

My Identity

Disability and Neurodiversity



Goals

As a Disability Confident Leader, it is our aim to:

- Improve access to work opportunities for people with disabilities and ensure they have the support needed to thrive at ManpowerGroup
- Retain the valued and skilled colleagues we have within our business
- Ensure that the mental health of our people is looked after at all times

What have we already done as an organisation?

- Since 2016, we have been a Disability Confident Leader and were reaccredited in 2021
- We have a Disability Leaders Group that regularly influences ManpowerGroup's Diversity, Inclusion, Equity & Belonging (DEIB) Strategy
- We have built on our wellbeing offerings, including establishing over 60 Mental Health First Aiders within the organisation to help to support you at work

- We've built relationships with external organisations such as the [Royal National Institute of Blind people \(RNIB\)](#), [Made By Dyslexia](#) and [WorkFit](#) to guide best-practice procedures.

What do we still have to do?

- Raise more awareness of the support we can give to Candidates and Clients as a Disability Confident Leader
- Continue building relationships with external bodies and institutions to guide best-practice policies and procedures
- Build on our internal wellbeing offerings within the organisation

Deaf Awareness

Approximately 70,000 people in the UK are born profoundly Deaf or become Deaf before they can speak. Being Deaf has a significant impact on our ability to navigate a society and healthcare system designed by and for hearing people.

Deaf Awareness is all about promoting the positive aspects of living with deafness and to raise awareness of the isolation that deaf people can occasionally experience and promote the importance of social inclusion around the deaf community.

How can you be more deaf aware?

Repeat yourself if necessary. If the person doesn't understand, don't give up!



Face the person when you are speaking, don't turn away



Never say "It doesn't matter"





Courses are also available for individuals and businesses on the [Get Deaf Aware website](#).

Dyslexia

What is Dyslexia? Dyslexia influences as many as **1 in 5 people** and is a genetic difference in an individual's ability to learn and process information. As a result, dyslexic individuals have differing abilities, with strengths in creative, problem-solving and communication skills and challenges with spelling, reading and memorising facts. Generally, a dyslexic cognitive profile will be uneven when compared to a neurotypical cognitive profile. This means that dyslexic individuals really do think differently. Traditional benchmarking disadvantages dyslexics, measuring them against the very things they find challenging.

We know that dyslexia comes with many challenges, but many people in our community feel like their struggles are unseen. Because dyslexia itself isn't visible, individuals with dyslexia often feel unsupported, unwanted, invisible. From the child at school struggling to keep up with the rest of their friends, to the office worker feeling like they don't belong.

Dyslexia Websites and Support Telephone Numbers

- [Made by Dyslexia](#)
- <https://dyslexiascotland.org.uk/>
- [British Dyslexia Association](#)
- <https://www.nhs.uk/conditions/dyslexia/living-with/>
- <https://www.thecompleteuniversityguide.co.uk/student-advice/applying-to-uni/dyslexic-students-university-guide>

- [Ted Talk - The Creative Brilliance of Dyslexia | Kate Griggs:](https://www.youtube.com/watch?v=CYM40HN82I4)
<https://www.youtube.com/watch?v=CYM40HN82I4>
- [Ted Talk - True Gifts of a Dyslexic Mind | Dean Bragonier:](https://www.youtube.com/watch?v=dPyzFFcG7A)
<https://www.youtube.com/watch?v=dPyzFFcG7A>

OCD



- [The Linden Centre & The Linden Method](#)
- [Overview - Obsessive compulsive disorder \(OCD\) - NHS](#)