

Working with a Disability / Chronic illness

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Founder

Roughly how many disabled people are there in the UK?

- A) 5 million people
- B) 8 million people
- C) 13 million people
- D) 16 million people



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A) 50%

B) 65%

C) 74%

D) 90%



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What percentage of disabled people were born with their disabilities / conditions?

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B) 56%

C) 76%

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In the UK, roughly how many disabled people are there in work?

- A) 1.6 million
- B) 3.5 million
- C) 5.5 million
- D) 6.8 million



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Reports suggest that 90% of companies claim to prioritise diversity, but how many consider disability in their workplace policies?

A) 4%

B) 24%

C) 54%

D) 74%



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How it started...

“You can’t get
promoted, your
health is too
unpredictable”



“You should **settle**
for this role”

The Crossroads...

“Settle” for the
job I was in...

Quit University
and Quit Work
and Move
Home!



Don't give up,
prove them
wrong and help
others!

How it's going...

Bruises

Diarrhoea

Mast Cell Activation Syndrome

Scar Tissue

Vitamin Deficiencies

Multiple Surgeries

POTS

Depression

Anaemia

Crohn's Disease

Pain

Low Blood Pressure

Gastritis

Brain Fog

Bile Acid Malabsorption

Fainting

Endometriosis

IBS

Nausea / Sickness

B12 Injections

Immunocompromised

Hypermobility

Fatigue

Arthritis

Itching / Rashes

Joint Pain

8030 prescribed tablets a year

Anxiety

Weight Loss or Gain

Blood Loss



Chronically Working

Supporting Employees with Chronic illness and Disability and Enabling Managers, Leaders and Employers to be More Inclusive.

SUPPORTING EMPLOYEES WITH CHRONIC ILLNESS AND DISABILITY & ENABLING MANAGERS, LEADERS AND EMPLOYERS TO BE MORE INCLUSIVE

CREATING PARTNERSHIPS BETWEEN THE TWO FOR LASTING RESULTS

Chronically Working 

Over one billion people, 16% of the world's population, or 1 in 6 of us, experience significant disability. 74% of those do not use a wheelchair or any other physical or visible aid and 96% of chronic illnesses are invisible.

Therefore, with many disabilities being "invisible", there is a need for employers to empower these employees to feel safe enough to speak up and to ask for support when needed. Similarly, on the other hand, we know that managers, leaders and employers need results from these employees despite their conditions.

This is why Chronically Working works with all parties involved to support and enable partnerships between these employees and their managers. This will not only help improve employee wellbeing, it will help drive business results and at the same time move towards a more inclusive and compassionate culture.

Why choose Chronically Working?

- I am not a Disability Consultant who is activating for employee rights and I am not a Business Consultant talking about something I have never experienced.
- I am an individual with multiple chronic health conditions (and deemed disabled) who has experienced positive and negative situations at work and who wants to make a difference for others.
- I am also a Business Psychologist who understands the needs of the business when it comes to cutting absenteeism, presenteeism and employee turnover.
- I have a wealth of experience in executive education, developing and delivering training programmes and a portfolio of research, which I have combined with my own personal experiences and passion to help businesses move forward.
- My clients range from public, private and not-for-profit sectors. From SMEs to UK-based multinationals within the transport, utilities, government, aviation, not-for-profit, chemicals and healthcare sectors.

HOW CAN I HELP YOU DO THIS?


Webinars


Guest Speaking


Training & Development


Coaching & Mentoring


Research


Networking Group

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 sam@chronicallyworking.com

"PEOPLE WITH DISABILITIES ARE THE WORLDS LARGEST MINORITY GROUP"

Chronically Working 

THERE ARE APPROXIMATELY 16 MILLION DISABLED PEOPLE IN THE UK

HOW I CAN HELP YOUR ORGANISATION BECOME MORE INCLUSIVE FOR THOSE WITH CHRONIC ILLNESSES AND/OR DISABILITY:


Webinars

- Lunch & Learn Webinars
- Keynote Webinars
- Leadership Webinars
- Employee Training Webinars


Guest Speaking

- Disability Awareness
- Chronic illness Awareness
- Mental Health Awareness
- Diversity and Inclusion


Training & Development

- The Chronically Working Workshop
- Leadership Training
- Employee Training


Coaching & Mentoring

- 1:1 support for Chronically Working Employees
- 1:1 support for Managers
- Team Coaching


Research

- Audits
- Partnerships for future research


Networking Group

- Monthly Online Networking
- Support & Guidance
- In Person Events

Follow us and join the Community
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What is classed as a disability?



