

Diversity In Focus

Disability in the Workplace

March 2015

Welcome

Each month Diversity In Focus looks at different elements of equality and diversity and provides information on services and links to current news items. This month we are focusing on Disability in the Workplace.

6% of our current workforce had declared a disability in 2014; this is an increase on 2013's disclosure rate of 3%. This increase reflects the work that has taken place as a result of the feedback received in the 2013 staff survey, focus groups with disabled staff and the work of the Disability Support Office (DSO).

In addition, 28 members of staff have taken part in 'Achieving Your Potential' a development programme for disabled staff. Activities that support the University's [Time to Change pledge](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/timetochange-mentalhealth/) [http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/timetochange-mentalhealth/] have taken place, including [training to support staff with mental health problems](http://www.staffnet.manchester.ac.uk/news/training-development/display/?id=13857) [http://www.staffnet.manchester.ac.uk/news/training-development/display/?id=13857] and time to talk events.



These are just a few of the improvements that have been made to services as a result of your feedback.

You can find out more about the [behaviours working group I was part of on staffnet](http://www.staffnet.manchester.ac.uk/staff-survey/themes/behaviours/). [http://www.staffnet.manchester.ac.uk/staff-survey/themes/behaviours/]

The staff survey is open again and I urge you to take 15 minutes and have your say.

[http://www.staffnet.manchester.ac.uk/news/display/?id=14072]



World First for Higher Education

We are proud to launch the University's AccessAble Manchester app. Developed in partnership with DisabledGo the app provides detailed access information to all University buildings.

Click on the image or visit

www.disabledgo.com/blog/2015/03/world-first-for-higher-education



I do hope you find the following articles accessible and informative. If you would like to opt out of these messages, give any feedback or even contribute to future editions, please contact diversityinfocus@manchester.ac.uk

Patrick

Patrick Johnson

Head of Equality and Diversity

Next month's theme is Women in Leadership

You can find out more about what we do on our [equality and diversity staffnet pages](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/) [http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/]

What kind of barriers to career development can disabled staff face?

- Physical, for example the design of the working environment
- Procedural, for example particular working practices
- Social, for example negative attitudes from staff towards disabled people

In a report, [Enabling equality: furthering disability equality for staff in HE](http://www.ecu.ac.uk/publications/enabling-equality-staff/) [http://www.ecu.ac.uk/publications/enabling-equality-staff/], jointly funded by the Equality Challenge Unit (ECU) and the Leadership Foundation, ten areas that are influential in shaping the experiences of disabled staff in the workplace are identified. It highlights the progress made in advancing disability equality for students and outlines the work still needed to be done to support disabled staff.

Guidance produced by the ECU, on [addressing barriers to career development and progression experienced that disabled staff with impairments](http://www.ecu.ac.uk/guidance-resources/employment-and-careers/development-progression/disabled-staff/) [http://www.ecu.ac.uk/guidance-resources/employment-and-careers/development-progression/disabled-staff/], focuses on the support and adjustments that can support the development of an inclusive environment.

Find out about the services available at the University through the [Disability Support Office](http://www.staffnet.manchester.ac.uk/personalsupport/disabled-staff/) [http://www.staffnet.manchester.ac.uk/personalsupport/disabled-staff/]

[The Disability Support Office \(DSO\)](http://www.staffnet.manchester.ac.uk/personalsupport/disabled-staff/) [http://www.staffnet.manchester.ac.uk/personalsupport/disabled-staff/] **welcomes Van Hoang to the staff advisory team.**

Van joined the team in January and takes on the role of assistant adviser working alongside Emma Woodward providing advice, guidance and support to disabled staff and managers about the range of practical adjustments in the workplace. The DSO is delighted to welcome Van and her valuable experience of working with Access to Work and Action for Blind People.

The Disabled Staff Network Group (DSN)

The DSN exists to share experiences between, and to represent the views and interests of, disabled

members of staff across the University. Dr Hamied Haroon and Melanie Sharpe are co-chairs of the Network, here's what they have to say:

Hamied said 'The DSN brings me in contact with disabled colleagues from across the institution - people I would never have met otherwise. Although everyone's disabilities, impairments and health conditions are diverse, it still gives me a sense of belonging, of being valued for who I am and of not being the "odd one out"! I have learnt so much about how the University works and what it takes to make some influence!

Melanie said 'We try to encourage people to join the network for the peer support it can provide. We are involved in numerous projects throughout the University representing the network. We always welcome new people and are happy to talk to anyone about joining and attending our gatherings, or even just joining the confidential network mailing list. People can be as involved, or not, as is best for them.

For more on what Hamied and Melanie have to say and information on the Network visit the [Equality and Diversity Intranet pages](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups/disabled-staff-network-group/). [http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups/disabled-staff-network-group/]

Help us create a more inclusive workplace for disabled staff

We are working with the Co-Chairs of the DSN on a questionnaire to measure the efforts made to tackle discrimination and create an inclusive workplace for disabled staff at the University. It's based on a format used by ALLOUT, the Lesbian, Gay, Bisexual and Transgender (LGBT) Staff Network Group, for the [Stonewall Workplace Equality Index](http://www.stonewall.org.uk/at_work/workplace_equality_index_2015/) submission

[http://www.stonewall.org.uk/at_work/workplace_equality_index_2015/]. This has been adapted and will be a valuable means of understanding the current situation and setting future goals. If anyone has any ideas or thoughts that they would like to put to the working group, or would like to attend meetings, or just have an informal confidential chat please let us know. Contact: DSNetwork@manchester.ac.uk or Patricia.Ross@manchester.ac.uk.

