



## CURRENT CHALLENGES

David is deaf and uses sign language and lip reading to aid communication.

He also, when necessary, has an interpreter if attending specific training or meetings but this is not always necessary. Adhoc meetings require lip reading and ensuring he is sat in a position to do this. His manager and peers recognise this. As David has been in post for some time, he is confident in his role and has no hesitation in asking peers to slow down or repeat. Also, quite a few of his peers have attended his training and now use sign language with him. David views sign language as a normal form of communication and passionately promotes that everyone should learn it.

# DAVID

## Sign Language Tutor

AGE 45

GENDER Male

NATIONALITY Welsh

**FAMILY SITUATION** Has 2 children aged 5 and 15 and splits childcare with his wife who works full time. The 5-year-old has a minor hearing impairment which has improved after a successful cochlear implant.

**JOB/CAREER** Sign Language Tutor for the local council for the past 15 years. Also works part time delivering training on Sign Language.

**PERSONAL THOUGHTS ON GENDER EQUALITY** Very knowledgeable on human rights and gender equality and always supports others to reach their full potential. He is also very knowledgeable on disability rights to support others but sometimes overlooks his own rights.

## ATTITUDES AND EMOTIONS

- David is an excellent teacher, able to put others at ease and to convey his teaching in a creative, fun and enlightening way. He is also very good in his current role, a key member of the team, he is well liked and well respected.

## MOTIVATIONS

- David is highly motivated, loves his work and always gets good results and shows commitment to the work he does. He aims to increase awareness of sign language in both the deaf community and hearing community with a motivation to break down barriers, misconceptions and bring the 2 communities together – increasing greater acceptance of sign language for everyday life. He has often thought about writing a book about his experiences.

## WORK SITUATION

- David delivers sign language courses to deaf and non-deaf learners and generally delivers 4 accredited classes per week. The rest of the time he is office based, ensuring all administration duties relating to the training are in place – this can include ensuring standardisation, quality and preparation for moderation are all in place. He has had special recognition for his work in mixed classes – deaf learners and non-deaf learners on the same training. He has been overlooked for the role of Quality Manager in the past. The role is available again and it is part time which would suit his needs. He is hesitant to apply as although he believes he can do the role, his deafness is holding him back – which is very unlike David. This could be doubts due to being unsuccessful previously or it could be fear of further rejection. His wife thinks he should apply, and he has a portfolio of evidence to support the work he has done within the organisation to ensure Quality Standards. His manager has not mentioned the post or encouraged him to apply. His wife says it would be discriminatory to not consider David for this role.

## Manager's questions

- What diversity and inclusion challenges are there in this situation?
- What needs to be in place to support the recruitment process for David?
- What can I learn from this?
- What can the team learn from this?
- What can the organisation learn from this?

## Peers/colleagues' questions

- Should staff be encouraged to learn sign language to communicate with David?
- How can we do this?
- Can we do this in work time?
- What if I don't want to? I feel silly doing it but I don't want to say.



## Individual's questions

- David wants a one to one meeting with the manager to discuss his own personal development. Do you think I could do this new job and if not why?
- What could I do to be interview ready?
- Should I bring a portfolio of evidence together to show the work I have done already?
- Should I get testimonials to back up the work I have done?
- Can support be given to help me to be successful?
- Can I put myself forward for any training to help me achieve?
- Why did I not get offered feedback when I was unsuccessful last time?

## Policymakers' questions

- Is subtle discrimination happening due to ignorance?
- The local council have always aimed to break down barriers and to be inclusive. However, why did David not receive feedback when he was unsuccessful for the post, last time?
- Has he received professional development at any time or has this also been overlooked?
- Have other staff received professional development or is this a wider issue?