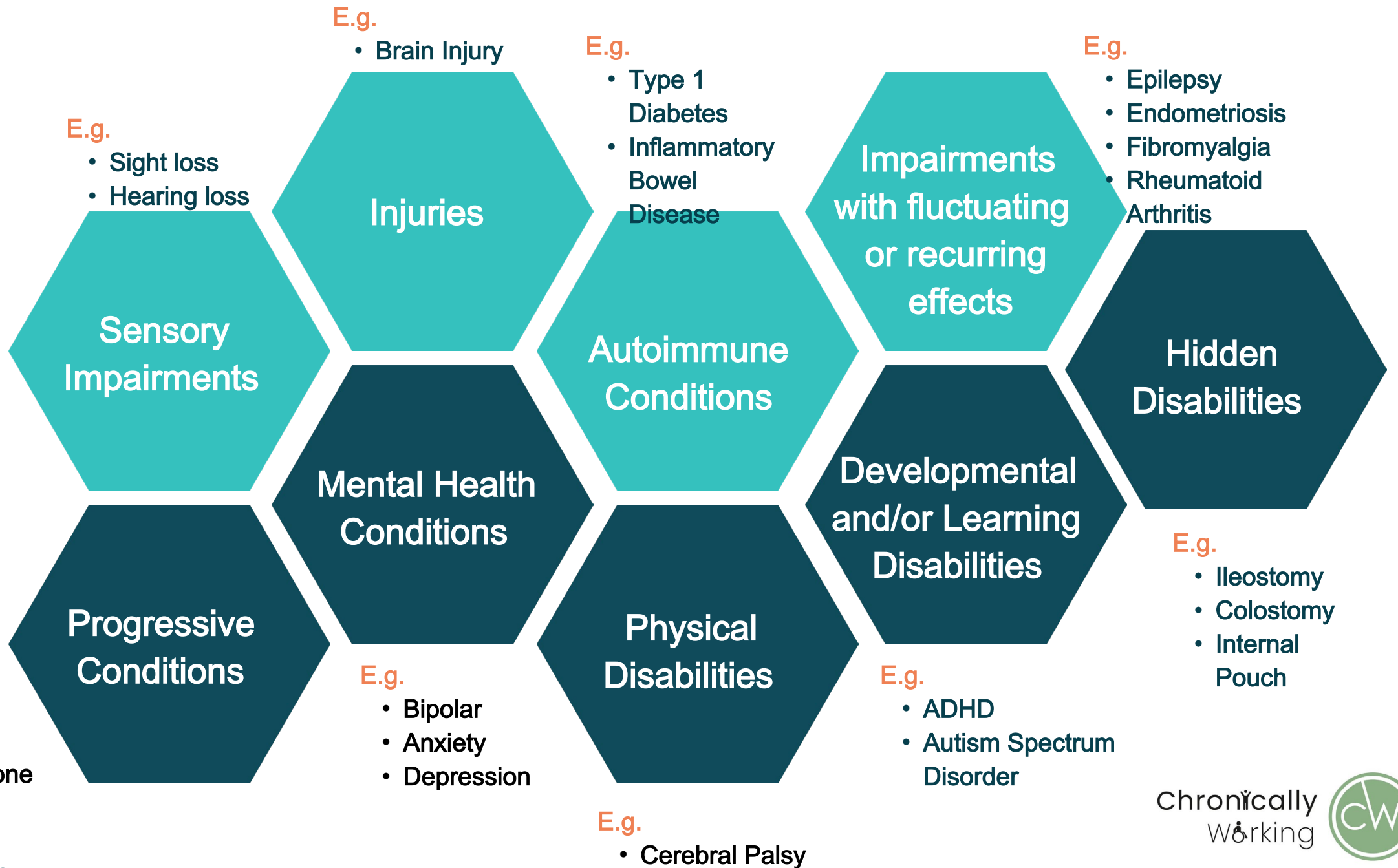


The Equality Act 2010 states that a person has a disability if:

- They have a physical or mental impairment
- The impairment has a substantial and long - term* adverse effect on their ability to perform normal day - to - day activities

*A long - term effect means something that has affected you or is likely to affect you for at least a year

What is included under the term disability?