'being involved in the Stonewall questionnaire submission made me realise two things: that the university had done a great deal of work towards achieving LGBT equality, but also that there was so much more we could do! A lot of the actions are very easy to achieve and to have the opportunity to work on such a style of questionnaire for another equality group is a fantastic opportunity to influence future projects in this area'

An ALLOUT member

Mental Health in HE: Staff and students not accessing support

A report published in February 2015 suggests around half of staff and students in UK universities with mental health difficulties are not asking for the help and support they may need out of lack of information or fear of receiving unfair treatment. Chris Brill senior policy adviser at the Equality Challenge Unit led the research, says 'Although a wide range of support and adjustments are available, currently a lot of staff and students aren't accessing it...although some people are fearful of receiving unfair treatment, that generally isn't borne out by the experiences of those who have spoken to someone.'

To find out more about [this report](http://www.ecu.ac.uk/news/mental-health-staff-students-accessing-support/) [http://www.ecu.ac.uk/news/mental-health-staff-students-accessing-support/] and lots more helpful information on [understanding adjustments](http://www.ecu.ac.uk/publications/understanding-adjustments-mental-health/) [http://www.ecu.ac.uk/publications/understanding-adjustments-mental-health/] and [progression and disabled staff](http://www.ecu.ac.uk/guidance-resources/employment-and-careers/development-disabled-staff) [http://www.ecu.ac.uk/guidance-resources/employment-and-careers/development-

progression/disabled-staff/] visit the Equality Challenge Unit's [website](http://www.ecu.ac.uk/). [http://www.ecu.ac.uk/]

Find out [about the services available for you or someone you know at the University](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/timetochange-mentalhealth/)

<http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/timetochange-mentalhealth/>

Find out about [training to support staff with mental health problems](http://www.staffnet.manchester.ac.uk/news/training-development/display/?id=13857)

<http://www.staffnet.manchester.ac.uk/news/training-development/display/?id=13857>

On the 5th Feb we asked you to take 5 minutes to talk about mental health, many of you did and we raised £107.

5th February was national [Time to Talk Day](http://www.time-to-change.org.uk/timetotalkday)

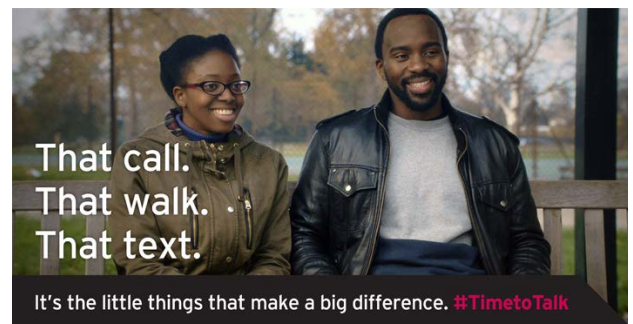
[<http://www.time-to-change.org.uk/timetotalkday>] and we encouraged staff and students to:

- **Talk** about mental health #TimeToTalk
- **Get Informed** [about the services available for you or someone you know](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/timetochange-mentalhealth/)
[<http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/timetochange-mentalhealth/>]
- **Take a Break** and join us for a bake sale in the Atrium
- **Make a Pledge** – what will you do?

Having a mental health problem is hard enough, but sometimes the isolation and stigma associated with this can make it even worse.

Thank you to all of you who baked cakes and those who came along to show your support and find out about the services available.

A special thank you to Melanie Sharpe and Rosie Dammers who helped organise the event.



**WE
GET
IT!**

ZERO TOLERANCE TO
HARASSMENT AND
BULLYING. SEXUAL
HARASSMENT,
DISABLISM, RACISM,
HOMOPHOBIA BIPHOBIA
AND TRANSPHOBIA,
SEXISM, AND RELIGIOUS
DISCRIMINATION

Report bullying, harassment or discrimination

Staff and students (and visitors) can report bullying, harassment or discrimination online, anonymously or request support.

Find out more at www.manchester.ac.uk/we-get-it

[<http://www.socialresponsibility.manchester.ac.uk/strategic-priorities/responsible-processes/we-get-it/>] or click on the report and support button.



Would you like to become a Dementia friend?

Dementia Friends is a national initiative run by Alzheimer's Society and one of the University's social responsibility flagship programmes. It aims to improve people's understanding of Dementia and its effects.

http://www.alzheimers.org.uk/site/scripts/news_article.php?newsID=2322

[Anna Graves explains the 'Dementia Friends' initiative and how to become a 'Dementia Champion'.](http://www.socialresponsibility.manchester.ac.uk/strategic-priorities/responsible-processes/dementia-friends/)

<http://www.socialresponsibility.manchester.ac.uk/strategic-priorities/responsible-processes/dementia-friends/>

You can also book yourself a place on an information session at [STDU Training Catalogue: Dementia Friends Information Session](http://www.staffnet.manchester.ac.uk/employment/training/)

<http://www.staffnet.manchester.ac.uk/employment/training/>

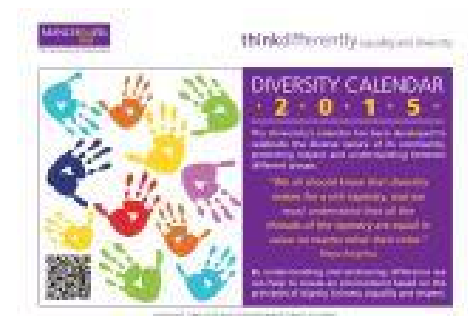


All dates are listed on our Diversity Calendar too!

Take a look at our Diversity Calendar

It's a great resource when you are planning an event or if you'd like to know more about the activities that take place throughout the year.

<http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/>



A small number of hard copies remain – to request a copy, please mail equalityanddiversity@manchester.ac.uk



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