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Inclusion in the workplace



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Overview

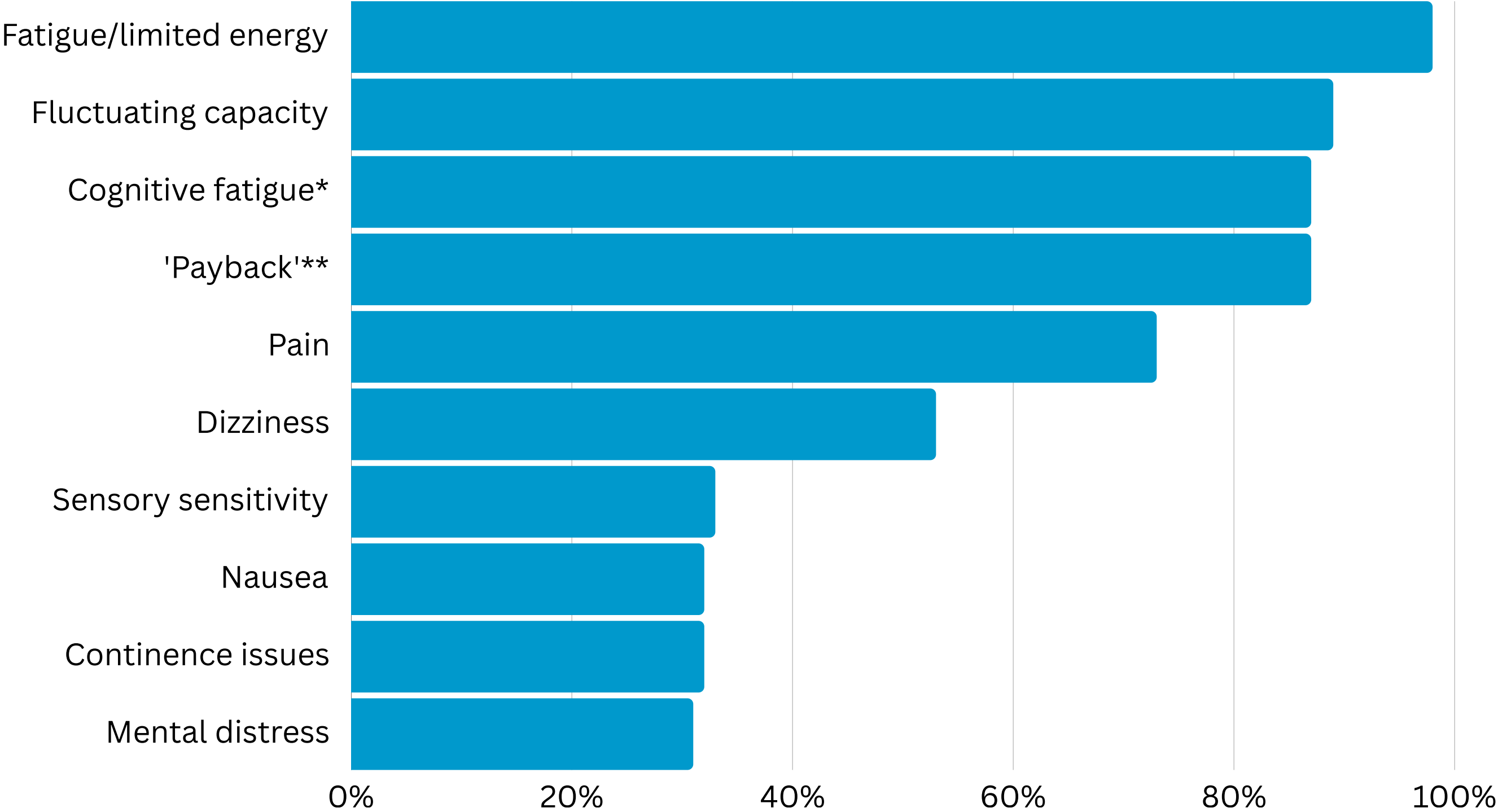
- **The current barriers to employment for candidates living with long-term health conditions**
- **How accessible and inclusive recruitment practices can pave the way for sustainability and retention**
- **Examples of workplace adjustments for employees living with long-term health conditions**

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**Barriers to employment
are multifactorial.**

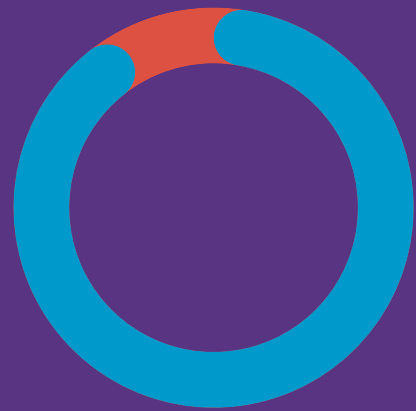
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Tope 10 health-related barriers to work with a Long-Term Health Condition



Source: Astriid survey on long term conditions and inclusive employment, Jan-April 2023. N=414

*also called 'brain fog' **symptoms deteriorating following exertion



92%

Believe they have skills that could be of value to an employer if a suitable job were available.



89%

Sought an introduction to employers who understand long-term health conditions.



84%

Stated a job role that allowed them to work from home would help them access work



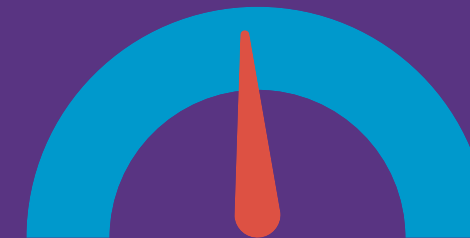
75%

Sought jobs that mention flexibility over working hours and location in the job advert.



