

Supporting career expectations

Liz Sayce, RADAR – Royal Association for Disability Rights

New generation of community leaders

- Leadership development with coaching brings outcomes
- From chairing meetings to becoming local Mayor
- 94% rated programme as excellent
- Growing pool of diverse role models
- Manager of the pan-disability programme manager is a graduate of the programme, living with bi-polar disorder

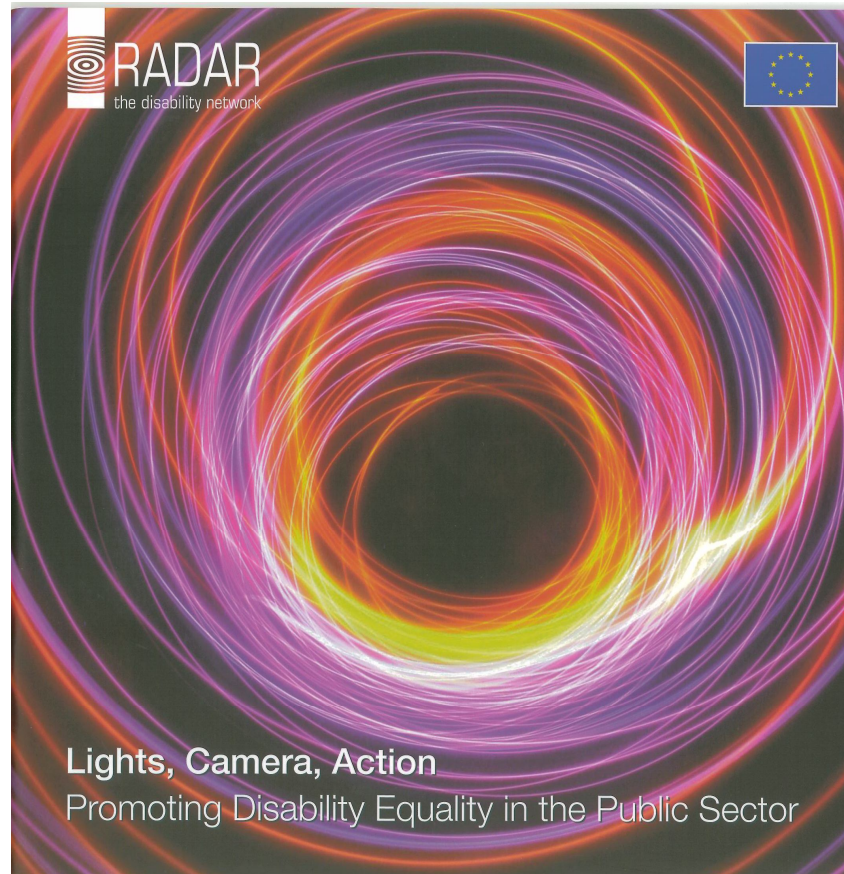
Trying new roles



Celebrating local leadership



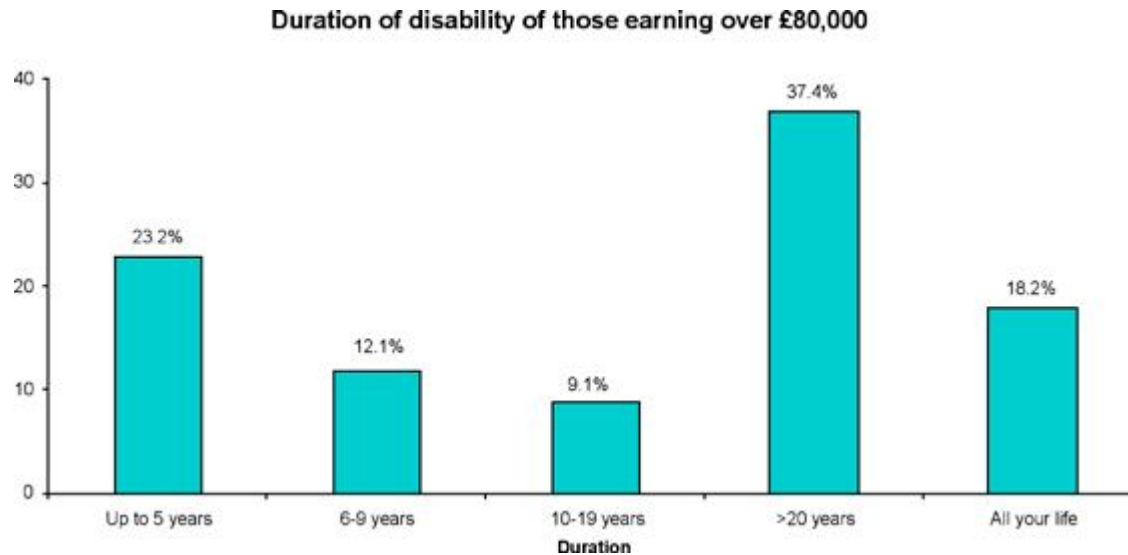
From engagement to impact



Research into senior jobs

- Virtually no existing evidence
- First national survey, supported by Lloyds Banking Group
- 1461 responses, disabled and non-disabled
- Identified a pool: 110 earned >80K. 102 Board level Directors
- Significant impairments from quadriplegia to bipolar disorder
- ‘I have brittle bone disease which has resulted in 40 fractures of my arms and legs’
- ‘I have suffered from MS for 19 years’

