul style="list-style-type: none"> • Challenge poor practice • Individuals reasonably confident however not everyone in our organisation is aware • The political correctness is a worry to many commercial organisations • Don't know what you don't know • Sometimes apprehensive about political correctness e.g. difference between disabilities and difficulties • Lack of knowledge/ awareness • Better with physical/ known disabilities <ul style="list-style-type: none"> ○ Not as good with mental health issues e.g. depression/ autism • Equality and diversity agenda • At NLT we deal with dyslexia and slight learning difficulties, we always offer extra support where needed. We wouldn't be confident in dealing with disability • Adult comm. Learning – really good • Too cautious – risk of saying/ doing the wrong thing • Diversity and inclusion – moving away from equal opportunities <ul style="list-style-type: none"> ○ Are we talking about it enough yet? ○ We look at age, gender etc. but are we doing enough? ○ Not clear on the agenda, so understanding what is out there is really helpful • Risk of offending makes confidence difficult |
| <p>What support is in place in your own workplace?</p> | <ul style="list-style-type: none"> • Confidence counselling- does this matter? • Whatever is needed – bespoke. Including standing desks, large print, training and regular breaks • Ask for disability advisors about disabilities when recruiting apprentices – extra time in exams • Employee assistance programme – survey employees • Confidential advice and guidance • Make adjustment for people with different learning abilities • Educating the workforce • Advocate changing stereotypes – training colleagues • Health and safety work environment/ adaptations • Counselling and advice/ student/ employer – occupational health • Different forms of resource communication- large written text • We offer open policy to tell us about disabilities but were not sure if this puts people off • How can we be sure people can trust the organisations when offering reasonable adjustments? • Both of our centres are open to recruiting disabled people, but we have not received any disabled applicants • Knowing where to go for support • Specialist equipment • Dyslexia screening • Autism specialist |

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| | <ul style="list-style-type: none"> • Referral file • Culture in place to talk about disabilities • Annual review/ appraisal used to discuss issues |
| <p>Do we need a Pledge for employers? Does the LEP have a role in promoting this agenda?</p> | <ul style="list-style-type: none"> • No to the Pledge but more awareness and sign up to disability confident • LEP has a role to promote and advise members of any changed • LEP offering large subsidies for taking a disabled apprentice? • Could this disability confident pledge be included in the Humber Skills Pledge? • LEP plays a role promoting good news stories/ supporting events across the Humber • Add to current skills pledge • Sign post people to the website for more customisation • A pledge would be nice but wouldn't want it to be confused with other pledges available • Not Pledge but support • Do not think a Pledge for employers is the answer |