

What Does Inclusion at Work Really Look Like Transcript

[Video: The interview takes place outside Durham Cathedral.]

[Presenter] I'm from DurhamEnable I was just wondering if you had a couple of minutes to chat about what we do. Amazing. So, what do you think is harder for a disabled person, whether it be getting a job or keeping one?

[Respondent] I'd probably say both. It depends like what aspect of their disability they have. Obviously, both getting a job and keeping a job, of course.

[Presenter] Yeah, what stage, what makes it harder about each?

[Respondent] Not knowing like what kind of jobs they can do, knowing what help is out there as well. Like a lot of them don't know.

[Presenter] And if you lost your job now, how would it affect your life?

[Respondent] Your lifestyle, your friends and things as well at work. Like you lose all of that and aspects of yourself.

[Presenter] That structure, that narrative, that mental health. So how do you think that support could change that narrative for someone who was disabled?

[Respondent] They'd actually be able to do the job that they want to do because like a lot of people can't because the right support isn't in place.

[Presenter] So do you think workplaces are truly inclusive?

[Respondent] Personally, not really. But I don't think enough people know how to make the workplace inclusive and like what systems and support to put in place for people with disabilities.

[Presenter] So what does feeling included at work look like to you?

[Respondent] Feeling like part of the team and like not the odd one out, or like whether you do have a disability or not.

[Presenter] So, it's all about that sense of belonging, isn't it, and that acceptance and that support. And so do you think that most workplace adjustments are expensive, complicated? What's your viewpoint on that?

[Respondent] I could imagine them being quite expensive because you've got to get like a whole lot of more support in and things and train different people up if they're not trained.

[Presenter] So that is a little bit of a stigma that people think, but actually at DurhamEnable, a lot of the things that we do are free.

And so, we have place, train and maintain. So, we like to place people into work, and we help them with that support, those people getting into work. And we help the employers with that as well. And then we train as they go.

We then have that kind of underlying support for both the employers and the people. And with that, we maintain.

Thank you so much for chatting to me today. I've loved speaking to you.

[Respondent] And you. And I hope you have a wonderful day.

[Presenter] Have a nice day.

[Respondent] You too, see you.

[Presenter] If any of that resonates with you or your workplace, get in touch with DurhamEnable. We'd be more than happy to help.

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