

Finding the Right Support Can Change a Life Transcript

[Video: The interview takes place on a busy street in Durham City Centre.]

[Presenter] I'm from DurhamEnable. I was just wondering if I could ask you a couple of questions, if that's all right.

[Respondent] Yeah, of course.

[Presenter] Super, so what do you think is the biggest barrier to getting a job for a disabled person?

[Respondent] I think the biggest barrier would probably be like the fear of judgement. Giving myself as an example, I'm scared to go and work cause I'm scared of the judgement, and the rejection, and stuff like that. So, I think that'd be a big one.

[Presenter] And how do you think other people's attitudes and assumptions maybe play into that?

[Respondent] I feel like nobody should really assume someone's abilities because they could be 10 times better at it than what you're doing yourself. So, you should never assume or judge a book by its cover, full stop.

[Presenter] What would it mean to you to find the right job?

[Respondent] It'd mean probably the world to us because it's really, really hard, especially in my generation in general to get a job. It's really, really hard to gain the confidence to even go and attempt.

[Presenter] So if you were to get your dream job, for example, what would it entail for your day-to-day life? Like what would be, what change would happen?

[Respondent] Routine. A really big difference in my routine, because I feel like, once you get like into a job and work, your routine becomes better and your mental health gets better because you've got something to look forward and being proud about.

[Presenter] Here at DurhamEnable, that's what we try and do. So, we try and have that employment focus, and then you can learn on the job, and it kind of gives you that right coach. You know what I mean? And there's easy things that employers can put in place for disabled people, whether it be, you know, they're working casual, part-time rather than full-time.

So why might someone hide their challenges or disabilities at work?

[Respondent] I think it's the fear of like being picked on, or treated differently, or deemed as not able to do it because of that. So, a lot of people mask their disabilities, so they get treated like a, quote, unquote, "normal person", which they don't exist. Let's be real.

[Presenter] Exactly, exactly.

[Respondent] That's what their fear is.

[Presenter] And how could that affect them over time, do you think?

[Respondent] I think it can really affect them because they're gonna always have that in the back of their head. Because I do myself, I always, before I even do anything, I've got a thousand thoughts going through before the right one comes out. So, it's a lot of like scared feelings.

Absolutely, it affects you massively mentally, I can imagine. Thank you so much for answering those questions today.

[Respondent] No problem.

[Presenter] Honestly, it's been a pleasure to meet you. Thank you so much.

[Respondent] Thank you.

[Presenter] Bye.

[Respondent] Bye-bye.

[Presenter] If you'd like support with disability in work, contact Durham Enable. We'd love to help.

[Text: Connect to Work logo. DurhamEnable logo. Base logo. Disability Confident logo. North East Mayoral Strategic Authority logo, Durham County Council logo.]