

Disability Awareness

Guernsey Employment Trust

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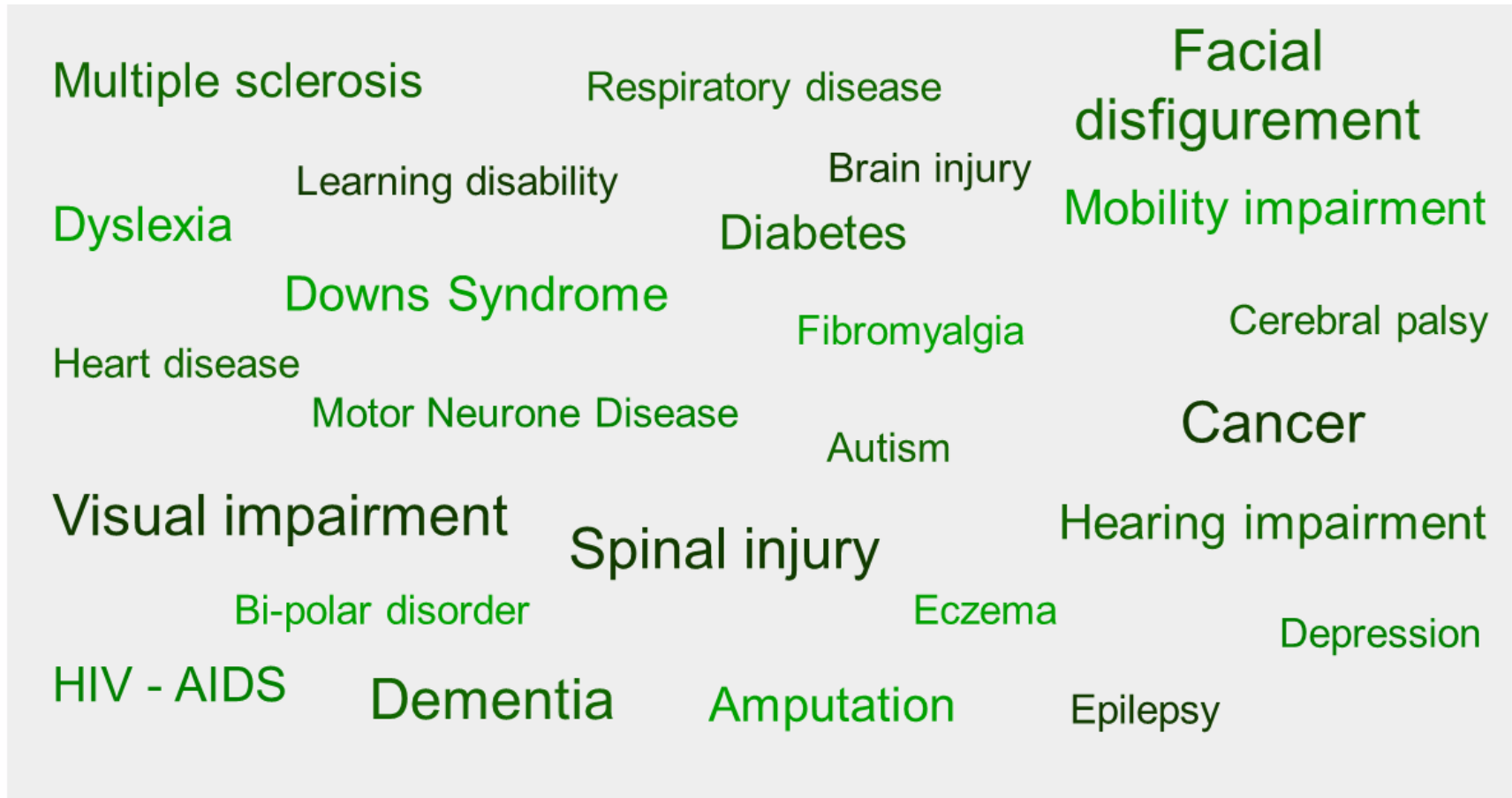
Presentation to GFSC Staff on the 14th September 2017



Disability Awareness Programme

- Definition of Disability and Statistics
- Us: GDA, GET
- Barriers encountered by disabled people
- Mental Health
- Sensory Impairments
- Autism
- Disability etiquette and general tips for working offsite
- Good Practice Guide and Employers' Disability Charter
- Take Home Tips and Sources of Support

What is Disability?



