

The future of work and disability inclusion

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Leonard Cheshire

- Supporting individuals to live, learn and work independently, whatever their ability.
- We are building a fairer and more inclusive society.
- Our staff and volunteers support disabled people around the world to fulfil their potential.

What is disability?



How many disabled people are there in the UK?

**14.1 million
people**

Why does disability matter?

- Risks
- Impacts
- Benefits
- Inclusion



Lockdown learnings

- Moving to new ways of working
- Removing barriers
- Importance of managers
- Spotting the signs
- Feedback from disabled people



The future of work

- Invested in new ways of working
- Flexibility
- Supporting employees to share
- Engaging with your disabled employees
- Reducing the disability employment gap



54% of disabled people in the UK are not confident about being able to get a new job if they are made unemployed.

Disability employment gap

- **53.6%** of disabled people in the UK are employed – compared to **81.7%** of non-disabled people. This is a gap of **28%**.
- **77%** of students and recent graduates with disabilities in the UK fear they will be discriminated against if they share information.
- **30%** of disabled adults who applied for a job in the past five years said they felt the employer hadn't taken them seriously as a candidate because they were disabled.

Change 100

Change 100 is a graduate talent programme that connects talented disabled students and graduates with some of the UK's best-known employers, through paid summer internships.

- Internship
- Professional Development Programme
- Mentoring
- Bespoke support for employers



Change 100 video



Leonard Cheshire

Karina O'Gorman
InterContinental
Hotels Group

and I'm the head of corporate responsibility

Change 100 impact

“2020 has proved beyond any reasonable doubt that it is entirely possible to recruit, on board, manage and off-board staff 100% remotely. It means we will be able to consider applicants for positions that previously we wouldn't have considered and widen our recruitment campaigns for specific types of roles to national or even international scopes, massively enlarging the pool of potential talent we can recruit from.

Of course, this learning is perhaps even more pertinent for potential applicants with disabilities where roles would usually be office-based. For 2020 in particular, this new approach shows the benefit that engaging with Leonard Cheshire in the Change 100 Programme can bring to any organisation.”

Tony Vincent, Head of Business Information and Systems, Royal Berkshire Fire and Rescue Services

Q&A

Thank you!

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