

DISABILITY EMPLOYMENT

AT THE BBC

THE UK CONTEXT

- Legislation - Disability Discrimination Act - 1995
- Active and politicised disability movement
- Government support for employers through Access to Work
- 11.7 million disabled people

THE DDA

- gives disabled people equal rights to employment as well as goods and services
- no quota
- redefined disability
- lays upon employers a range of duties
- Disability Rights Commission

THE DUTY TO ADJUST

Examples from the Act and Code

- physical adjustments - buildings and equipment
- re-allocation of duties
- transfer to a vacancy
- change in working hours
- change place of work

THE DUTY TO ADJUST

- absence for rehab, assessment, treatment
- training
- modifying instructions and manuals
- modifying testing and assessment
- providing a reader or interpreter
- providing supervision

THE UK CONTEXT

- 18.2% of the working population is disabled

THE UK CONTEXT

- There are over 5.5 million disabled people of working age in the UK.
- Of these around 2.3 million are in work
- Disabled people are 3 times more likely to be unemployed than non disabled people

BBC CONTEXT

Drivers or why have we changed?

- Legal – the DDA – particularly the duty to make adjustments
- The BBC's reputation as an employer of choice
- Links between employment/audience and output

SETTING THE FRAMEWORK

- Strategy
- Policy
- Implementation and tools for change
- Support systems

STRATEGY

Objectives:-

- Increase numbers of disabled people in the work force
- Achieve best practice
- Meet the BBC's legal obligations

POLICY

- Guidelines on Employing Disabled people - created through consultation - some 200 individuals within the BBC - includes the BBC's commitments under the DDA2
- Agreed by Execo.

WHAT IS COVERED

- Recruitment (advertising, short-listing, interviewing and appointing)
- Training (access to and selection for)
- Promotion (selection)
- Redundancy (selection)
- Retention

IMPLEMENTATION

Review current policies and procedures in the light of the new policy so:-

- ✓ recruitment practice
 - medical questionnaires
 - job descriptions
 - advertising policies
- ✓ redeployment

TOOLS FOR CHANGE

- Training
- Extend
- Monitoring

TRAINING

- Job specific
- Mandatory for HR - so different for recruitment, senior HR personnel, H&S, T&D, Internal Communications etc.
- Managers
- Responding to need - e.g. taking a Deaf member of staff into a business unit

EXTEND

- Work placement scheme targeted at disabled people.
- Around 40 places a year across the whole BBC - was 12 weeks now 16.
- NOT a training scheme - the idea is to deliver long term work
- Success rate initially over 50% - about to do long term tracking.

EXTEND

- Affects change by bringing a mass of disabled people into the BBC
- Encourages managers to go where they have not been
- Run by the Diversity Centre
- Short-term (around 5 years) and then either relocates to T&D or stops.

EXTEND

Does not remove the need to:-

- access general training schemes
- increase general recruitment

MONITORING

- Disability audit - using the definition of disability as used by the DDA.
- Delivered on disabled staff with access needs - have some way to go with those who don't have access requirements
- Currently 1.7% - around 500 individuals

MONITORING

- Application stage - **+12.02%**
- Shortlisted - **+41.18%**
- Appointments - **+51.61%**

Represents 2.3% of everyone being employed in that period (47 individuals).

SUPPORT SYSTEMS

- Central funds - to prevent indirect discrimination
- Disability Employment Adviser - redeployment
- Disability Computer Manager - SLA with BBC Technology
- Disability Technology Adviser (English Regions) - broadcast focused

SUPPORT SYSTEMS

- Ergonomics Unit
- Access Unit
- Disability Adviser (Property)

FUTURE WORK

- different disabled communities have differing life experiences – BBC policies and procedures need to be sensitive to this.
- achieving accessible galleries
- use the BBC's procurement power to persuade manufacturers to make broadcast technology accessible.

FUTURE WORK

- ensure that the links between employment, audiences and portrayal are understood across the BBC
- make sure that the voice of disabled people is heard in our output.