



Introducing: WorkAbility

Not all disabilities are visible. We are committed to promoting inclusivity, accessibility and support for all individuals with disabilities in the workplace.

Our mission is to raise awareness of the challenges that colleagues with disabilities across Lambert Smith Hampton face, to identify barriers, recommend solutions and drive forward policy to better create a level playing field on which everyone can reach their full potential.

Disability Confident Committed

In December last year, we announced that as a business we had achieved Disability Confident Committed (Level 1). Our enrolment in this scheme serves as a promise to hold ourselves accountable for putting measures in place to ensure inclusion and diversity in our workplace.



The scheme is aimed specifically at recruiting and retaining great people from the widest possible pool of talent, and also challenging attitudes and increasing understanding of disability.



We are now working to achieve Disability Confident Employer (Level 2). This level assesses the practices that we have in place to support inclusive recruitment, alongside the retention and development of colleagues with a disability or health condition.

So we will be updating our recruitment and internal career progression processes, to make sure that they are as inclusive as possible. We will also work to promote an internal culture of being Disability Confident, so that colleagues feel comfortable to disclose any conditions for which they feel they need further support, and then follow through on that support where it is needed.

Neurodiversity - what does this mean to us?

Neurodiversity has become a 'hot topic' in recent years, which has positively spread awareness of conditions such as ADHD and autism in society and the workplace, but which also has the potential effect of leading to 'labelling'.



Our aim is to raise awareness in this space by focusing on the fact that no two people (or two brains) are the same, and that these differences influence how we approach tasks at work. Every person has their own individual strengths and challenges which allow them to bring different perspectives to a problem or task.

Research has shown the positive impact of bringing together groups of people who 'think differently' around decision making tables. This is particularly evident in some of the largest companies of the 21st century, such as Microsoft, Google and Apple, who actively recruit a neurodiverse workforce.

For a business to perform to its fullest potential, we need to reframe our thinking around neurodiversity. People whose operational styles don't fit what is classed as the 'norm' don't need to be labelled and put into categories associated with specific assumptions; rather we need to see every individual as having different neurocognitive capabilities and understand how vital it is to recruit people on that basis.

The Neurodiversity Umbrella Project



The ADHD Foundation is the UK's leading neurodiversity charity. If you click on the image above, you will see their 'strength-based' approach to neurodevelopmental conditions.

[The Neurodiversity Umbrella Project](#) is a collection of installations of thousands of umbrellas across the UK, aimed at celebrating the strengths of individuals who 'think differently'.

International Day of People with Disabilities: 3rd December



[International Day of People with Disabilities](#) is a United Nations initiative which aims to promote the rights and wellbeing of persons with disabilities in all spheres of society. The annual observance of this day increases awareness of the situation of persons with disabilities and helps to remove barriers to their inclusion in society.

Watch this space for how we plan to mark this day.

Getting Involved

We welcome support and involvement in these initiatives from any colleagues across LSH who wish to contribute. Sharing stories or information around disability and neurodiversity, and how these influence you and your work is a great way to raise awareness.

But as a start point, we would really like to improve our understanding of our people so that we can tailor future activities that reflect LSH and have impact. If you haven't already done so, we encourage you to complete your Diversity Data Monitoring Form via the link below.

[Click here to complete your Diversity Data Monitoring survey](#)

Join the WorkAbility Network Teams Channel

To be part of the action, [email LSH Together](#) with 'Join WorkAbility Network' to be added to our dedicated Teams Channel. This will be a safe space for you to share your experience and keep up to date with industry-related updates, networking and social opportunities.

Remember, you do not have to identify, we are also looking for allies. Allies are a hugely important part of this agenda as they can create opportunities for marginalised communities to amplify their voices and promote equity and justice; serve as mentors and enhance the culture of inclusion by engaging and educating others within the firm.