RNIB Scotland
Focus On Employability

Health Works in Scotland
Aims

To inform delegates of the work of RNIB Scotland.

To widen the understanding of the impact of sight loss.

To facilitate discussion on ways that working together can ensure blind and partially sighted people are able to participate fully.
Who we are

- Leading charity working with blind and partially sighted people in Scotland offering information advice and support.
- Membership organisation.
- Campaigning for civil and welfare rights.
- Delivering vital services.
- Support blind and partially sighted people to live full and independent lives.
What we do

RNIB Scotland Employment and Learning Service

• Support blind and partially sighted people to find work.

• Assist employees with sight problems to continue in work.

• Help employers to achieve best practice in the recruitment and retention of blind and partially sighted people.
Questions

• How well do you understand the terms "blind" and "partially sighted"?

• What do you think are the most significant barriers preventing blind people from working and participating in the wider society.

• What does your organisation do to ensure the service you offer is fully accessible?
Our clients see more than you think!
Visual Awareness Quiz
Q 1. How many people in Great Britain are blind or partially sighted?

A 230,000
B 2,000,000
C 64,000
D 550,000
Q1. Answer B

2 million, New answer taken from “see it right pack” and “Open your Eyes campaign”. Just under 200,000 people in Scotland with sight problem
Q2  How many people are registered blind or partially sighted in the UK?

A  700,000
B  230,000
C  370,000
D  1,200,000
Q 2. Answer C,

- 370,000 are registered blind or partially sighted by ophthalmologists in the UK.
- 309,000 in England
- 36,000 in Scotland
- 18,000 in Wales
- Estimate 7,000 in Northern Ireland.

182,000 people registered blind
181,000 registered partially sighted.
Q 3. What percentage, of blind people have a guide dog?

A  24%
B  1%
C  38%
D  9%
Q3  Answer. 1%

over 1% (of 370,000 registered). GDBA currently support around 4,600 guide dog owners in the UK.
Q4 What percentage of blind people see either nothing at all or only darkness and light?

A  100%
B  57%
C  4%
D  26%
Q4 Answer C.

4% of people who are registered blind have no useful vision.
Q5  What percentage of blind and partially sighted people can read ordinary newspaper print?

A  4%
B  88%
C  42%
D  9%
42% Nearly half of blind and partially sighted people can read ordinary newspaper print
Q6. What percentages of blind and partially sighted people were born with sight loss?

A  8%
B  60%
C  41%
D  37%
8% - Sight loss often develops later in life. Four out of five people with serious sight loss are over retirement age. (Ten things you should know about visual impairment, RNIB)
Q 7. How many people read Braille?

A  500,000
B  600
C  20,000
D  150,000
Q7. Answer C

It is estimated that there are around 20,000 people who state that Braille is their preferred reading medium, but many more use Braille for labelling or read Braille signs.
Q 8. What percentage of books never become available in large print, audio or Braille?

A  10%
B  25%
C  60%
D  95%
Q8. answer D,

95%

(Right to read alliance 2004)

www.rnib.org.uk/righttoread
Q 9. In 2002 RAC and Specsavers tested the sight of 3000 drivers, what percentage failed this basic sight test?

A 15%
B 24%
C 7%
D 32%
Q 9. Answer B, 24%

Specsavers Opticians, conducted 3,000 eye tests at the International Motor Show at the NEC in Birmingham. 700 of the drivers failed a basic vision test which was offered free of charge as part of the opticians campaign to educate motorists regarding the dangers of driving with poor eyesight.
Q 10. What is the most common cause of sight loss?

A  Diabetic Retinopathy
B  Macular Degeneration
C  Retinitis Pigmentosa
D  Cataract
Q 10. **Answer B, Macular Degeneration**

- 16.7 per cent of people with sight loss have age-related macular degeneration
- 13.7 per cent have cataract
- 5.3 per cent have glaucoma
- 3.5 per cent have diabetic retinopathy
- 53.5 per cent have sight loss equivalent to partial sight or blindness due to refractive error. (Uncorrected refractive error is a correctable form of sight loss.)
- 7.4 per cent have other eye diseases.
Q 11. How many people start to lose their sight every day?

A  10
B  30
C  70
D  100
Q 11. Answer D.

Every day 100 people in the UK start losing their sight.” “Every 15 minutes someone in the UK begins to lose their sight.”
Q 12. Which of these famous people are blind or partially sighted?

