

Learning Disability Partnership Board Knowledge Café



Issue 6
April 2021

Employment & Work

In this issue we are continuing to focus on the topic of employment and work, whether it be paid or voluntary.

We will be featuring all of the materials that we have produced, which includes:

- ◆ **The #SeeMySkills video**
- ◆ **Top Tips for Finding Work**
- ◆ **Tips for Becoming an Inclusive Employer**

All of the materials have been produced with and by people with a learning disability, including:

- ◆ **Knowledge Café participants who filled in January's interactive newsletter**
- ◆ **The SpeakUp Wiltshire Group**
- ◆ **Blue Apple Theatre Company**

All of the fact sheets and toolkits can be downloaded from

www.wiltshirecil.org.uk

Inside this issue

- **#SeeMySkills Campaign**
- **Top Tips for Finding Work**
- **Tips for Becoming an Inclusive Employer**
- **Thank you!**
- **ListenUp Wiltshire**

Useful Info:

Look out for useful info boxes throughout the newsletter which feature details about some useful resources, facts and information

#SeeMySkills

Hannah who we met in January's newsletter has been working on a campaign called #SeeMySkills



Hi I'm Hannah. I am part of the SpeakUp group and I have created the #SeeMySkills campaign because I think employers should understand more about employing people with learning difficulties.

It is time that they gave us a chance!

What is #SeeMySkills?

#SeeMySkills is a campaign fighting for employment equality for disabled people. 81% of non-disabled people aged between 18-64 are currently in employment. In contrast only 53% of disabled people are in employment. Even more shockingly only 6% of people with a learning disability currently have a job.

#SeeMySkills Video

We created a video which asks the question "what do you see when you look at me?"

The purpose of the video was to challenge people to see our skills before they saw our disability.

You can view the video on YouTube here —

<https://youtu.be/wyvDW8aFWP0>



Stills taken from our #SeeMySkills video

Across our Wiltshire CIL social media platforms the video has been viewed by nearly 10,000 people.

Top Tips For Finding Work

This informative leaflet has been written by disabled people for disabled people and has lots of useful information to support people who are looking for work

The **Top Tips for Finding Work** guide features lots of useful information on topics such as:

- ◆ Writing your application form
- ◆ Searching for jobs
- ◆ Support in work
- ◆ Things to consider when looking for work
- ◆ Knowing your rights



When you are writing your application form it is useful to use examples to show your skills. Think about the skills you show in your day to day life as well as any previous work you have done. Here are some examples:

I adapt activities to make them accessible



I have problem solving skills

I manage my own care



I have organisational and management skills

Top Tips for Finding Work

Written by disabled people, for disabled people.

Disabled people are **30%** less likely to be employed than non-disabled people.

Only **6%** of adults with a learning disability are in paid employment.

It's time to change this in Wiltshire...

This guide has been created as part of a ListenUP Wiltshire Campaign.

With support from Wiltshire Centre for Independent Living.



Local organisations who may be able to help you find work, include:

Building Bridges

Wiltshire Employment Support Team (WEST)

Richmond Fellowship (IPS Service)

Julian House, Build-a-bike

Your local Job Centre

workwiltshire.co.uk

There is no right way to work. Here are some things to consider when you are looking for work:

Where do you want to work?

- ◆ From home
- ◆ In an office
- ◆ Outside



Or, maybe a combination of all three!

When do you want to work?

- ◆ Part-time hours
- ◆ Fulltime hours
- ◆ Flexible hours
- ◆ Weekdays or weekends
- ◆ Day shifts or night shifts



34% of disabled people work part-time

Did you know that you could ask for an accessible application form?

Such as —

- Large print
- Online
- Screen reader compatible
- Easy read
- Paper copy

What type of job would you like?

Do you want PAID or VOLUNTARY work?



Do you want to work WITH PEOPLE or ON YOUR OWN?



Reasonable Adjustments

Did you know that your employer legally must make 'reasonable adjustments' to enable you to work with them.

Tips for Becoming an Inclusive Employer

This leaflet has been created by disabled people for employers to give them insightful, useful information on how to become an inclusive employer

The **Tips for Becoming an Inclusive Employer** features lots of useful information on topics such as:

- ◆ Recruitment
- ◆ Support for employers
- ◆ Supporting disabled employees
- ◆ Educating your workforce

“A good employer is someone with patience, understanding of disabilities, someone who respects you”

Tips for becoming an inclusive employer

Created by disabled people in Wiltshire

Disabled people are **over 1/3 less likely** to be employed than non-disabled people

Only **6%** of adults with a learning disability are in paid employment, compared to 76% of the general population

It's time to change this in Wiltshire...

The graphic includes four colored circles (red, blue, yellow, teal) and illustrations of six diverse people: a woman with curly hair, a woman in a hijab, a man with a prosthetic leg, a woman in a wheelchair, a man with a white cane, and a woman with a headscarf.

There are some really simple ways to support disabled employees:

Have regular communication:

- ◆ Ask your employee what you can do to ensure the job is accessible to them, be willing to make changes
- ◆ Arrange regular catch ups
- ◆ If there are any changes to a persons role or responsibilities make sure to talk through the changes before they happen

Be flexible to your employees needs:

- ◆ People’s needs may change over time, be flexible to adapt your working practice to work for them. This may include being able to work from home or flexi-hours

Don’t underestimate your employee:

- ◆ Disabled employees can be an excellent asset to your team, don’t under estimate them based on their disability
- ◆ The need for adaptations does not take away from your employees ability to do a good job

THANK YOU!

Thank you to everyone who has been involved in this piece of work, including:

Knowledge Café participants
The SpeakUp Wiltshire Group
Blue Apple Theatre Company
Online survey respondents

We hope to be able to hold our next Knowledge Café very soon and we will keep you updated!

Get Involved

Is there an topic or issue that you would like to raise awareness of or tell Wiltshire about?

We can work with you to create a campaign and get your voice heard.

Contact us to get involved -

0300 1233 442

userengagement@wiltshirecil.org.uk



ListenUp Wiltshire

Listen // Act // Change

If you have any questions or would like to know more about the Wiltshire Learning Disabilities Partnership Board contact -
userengagement@wiltshirecil.org.uk or call 0300 1233 442

Wiltshire Centre for Independent Living 11 Couch Lane Devizes Wiltshire SN10 1EB
Charity no. 1120611 Company no. 5480761

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