Its more than just ramps

Inaccessible buildings

Inaccessible transport

Cost of equipment

Panel interviews

Prejudice

Access to Education

Level of education

People's attitudes

Complex wording

People's assumption

High kerbs

Institutional Discrimination

Small Print Sizes

Inaccessible Services

Online-only recruitment processes

Stereotyping & Stigma

What is Disability?

- Disability is a continuum of functioning and participation involving environmental and personal factors (World Health Organisation)
- All humans are on a disability continuum



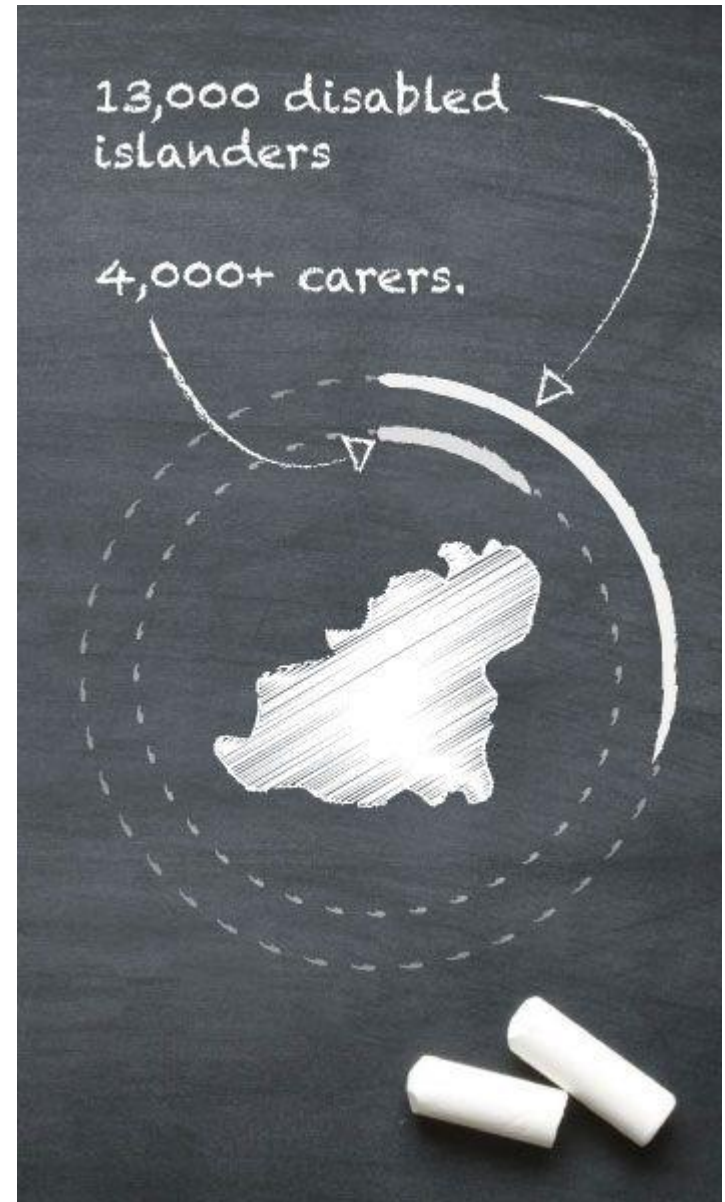
- Disability can affect everyone

What are the Numbers?

Guernsey has a working age population of 40,475.

It is estimated that there are more than 5,500 people of working age with a disability or long-term health condition.

Source: Employment and Disability:
Good Practice Guide for Employers in Guernsey



Guernsey Disability Alliance

GDA is a member organisation which encourages Guernsey to
'Think about Disability Differently'

- Promoting rights
- Collective Voice
- Raising Awareness
- Empowering disabled people

www.gda.org.gg



We All Matter Eh?