- John Milton - English poet
- Claude Monet - French painter
- Darnell Swallow, Big Brother 2008
- Galileo Galilei mathematician, physicist, and philosopher
- Ella Fitzgerald, singer
- Rt Hon David Blunkett MP - politician
- Andrea Bocelli - opera singer
- Ray Charles - American singer and composer
- Horatio Nelson - British admiral
- Mikey Hughes Big Brother 2008
- Sue Townsend, writer
John Milton - English poet, sight loss age 43.
Claude Monet - French painter, sight loss late 60’s.
Darnell Swallow, Big Brother 2008 Albinism
Galileo Galilei mathematician, physicist, later life sight loss
Ella Fitzgerald, singer, due to Diabetes.
Rt Hon David Blunkett MP - politician since birth
Andrea Bocelli - opera singer. Football accident.
Ray Charles - singer and composer blind by time he was 7 yrs.
Horatio Nelson - British admiral, Blind in 1 eye
Mikey Hughes Big Brother 2008, Sight loss 23.
Sue Townsend, writer, diabetic condition,
Focus on Employability

- Glasgow City council funded project
- Started April 2008 - 3rd year
- Supported by GCC, JCP, LRA's, Glasgow Works, Skills Development Scotland and Scottish Government.
Focus on Employability will contribute to Glasgow City Council's 4 Key Objectives,
1. Improving the efficiency and effectiveness of services:

By ensuring that employability services are fully accessible and consider the needs of blind and partially sighted job seekers.
2. Increasing access to lifelong learning:

By increasing the number of people in the labour market the project will encourage more blind and partially sighted people to improve their skills by accessing learning opportunities in the City. We aim to ensure that blind and partially sighted people can fully access lifelong learning opportunities.
3. Building a prosperous city:

By enabling people to enter the labour market, Focus on Employability will ensure that more citizens can contribute positively to the economic activity of the City.
4. Improving health and wellbeing:

Employment is acknowledged as a key driver for improving the health and wellbeing of unemployed individuals, especially those who experience multiple barriers into employment. By moving people into employment, the project will directly improve the life chances, and indirectly impact on their health and wellbeing.
Focus on Employability Key objectives 2010

1. Engage with thirty blind and partially sighted people, supporting them to access mainstream and specialist employability provision city-wide.

2. Providing specialist training, support and guidance for mainstream employability services to encourage better access and take-up of services by blind and partially sighted people.
3. Monitor and provide information on the take up of services and the barriers faced by both service providers and individual service users.

4. Provide support for employers via training, support and guidance, to identify employment opportunities for people with sight loss.
Imagine…

If you had some degree of sight loss, how would you access services offered by your organisation?

• What would you have to do differently?

• What would the organisation have to do differently?
Partnership
Working
Focus on Employability with....
Condition Management Team (CMT) based within JCP.

• support clients by helping them to gain a better understanding of their health condition and to explore strategies for dealing with it.

• Dealing with stress, anger and anxiety.

• Based on principles of Cognitive Behaviour Therapy.

• One to one counselling

• Four to Sixteen sessions
Background

• 100 FOE clients on Health related benefits
• No referrals of blind and partially sighted people to CMT.
• Understanding needs of client group
• Agreed to review referral process.
• Assist with presentation and accessibility of programme.
Agreed action

• Pilot short CMT workshops - six FoE service users invited to attend.
• Four two hour sessions over four weeks.
• Held within familiar surroundings - Partick
• Two facilitators deliver course with support from FoE..
CMT attendees

• Three male, Three female
• Age range 28 - 55 years
• Four with acquired sight loss later in life, two since birth.
• Three with additional disabilities
Sessions Covered

- Managing stress,
- Dealing with unhelpful thinking,
- Relaxation techniques,
- Talk by DEA
- goal setting.
Outcomes

• Within 6 weeks all six had moved into training
• Of those three have gained certificates in IT and moved into volunteering.
• One found work
Focus on Employability

With

Glasgow Libraries
Problem

• Inaccessibility of computers within mainstream employability services.

• Difficulty in accessing vacancies and information on services

• Excessive cost of specialist software.

• Lack of training in IT.
Solution

• Local libraries had screen magnification software on all PCs, speech on limited number.
• Technology training delivered to staff.
• Advice and support to develop accessible training materials.
• Agreed pilot induction and training
• Supported delivery of introduction to IT for ten FoE service users.
Outcome

- Nine service users completed Equal Skills (pre ECDL) certificated training.
- Accessible Touch Typing course purchased for use within libraries.
- Large print keyboards available throughout Glasgow.
- Saturday morning touch typing course held at Ibrox library - 7 attended.
Future partnerships?

- NHS Tayside
- The Richmond Fellowship
- Momentum Scotland
- ENABLE Scotland
- WHSS
- Jobcentre Plus
- CVS Fife

- Scottish Government
- NHS Greater Glasgow and Clyde
- NHS Education for Scotland
- Child Poverty Action Group in Scotland
- Enable – Open Futures
Task

• Split into groups, consider 'What can you do with the support of your team to facilitate access to or a better understanding of your service?'

• Briefly discuss your services. Investigate how you could develop partnerships with other organisations.

• Present back to the group
What support is available

- RNIB Scotland for advice, support and training.
- RNIB work matters DVD and other publications @ www.rnib.org.uk
- Access to work for employment
- Equality and Human Rights Commission.
- Local society for blind
- Disability organisations