ï»¿1
00:00:00,000 --> 00:00:02,080
Coke saw past the wheelchair and saw me

2
00:00:02,080 --> 00:00:04,480
and gave me the opportunity.

3
00:00:04,480 --> 00:00:05,480
They didn't think to themselves

4
00:00:05,480 --> 00:00:08,400
'Right, what can this guy in a wheelchair do?'

5
00:00:08,400 --> 00:00:10,560
They thought 'What can this guy do?'

6
00:00:10,920 --> 00:00:13,120
My name's Mo, and I'm a merchandiser

7
00:00:13,120 --> 00:00:15,160
for Coca Cola European Partners.

8
00:00:15,160 --> 00:00:18,240
Being a marchandiser is a really physical role.

9
00:00:18,240 --> 00:00:20,440
With minimum amounts of adjustment

10
00:00:20,440 --> 00:00:23,200
Mo's been able to not just succeed in the role,

11
00:00:23,200 --> 00:00:24,760
but excel in the role.

12
00:00:25,480 --> 00:00:28,120
I'm Nick Forkin, I'm a Senior HR Business Partner

13
00:00:28,120 --> 00:00:29,600
at Coca Cola European Partners.

14
00:00:29,600 --> 00:00:31,840
I'm very pleased to be able to say that we are

15
00:00:31,840 --> 00:00:33,480

members of the Disability Confidence Scheme.

16
00:00:34,040 --> 00:00:36,440
It was 18 years that I hadn't been employed.

17
00:00:36,440 --> 00:00:39,080
No one would ever see past the disability.

18
00:00:39,080 --> 00:00:42,120
Just under 18 per cent of the UK population have a disability.

19
00:00:42,120 --> 00:00:45,600
We want to be as diverse as we possibly can

20
00:00:45,600 --> 00:00:47,120
We want to represent the society

21
00:00:47,120 --> 00:00:48,760
that we all live and work in.

22
00:00:48,760 --> 00:00:50,840
The Disability Confidence Scheme is a great way

23
00:00:50,840 --> 00:00:53,040
of reaching out to that community

24
00:00:53,040 --> 00:00:54,200
and that talent pool.

25
00:00:54,960 --> 00:00:57,480
I got a phone call from my hiring manager

26
00:00:57,480 --> 00:00:58,960
who offered me the position.

27
00:00:58,960 --> 00:01:00,720
It was just amazing.

28
00:01:00,720 --> 00:01:03,520
I felt overwhelmed, I literally wanted to cry,

29
00:01:03,520 --> 00:01:05,640
but then I wanted to jump in excitement!

30
00:01:06,640 --> 00:01:09,640
The Disability Confidence Scheme is a series of

31
00:01:09,640 --> 00:01:11,560
commitments to make

32
00:01:11,560 --> 00:01:13,600
small changes to the way that we work

33
00:01:13,600 --> 00:01:16,480
to the way that we support employees.

34
00:01:16,800 --> 00:01:18,320
My name is Christine Southern,

35
00:01:18,320 --> 00:01:21,640
I'm a Sales Manager for Coca Cola European Partners.

36
00:01:21,640 --> 00:01:24,320
I was diagnosed with multiple sclerosis.

37
00:01:24,320 --> 00:01:27,280
I was terrified that I was about to lose everything

38
00:01:27,280 --> 00:01:29,120
and staying employed has meant the world to me.

39
00:01:29,120 --> 00:01:31,520
And they've really just offered me loads of

40
00:01:31,520 --> 00:01:33,600
reasonable adjustments that they can make

41
00:01:33,600 --> 00:01:38,480
to make my day-to-day life at work...workable.

42
00:01:39,040 --> 00:01:41,080
The process for signing up to Disablility Confident

43
00:01:41,080 --> 00:01:42,648
 is genuinely really easy.

44
00:01:42,648 --> 00:01:45,120

It is online, it is a free process.

45
00:01:45,440 --> 00:01:46,520
Ever since I've been working

46
00:01:46,520 --> 00:01:48,135
life's changed so much for me,

47
00:01:48,135 --> 00:01:51,135
I have a sense of worth and...

48
00:01:51,136 --> 00:01:53,096
sorry, I get a bit emotional about this one,

49
00:01:54,456 --> 00:01:57,203
it's more like for so long

50
00:01:57,203 --> 00:01:58,323
where someone has told me that

51
00:01:58,323 --> 00:01:59,763
I couldn't do something, couldn't do something,

52
00:01:59,763 --> 00:02:00,515
couldn't do something

53
00:02:00,515 --> 00:02:02,280
and then out of nowhere, you know,

54
00:02:02,280 --> 00:02:04,105
I work here and

55
00:02:04,105 --> 00:02:05,840
it just makes me feel overwhelmed.

56
00:02:06,160 --> 00:02:08,153
If I was going to give any advice to

57
00:02:08,153 --> 00:02:09,640
another organisation that's considering

58
00:02:09,640 --> 00:02:11,440
signing up to the Disability Confidence Scheme,

59
00:02:11,440 --> 00:02:13,240
it would simply be: dive in, have a go.

60
00:02:13,240 --> 00:02:14,400
It is really simple,

61
00:02:14,400 --> 00:02:15,880
the benefits are enormous,

62
00:02:16,120 --> 00:02:17,263
you won't look back!