

R N I B

See differently



Rebuilding
lives after
sight loss



Macular Society
Beating Macular Disease

Our shared commitment to Lived Experience Leadership

As the UK's leading charities for people with visual impairment, we recognise the particular value of lived experience of sight loss within our workforce and leadership teams but we know we need to do better. We are committed to increasing the number of blind and partially sighted people employed within the sector, at all levels including senior management.

Fair and equal access to employment and professional development opportunities are a crucial part of our shared vision for an equal society. We acknowledge that the change we want to see has to start within our own sector, we must take the lead to challenge and change the inequalities that exist.

We recognise that lived experience of sight loss has not always been perceived or used as an asset in our operations. This is reflected in employment numbers of blind and partially sighted people within the sector which are significantly lower than might be expected.

Our ambition is to create and accelerate significant change. By increasing the number of people with sight loss employed in the sector, we will become better at what we do and become an exemplar for other sectors.

In doing this we recognise the special value brought by lived experience of sight loss to our shared mission. Some organisations will look to increase representation from groups with additional characteristics aligned to their own mission. Collectively, we remain committed to improving broader diversity of workforce and customer groups.

Today we are committing to the following actions:

- Every year we will share our progress on attracting, retaining and developing a workforce with increased representation of people with lived experience of sight loss.
- We will attract more people to the sector by improving our recruitment processes, operational systems and working practices to ensure lived experience is recognised and highly valued.
- We will create a cross-sector specialist portal for potential employees, providing a positive, authentic, and honest expression of working in the sector with lived experience. It will be a route to personal development for aspiring applicants and include self-serve training, application advice, networking opportunities and practical information such as Access to Work and mentoring, as well as all current vacancies.
- We will develop training and leadership programmes, including development for future senior leaders, built on the value of lived experience as an asset and build connections across the sector.
- We will identify professional development and progression opportunities for individuals within our organisation and across the sector.

By working together we will use our resources efficiently and share best practice and learning. Our work will continue to be steered and held to account by a cross sector group of leaders with lived experience of sight loss.

Collectively, we will redefine the standards we expect of ourselves and each other to achieve our shared ambition of greater representation of lived experience.

April 2022