Duration of disability

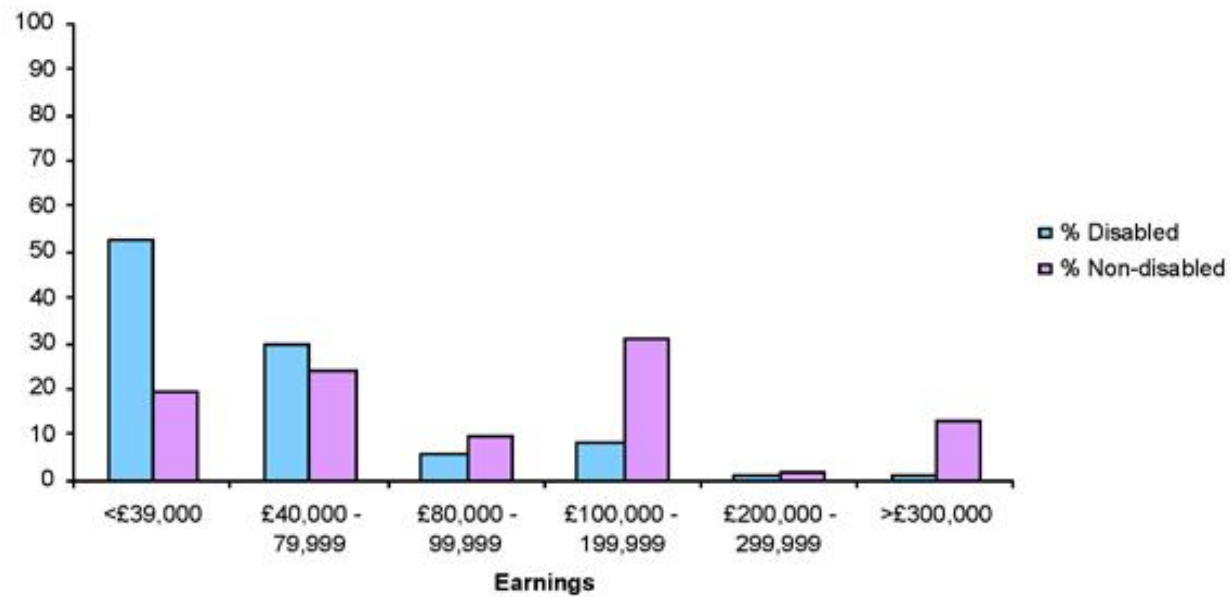


Enabling factors

- 2 significant factors: mentoring and career-long senior support
- ‘Good managers and good people who have given me confidence to achieve’
- Looking beyond labels

Inequalities

Earnings of disabled and non-disabled people



Different experiences

- Disabled people less likely to get mentoring and senior support than non-disabled people
- Non-disabled people twice as likely to be Board level Directors, 3 times as likely to be other Directors/ Heads of Department
- High fliers largely male, more likely to work in private sector, professional/scientific/technical and finance/banking/insurance

A spectrum of thoughts on being open

- ‘Educating others – it’s the first thing I mention about myself’
- ‘My illness is my business’
- ‘Being in charge makes it easier to cover things up’
- People with mental health conditions 4 times more likely to be open to no one than other disabled people
- People less likely to be open in private sector. Less likely to be open to those with power

Recommendations - and tips

- Individuals: raise expectations, learn about adjustments for your career, learning support, propose solutions, take control of situations, network, role model
- Disability organisations: promote aspiration, enable peer support
- Employers: model open conversation and culture, offer mentoring and coaching

Recommendations

- HR profession: build disability and health competence into core training, be source of expertise on career development, coaching, shadowing
- Occupational health profession: from pre-employment health checks to support and adjustment reviews
- Recruitment agencies: model access standards, support employees and employers in diversity

Recommendations

- Government: commit to sustainable careers not just jobs, public sector exemplars, services offering choice and control for disabled people, procurement that values diverse workforces at all levels

A new network

radiate

RADAR'S network of high-flyers with disabilities or health conditions



- More career stories, role models – many who want to offer something to those at earlier stage in their career
- Can gather more stories, to illustrate particular key experiences in learning, career development, progression

Career stories at every level



Guides written by and for disabled people

- Doing Work Differently
- Doing Money Differently
- Doing IT Differently
- Developing self help career progression materials – Doing Careers Differently
- Forthcoming: Surviving and Thriving at Work (personal work health and well-being plan)

Further information

www.radar.org.uk

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