70%

Would like health management support in work.



48%

Left their previous employment because the working conditions caused their health to deteriorate.

Barriers to Recruitment and Retention

Job Adverts and Job Design

- Lack of accessible job roles
- Lack of focus on transferrable skills
- No mention of flexibility in roles

Inadequate Workplace Adjustment Processes

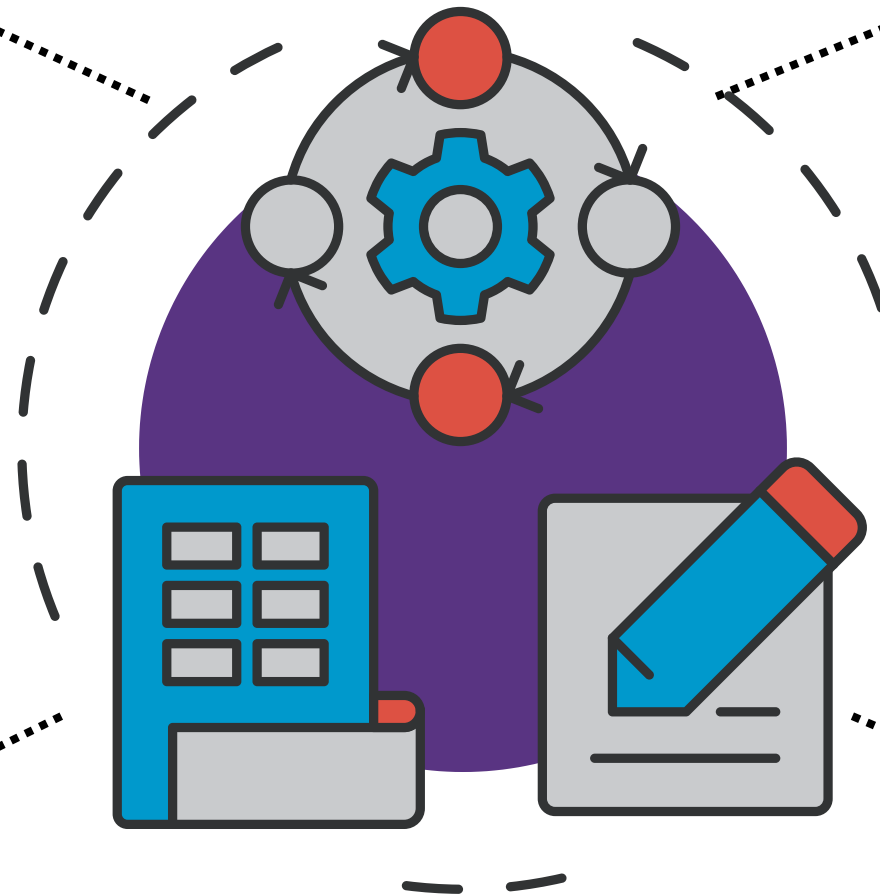
- Lack of information over process
- Lack of manager awareness
- Long processes that delay implementation

Interview processes

- Lack of information to request adjustments
- Focus on paid work experience and length of employment
- Questions that can allude to disclosure

Fear of Stigma and Discrimination

- Previous experience of discrimination
- Being seen as “less capable”
- Pressure to mask symptoms to “fit in”



Recommendations to organisations and employers



First impressions set the tone for retention



Enhances confidence with self advocacy



Reduces turnover



Future-proofs the workforce

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Workplace Adjustments



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- **You are legally entitled to workplace adjustments. They don't give you an unfair advantage over anybody else**
- **You don't have to disclose any specifics of your condition if you don't want to**
- **You can request a meeting about adjustments in whatever way feels most comfortable to you. Your workplace may have an online portal**
- **Once you have discussed your adjustments and they've been agreed upon, they should be confirmed by your employer in writing**
- **There is no definitive set of adjustments you can request**

Health adjustment passport

- This is a free resource produced by the UK Government to help you identify any support and adjustments you require while working
- The information you provide is self-reported and can be edited by you at any time
- Can be used to review adjustments and support whilst at work
- Can be useful if there is a change of management, or you change departments
- Your organisation may have their own version



Equipment and Technology

- **Ergonomic equipment** - Chair, keyboard, monitor arm, laptop stand
- **Assistive technology** - Screen reader, voice-to text software, dictation device, Grammarly, Otter AI
- **Noise-cancelling headphones**

Working patterns and hours

- Flexible or reduced hours
- Time off for appointments
- Additional time for workload or projects
- Adjusting break times

Location and Communication

- Desk in a quieter area, better lighting, or closer to amenities
- Adaptive communication - Preferred times to have meetings, emails rather than phone calls
- Quiet area for breaks

Astriid Training

Through our combination of lived experience, extensive knowledge, and pioneering research, we offer industry-leading online training and workshops to organisations and leadership teams who are working to improve their workplace inclusion.

Inclusive Recruitment

- Inclusive job adverts and job design
- Inclusive and accessible interviews
- Guidance on accessible processes

Supporting employees in the workplace

- Open Communication
- Disclosure
- The Equality Act and Workplace Adjustments

Inclusive Language

- The importance of Inclusive Language
- Key definitions and terminology
- Introduction to ableism

Ongoing support after training

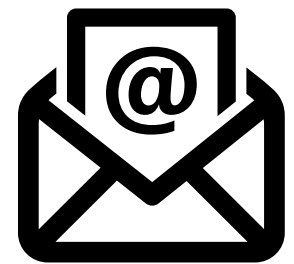


Thank you for listening!

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