**Disability History Month: Our Stories.**

**Video transcript: Hannah.**

I'm Hannah. I'm a University of Kent staff member. Working from home has made a huge difference for me personally. It has meant that I can have rest periods, I can work when is suitable for me, but also my employer. Particularly bad pain days, I can have a lunchtime nap or finish early and kind of roll over my hours to another time.

The pandemic brought us so many awful things, but the one thing that has been a real benefit has been the flexibility and adaptability for not just staff at the University, but around the world, to work in a more flexible manner. I would really advise students, staff if you haven't considered asking for reasonable adjustments, which you are legally eligible for, but also very much within your rights to access, considering some kind of hybrid working or flexible hours.

In my role as employability adviser supporting students, some of whom who are disabled themselves, I can speak from a personal experience as to how asking for reasonable adjustments has been life changing. Thankfully, over the last 10/20 years, attitudes to disability have definitely improved, I would say. However, we encounter things on a near-daily basis where either people try to cure you -

and for me, I have multiple invisible illnesses, all of which do not have a known cure currently, and are things that can be managed with medication, rest. Changing the environment that I work in, live in, to be able to work for me. But I would say to anyone who is not disabled to listen to the disabled people in your life, listen to what they need, and don't impress upon them what you think they need.

That could be, you know, just listening and taking into consideration seating arrangements. If you're organising a meal or a meetup, you know, is there step-free access? Is it a particularly loud and exhausting environment for someone if they have social communication difficulties to kind of think about that - put yourself in the disabled person's shoes.