

Project no.: 539892-LLP-1-2013-1-SI-ERASMUS-EKA

Grant Agreement no.: 2013-3750/001-001

Project Title: ERGO WORK – Joining academia and business for new opportunities in creating ERGOnomic WORK places

Programme: Lifelong Learning Programme, Erasmus

# ERGOWORK

ERGOWORK - Joining academia and business for new opportunities in creating  
ERGOnomic WORK places

## KNOWLEDGE VISIT

Workpackage: *WP7 In-depth Analysis in partner countries*

Deliverable: *D7 Knowledge visit*

This project has been funded with support from the European Commission. This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

## 1 DOCUMENT CONTROL

### 1.1 Document history

Date	Version	Change	Author
29.11.2013	0.1	Initial version	Author
29.11.2013	0.2	Confirmation by PM and PMG	Project manager, PMG
29.11.2013	Final	Implementation of suggested changes	Author

### 1.2 Document distribution list

All members of ERGOWORK project group, public.

### 1.3 Document location

Latest version of the document is available at: DROPBOX, ERGO WORK 2013\WP2\_In-depth Analysis/d7\_Knowledge visit.

### 1.4 Document privacy

Project team	The Agency	Public
yes	yes	yes

## 1.5 Table of Contents

1	Document control .....	1
1.1	Document history .....	1
1.2	Document distribution list.....	1
1.3	Document location .....	1
1.4	Document privacy .....	1
1.5	Table of Contents .....	2
2	Report on Knowledge Visit 29th November 2013.....	3
2.1	Background.....	3
2.2	Visit 1: Hereward College ( <a href="http://www.hereward.ac.uk">www.hereward.ac.uk</a> ) .....	3
2.3	Visit 2: Severn Trent Water ( <a href="http://www.stwater.co.uk">www.stwater.co.uk</a> ) .....	4
3	LEGAL DISCLAIMER.....	4

## 2 REPORT ON KNOWLEDGE VISIT 29TH NOVEMBER 2013

### 2.1 Background

The Knowledge visit was organised by P7 (Coventry University) in the United Kingdom to occur in conjunction with the Partner meeting 1 - Kick-Off Meeting. The two visits aimed to illustrate the UK context and demonstrate good practice examples in terms of Ergonomics and Universal Design in respect to workplaces and with an emphasis on persons with disability (PWD). To give context to the visits, an overview of the UK legal perspective was first given by Sarah Lewis, the Equality and Disability Manager at Coventry University.

### 2.2 Visit 1: Hereward College ([www.hereward.ac.uk](http://www.hereward.ac.uk))

Hereward College is a further education College in Coventry providing both day and residential places for students with diverse and complex support requirements. The college also employs disabled staff. This visit aimed to demonstrate the wide range of specialist and fully accessible facilities available for those with disabilities in the UK.

The local college environment is highly specialised, but staff also have to support students going out on work placements to a range of companies that may not have such specialised facilities.

Paul Doyle, Head of Access, Research and Development facilitated the visit. The Hereward Access Centre provides assessments for individuals in need of assistive technology services and non-medical helper's support. This can enable them to participate fully in their living, learning, and work environments. Through this service they identify difficulties and hurdles in education, training, employment and independent living and recommend assistive technology solutions on a case by case basis.

Paul provided an overview of the funding from various government schemes to support students with disabilities. He was also able to show a range of good practise working environments and adaptations that have been made within the college. The tour included:

- The Assessment Centre (with examples of a variety of ergonomic office chairs, seating to support people with postural challenges, keyboards, laptop stand);
- A building entirely purpose built for wheelchair access and safety;
- Classrooms arranged for maximum wheelchair access, with dyslexic white-board (pink);
- A fully accessible drama studio with back of house lighting/mixing console area,
- A fully accessible television studio, fully equipped music studio with mixing desk;
- Art rooms with computers for digital art;
- A physiotherapy department with the focus being on improving students' capacity;
- Standing aids available to encourage wheelchair users to stand for periods in the day.

There is an emphasis at Hereward on enabling students to achieve in education and also on expanding students' aspirations to a wide range of employment. Prepared by: L.Moody & J. Saunders, Coventry University

### 2.3 Visit 2: Severn Trent Water ([www.stwater.co.uk](http://www.stwater.co.uk))

Severn Trent Water (STW) focuses on the provision, removal and treatment of water in the UK and internationally. They are a private company (FTSE 100) and employ over 5,500 people from a wide range of backgrounds - scientists, maintenance workers, contact centre staff, administrators and engineers. There is a strong focus on corporate responsibility and sustainability. This visit aimed to demonstrate an employer focusing on inclusion and integration of persons with disabilities within the workforce.

The visit was led by Wendy McClay a Health and Safety Advisor for STW at their Coventry site, with support from Occupational Health and the Health & Safety team leader.

The Coventry building is 3 years old and provides a good example of a new building where great care had been taken to design and build for inclusivity in the workplace. The tour involved demonstration of:

- A hot-desking environment where all desks are equipped with adjustable height monitors on swing-arm and fully adjustable (Herman Miller) office chairs;
- 4 height adjustable desks per floor;
- An outside area fully accessible with ramps;
- A lift providing wheelchair access to car park;
- Health & safety arrangements for wheelchairs in evacuation, plus evacuation plans for each person with disabilities;
- A Well-being room on each floor, with soft lighting and comfortable seating, for ad hoc rest periods for employees, situated alongside a 'sick bay' with bed, sink and first aid area;

Occupational Health's goal is to enable people to keep working, or hasten return to work, in event of an injury or health issue. An example was given of how an employee with disabilities was initially supported for home-working, then enabled to return to the workplace after several years. A personal statement was included from an employee in a wheelchair

Severn Trent do not count the number of disabled employees but instead adapt the workplace on an individual basis to take account of employees with permanent or temporary issues. The focus is on employees, but these policies also extend to recruitment. The company uses an electronic workplace assessment tool (i.e. online).

A company initiative 'Fit for the future' was described to encourage employees to stay fit – the company is aware it has an ageing workforce. Although our tour was of an office building, the team pointed out that Severn Trent's occupational health policies were extended to all staff, such as drivers, maintenance, manual workers and other field staff.

## 3 LEGAL DISCLAIMER

***This project has been funded with support from the European Commission.***

***This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.***

***For other languages see:***

[http://ec.europa.eu/dgs/education\\_culture/publ/graphics/agencies/use-translation.pdf](http://ec.europa.eu/dgs/education_culture/publ/graphics/agencies/use-translation.pdf)