



Following our [Inclusivity Works](#) Lunch and Learn webinar on 'Deafness in the Workplace' with Reg Cobb from the Gloucestershire Deaf Association, here's a reminder of some of the useful advice and guidance.

### **Common barriers to employment**

Health and safety is usually the main barrier cited by employers to employing a deaf person. This is important but is it a genuine issue? Does the person already have experience? Ask the deaf person – what can we do? You can also contact your local deaf organisation for support.

### **Skills and roles**

- Most deaf people often have exceptionally 'sharp eyes' and visual awareness as they use this as a primary sense, which can make roles like photography, proof reading, creative thinking and graphic design excellent roles in creative industries.
- Most deaf people are also often excellent communicators.
- Lack of hearing also means less distractions and greater concentration in the workplace.
- Interpreters can also open up many other roles, from answering phones to doctors and nurses.

### **The recruitment process**

- Work trials can be really useful to see if the person can manage the job and whether there are any genuine issues, including health and safety.
- Interviews can be helped with the use of funded interpreters, though traditional interviews may not give the person the best opportunity to show what they can do.

### **Available funding**

- Access to Work is a government funding scheme which can cover four main areas to support deaf people and employers in the workplace:
  - o British Sign Language (BSL) interpreters
  - o Job coaching (e.g. how to follow workplace policies and procedures)
  - o Deaf awareness training for employers
  - o Communication support workers



### Top three tips

1. Ask a local deaf organisation for support.
2. Look at yourselves as employers – do an impact assessment to see what you can improve.
3. Be patient.

### Q & A's

#### **Is there any issue with deaf people being isolated in the workplace because of no other BSL speakers?**

Yes there can be, but communication support workers and interpreters can help with this, which can be funded by Access to Work.

#### **Are there any local organisations to offer training to a team in the workplace?**

Deaf awareness training can be funded by the Access to Work scheme, but learning British Sign Language (BSL) would need to be funded by the employer.

### Further support and resources

[Gloucestershire Deaf Association](#)

[Access to Work](#)

[www.inclusivityworks.org](http://www.inclusivityworks.org)



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