Disability Law:

- It is against the law to treat someone less favourably than someone else because of a personal characteristic, such as being disabled.
- Discrimination does not have to be direct to be illegal.
- However, despite these laws unfortunately discrimination is still happening in the workplace and people with disabilities still do not experience the same access to work opportunities as their counterparts without disabilities.
- If you do feel you are being discriminated against at work you can contact ACAS for free impartial advice on workplace rights, rules and best practice.



I asked the Chronically Working community; have you experienced disability discrimination at work?

Here are a few of the responses...

“My employer **reduced and then terminated** my role during a long flare up of my illness...”

“I got told I’d be **fired** if I didn’t go back to work from sick leave ”

“I am **never given the same opportunities** as my colleagues such as training or promotions...”

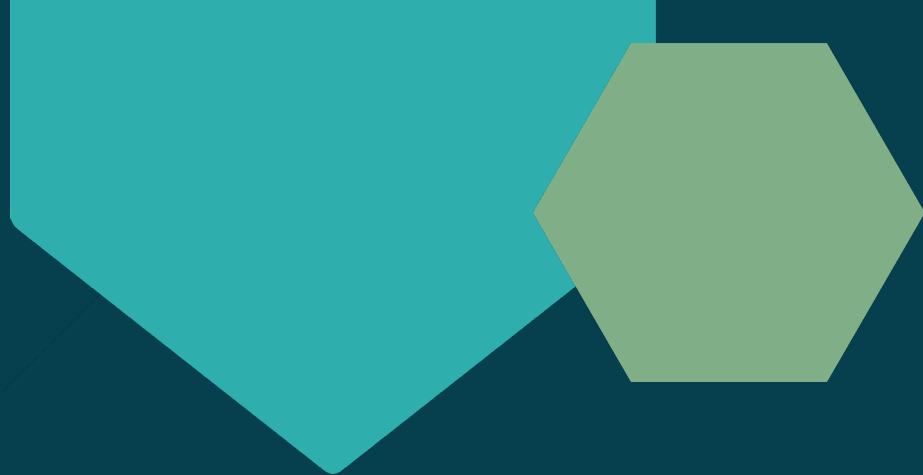


“I got **moved out** of my team and into a team where people were being made redundant, my previous job was not at risk of redundancy...”

“I am **punished** for having to have any time off or being in the toilet for too long...”

“My manager told me I **should leave** as I will end up in a wheelchair soon anyway...”

“My previous employer made a list of reasons not to keep me past probation and all were symptoms/effects of my disability. Then at the end of the list it was noted **‘disability a lot more serious than first thought’ ...**”



Top Tips for working with a chronic illness and/or disability...

1. Disclosure and Communication

Disclosure and Communication

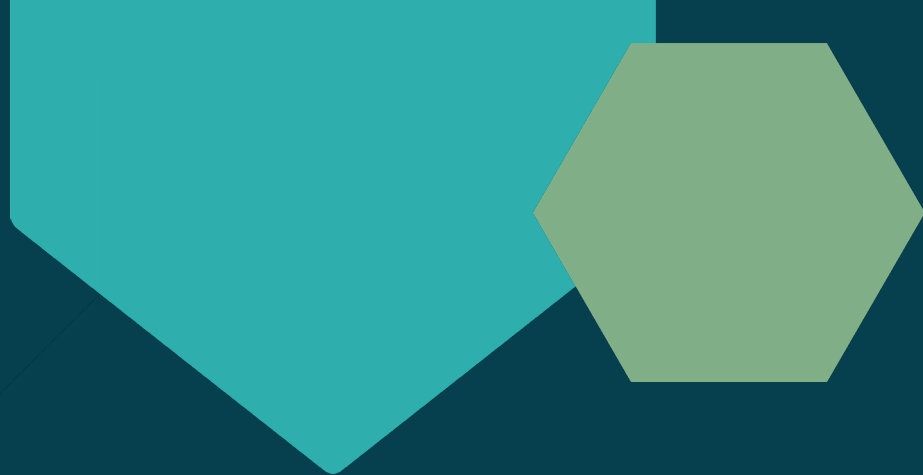
It is up to you if you disclose and communicate about your chronic illness or disability!

