

NOT EVERY DISABILITY IS VISIBLE: We have pledged our commitment to supporting employees with invisible conditions.

Working with Crohn's & Colitis UK, we want to make a real change to the wellbeing of our employees by recognising the specific challenges faced by people with invisible disabilities and chronic conditions.

An estimated 1 in 7 people in the UK live with an invisible health condition¹ and we know that this figure includes our staff. We've joined Are You IN?, part of the award-winning Not Every Disability is Visible campaign, to make sure everyone with an invisible disability or condition has the support they need to thrive in the workplace.

[\[If you have an employee with a personal connection to the campaign and they are happy to share it, their story can go here\]](#)

Our pledge

Now that we've pledged our support, we will be able to review some of our policies, make changes to our staff training and update our digital and office assets.

[\[Select the following paragraph according to your current pledge level\]](#)

We are proud to be joining this campaign as a **Silver standard company** committing to the following nine pledges:

APPOINT

- **We will** appoint an Invisible Condition Rep as a point of contact to signpost colleagues towards the campaign resources and our relevant company policies or employee assistance programmes. Please note, a training guide covers the specific remit of this role, which is not an advice-giving role.
- **We will** install Not Every Disability is Visible accessible toilet signs in all our accessible toilets.

EMPOWER

- **We will** empower managers, HR and people living with invisible conditions to talk with confidence about invisible conditions by promoting Not Every Disability is Visible conversation guides. They give tips, practical examples, and support on how to approach conversations about invisible conditions.
- **We will** train and educate all staff on invisible conditions and, specifically, Crohn's and Colitis, using a range of training options from apps to videos and infographics.

1. Psychreg. Not Every Disability is Visible': What Are the Most Common 'Invisible' Disabilities?. 2020 (v1.0) - one in seven people in the UK have an invisible condition (p.3) Combine all those numbers up, and we are looking at almost 1 in 7 people in the UK.

- **We will** comply with current government recommendations for a COVID-19 safe workplace, including conducting a risk assessment where an employee at moderate or high risk of complications from coronavirus is asked to come back to the company workspace.
- **We will** consider, both currently and as part of a post-COVID climate, offering remote and flexible working hours as a means of not only improving employee wellbeing but also productivity and job satisfaction.

INFORM

- **We will** roll out a selection of campaign assets to promote staff engagement with the campaign, choosing from email signatures, Outlook profile pictures, screensavers, stickers and posters.
- **We will** announce our support of the campaign internally and externally, via this internal comms, a press release and social media posts.
- **We will** report bi-annually in the first year and annually thereafter on pledge implementation and the impact on our staff, using a short survey.

OR:

We are proud to joining this campaign as a **Gold standard company**, committing to the following key pledges:

[Please copy and paste the Silver pledges above, and select which of the following three gold pledges you are planning on implementing]

- **We will** offer remote working and flexible working hours to staff.
- **We will** promote our campaign pledge badge externally on some our company literature such as email signatures, recruitment packs and the website etc. **[Please select as appropriate]**
- **We will** illustrate, through a case study, the work that we are doing within the invisible condition space, and publish it on our website.
- **We will** host a Not Every Disability is Visible virtual launch event for all our employees.
- **We will** facilitate the sign up of any sister companies and / or suppliers to the campaign.
- **We will** talk to Crohn's & Colitis UK about other ways we may be able to support their work.
- **We will** fundraise for Crohn's & Colitis UK.

CROHN'S & COLITIS UK

We will be rolling out invisible disability training over the next several months and are also looking for people to help shape this work and act as champions for the campaign.

Keep an eye out for the following logos appearing throughout our work:

[Please select the relevant pledge badges]



What can you do?

In addition to our pledges as a company, we are looking for reps and allies to play an active role in this campaign and support people with invisible conditions who may need additional support. If interested, please contact [\(insert contact details of your key contact for the campaign, usually HR\)](#).

We're really excited to be working on this, and we hope you are too. Even more exciting is the chance to enhance our workplace for people with Crohn's, Colitis, and all other invisible conditions. We can't wait to get started!

The 2021 Not Every Disability is Visible campaign activities, including Are You IN? have been developed by Crohn's & Colitis UK in partnership with, and funded by, Janssen-Cilag Limited.

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