We are a group of islanders, and their families, sharing our stories of living with disability in the island of Guernsey.

We want to raise awareness and change the way the Guernsey Community thinks about disability locally.

Watch the We All Matter Eh videos

Read our factsheets at

www.matter.gg



Guernsey Employment Trust

- Took over the HSSD Interwork service
- Trust LBG with Board of Directors and CEO
- Aim
- Target group(s)
- Services and activities
- Caseloads
- Results

www.get.org.gg

Barriers encountered by disabled people

- Welfare benefits
- Low self esteem
- Limited support
- Lack of skills/experience
- Poor job seeking skills
- Disclosure
- Employers assumptions
- Funding arrangements
- Inadequate transition
- Family/carer pressure
- Practitioner pressure
- Labour market awareness
- Competition
- Medication
- Accessibility to transport
- Accessibility to premises

Hidden Disabilities

Mental Health and Wellbeing

Video

What is mental health?

Mental health is the condition of a person's psychological and emotional wellbeing.

Prevalence

1 in 4 people will experience a mental health issue in their lifetime

1 in 6 workers will be experiencing depression, anxiety or problems related to stress

Examples

- Deterioration of performance
- Medication
- Low mood

Hidden Disabilities

Mental Health and Wellbeing

Call to action

- Ask the person in private if there is anything you can do to help
- Create a workplace culture where discussions re mental health are normalised
 - Mental Health First Aiders (Champions) and staff wellbeing plans
- Be considerate and understanding during difficult periods
- Refer to the [Good Practice Guide](#)

Hidden Disabilities Sensory Impairments



Hearing Matter video with Lorenzo - <https://youtu.be/L3ayuTFqoYc>

Hidden Disabilities

Sensory Impairments

What are sensory impairments?

A sensory impairment is when one of your senses; sight, hearing, smell, touch, taste and spatial awareness, is no longer normal.

Prevalence

1 in 6 people in the UK have some degree of hearing impairment or deafness (Action on Hearing Loss)

1 in 30 live with sight loss (RNIB)

Examples

- Meetings
- Adjustments

Hidden Disabilities Sensory Impairments

Call to Action

- Make eye contact, speak slowly and clearly and avoid covering your mouth
- Ask what the preferred format of information is (Email, large print etc.)
- Online Disability Awareness training
- Refer to the Good Practice Guide

Hidden Disabilities

Autism

What is Autism?

Autism is a lifelong, developmental disability that affects how a person communicates with and relates to other people, and how they experience the world around them.

Prevalence

1 in 100 people have autism

Examples

- Language
- Behaviour
- Routine and timekeeping

Hidden Disabilities

Autism

Call to Action

- Give clear and direct instructions and be consistent in your approach
- Be patient and sensitive. Outline normal standards / office etiquette
- Consider reasonable adjustments re flexible working
- Refer to the [Good Practice Guide](#)

- Asperger's Matter video with Sandra - <https://youtu.be/oXKESqPz6cY>

Disability Etiquette and General Tips for Working Offsite

- Terminology
 - Negative terminology can reinforce stereotypes
 - Don't make assumptions about disabled people
 - Remember that disabled people have different preferences
- Ask before you help
- Speak normally and directly to the person
- Avoid potentially offensive terms or euphemisms
- Disability Awareness Training

Good Practice Guide and Employers' Disability Charter



Employers' Disability Charter

- Encourage job applications from disabled people
- Guarantee a job interview for a disabled applicants who meet the minimum criteria
- Implement good practice
- Consider 'reasonable adjustments'
- Provide work experience placements and job tasters
- Conduct mock interviews for disabled job seekers
- Encourage undertaking on-line disability awareness training
- Act as a disability ambassador to encourage others
- Develop your own commitment to enhance opportunities



Promoting Inclusion

Take Home Tips and Sources of Support

- Online Disability Awareness Training
- Good Practice Guide
- Mental Health & Wellbeing
- Dementia friendly training
- WAME videos

<https://youtu.be/9yubsKIFNbc>

Support available for employers

- Guernsey Employment Trust
- Employment Relations Service
- Guernsey Mind
- Autism Guernsey
- Social Security
- Occupational Health