However, if you don't disclose this, you may not be protected by the Equality Act and won't be able to ask for reasonable adjustments.

If you have chosen to disclose;

- It is always good to **educate** and make your manager aware of the full implications of how this will affect your daily work, as without your input and education, the employer may assume a false picture of what your disability means based on lack of experience or any other preconception
- You may also wish to **equip your employer** with a new vocabulary around your disability, or specify language you prefer to be used by colleagues in relation to it





Top Tips for working with a chronic illness and/or disability...

1. Disclosure and Communication

1. Consider Requesting Reasonable Adjustments

Reasonable Adjustments

If you have disclosed your condition, you are entitled to ask for some reasonable adjustments. These may not be possible for all jobs, and you will need to talk to your manager about whether these would be suitable for you, your manager and the type of work you do.

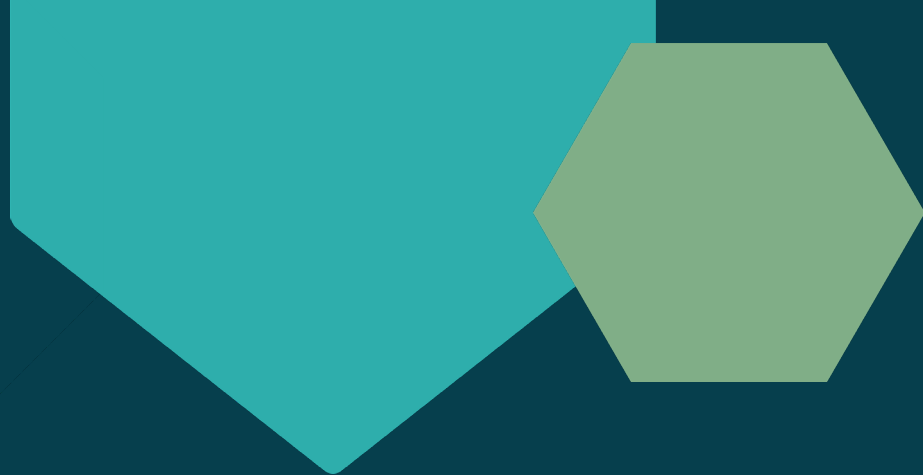
Some examples of these adjustments include:

- Flexible start and finish times
- Remote working
- Additional physical resources for example dictator, screen reader, sit/stand desk
- Job sharing / Reduced hours / Redeployment
- Policy changes for example disability leave policy (count disability -related absence separately from sickness absence)

Chronically Working employees benefitted from communicating with their team as to why the reasonable adjustments are there and how they help them (to avoid any speculations from colleagues).

However, this must be decided by the employee as to whether they want this to remain confidential or to be shared with others.





Top Tips for working with a chronic illness and/or disability...

1. Disclosure and Communication

1. Consider Requesting Reasonable Adjustments

1. Plan Your Work Week Ahead

Plan your work week ahead

Reduce any unnecessary energy use (save spoons) where you can!

Some ways in which you could do this include:

- Talk to your manager about how you are feeling each week – conditions fluctuate and so it is important to check in regularly
 - Consider using metaphors to help explain your condition/symptoms i.e., Spoon Theory to help explain fatigue
- Could you do Teams/Zoom meetings some days rather than face to face?
- Can you work from home when possible?
- Remember to plan in regular breaks



And most importantly... **Know your limits!**

With the right
support...
We can succeed.



Any Questions?



Thank you for listening!

Contact me sam@chronicallyworking.com

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more...