

THE AWARDS 2020

Outstanding Contribution to Equality, Diversity and Inclusion

Institution name	Birkbeck, University of London
Submission title or project name	Birkbeck Futures Ability Programme
Nominee/key personnel	Project Leads: Lucy Crittenden and Anna Gordon
URL	
Submission	<p>“People with disabilities have an employment rate that is 28.6 percentage points lower than that of people without disabilities” (https://commonslibrary.parliament.uk/research-briefings/cbp-7540/).</p> <p>Our disabled students find difficulties in sourcing graduate employment. This is a sector wide issue, but particularly affects our mature students, many of whom have multiple and more complex disabilities, and are often long-term unemployed.</p> <p>In 2017/18 Birkbeck Futures commissioned research to explore the challenges to students and employers. Students worried about the impact of their disability on their future employment and felt nervous being open with employers about their needs. Employers experienced uncertainty and lack of awareness when recruiting people with disabilities.</p> <p>To address this, we developed the Ability Programme. A series of bespoke workshops alongside paid work placements.</p>