

POWER 100 2015

Britain's most influential people with a disability or impairment

Foreword

Message from Mark Harper, Minister of State for Disabled People

I'm committed to enabling disabled people to full their potential. That is why I welcome the Power 100 for recognising and celebrating an extraordinary range of disabled people and their achievements in all aspects of life, from education, politics and law through to sport and media.

Raising the profile and increasing the visibility of the huge contribution that disabled people make sends a powerful message to society.

And it is a message of inspiration. It shows that aspiration and ambition should be without limits.

I'd like to thank the Power 100 for helping to spread that message and for bringing together role models who can inspire all of us. And I want to congratulate those on the list for what they have achieved and for showing us just what is possible.

Foreword

Recognising the most influential disabled people in the United Kingdom is an important step forward in breaking down barriers and promoting greater equality.

This is the first time a power list magazine has featured the achievements of disabled people and Shaw Trust is proud to celebrate this ground-breaking publication.

Attitudes towards disabilities are changing. The support for our Paralympic athletes during London 2012 broke records and inspired the world.

The Power 100 is a key tool to inspire all disabled people, promote a 'can-do' attitude and reduce stereotypes. I was overwhelmed by the struggles many of those listed faced and how they triumphed over adversity to lead fulfilling lives. This is important for younger generations of disabled people, who will read the list of role models and be inspired.

Many of the individuals featured are leaders in their respective fields. From business to sport, this year's Power 100 highlights a large variety of senior positions that people with disabilities hold. I hope it will act as a game-changing moment for the disabled community.

Shaw Trust would like to congratulate all those featured in this publication. It was not an easy task to compile the final

100 – many other influential disabled people did not make it on this year's list and should be acknowledged for their achievements too.

There is still more work to be done before we create an equal society, but Shaw Trust is committed to promoting the major contribution disabled people make in Britain. I hope the Power 100 will be remembered by the disabled community for inspiring generations of people to realise their full potential.

Roy O'Shaughnessy - Chief Executive, Shaw Trust

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Editor's Letter

As you can imagine, on being approached to compile this list I couldn't help but have a slight sense of dread at how on earth I was going to go about it.

From the off, we agreed that this is a list that we want to be inspirational.

It's a list we hope the younger readers can look at that offers encouragement and belief to achieve.

Personally, I can only hope this list goes some way to achieving these aims, and it is the reason why we have worked hard to ensure this list is as good as it can be.

I will hold my hands up and confess that this is no doubt not perfect, there will be people that could and should have been on the list that aren't. There will be debate, and this feels healthy, as we want this list to become part of people's consciousness and get them to start thinking about who may be on the list next year.

Eligibility and definition of disability was something that of course causes debate, and we decided that there was no disability that we should leave out, discriminate against or ignore. Generally we have included people if they self-identify as disabled, and kept it as simple as that.

It has been a pleasure to work on the list, to research and uncover so many fantastic characters and to present them to you here. The careers forged and showcased offer an amazing insight into some incredible individuals.

Before I sign off, I'd like to thank the judges: Mike Nussbaum, from Shaw Trust, Selvin Brown of the Cabinet Office, Geoffrey Williams, from Thomson Reuters and Kate Headley from Clear Company, as well as the Chair of the panel, Alex Brooker, who needs no introduction.

Finally, thank you to the Powerful Media team for letting me be a part of this journey, I look forward to seeing how this grows and develops over many years to come.

Regards, Dom

Meet our Chair

Normally Alex Brooker would feature high up on a list such as this, but we were looking for the best person we could find to head up the judging panel and he duly obliged

When we were looking for a chair for our panel, we knew only the best would do. And that is certainly how we would describe 30-year-old Alex Brooker, who if were to be placed on this list or any list such as this, would most certainly sit comfortably in the top 10.

The journalist and television presenter is currently one of the most exciting talents in British media, despite booking his first mainstream job just four years ago.

This was as one of six fresh new faces brought in to host Channel 4's coverage of the London 2012 Paralympic Games. He landed the job in 2010, after beating hundreds of other young entrants across the country, who took part in a nationwide competition titled Channel 4's Half a Million Quid Talent Search, which aimed to find undiscovered disabled talent for the channel.

Alex who was born with arm and hand disabilities and has a prosthetic leg, shone on screen, including during his interviews with David Cameron and Boris Johnson, making a

huge impact on viewers and impressing TV bosses who later asked him to be the co-host of an innovative ground-breaking new show they were working on called The Last Leg. This nightly round-up show for the 2012 Paralympic Games, ditched political correctness, replacing it with a wicked sense of humour and a rare-but-refreshing bluntness, in a bid to remove the 'awkwardness' that a large number of Britons often feel when it comes to discussing disability. Alex was praised for his 'refreshing frankness', on a show with a format that had never been done before, in terms of style and topic, and combined with the fact that it is fronted by presenters who have disabilities. (Main presenter Adam Hills wears a prosthetic foot.)

The Last Leg regularly received up to one million viewers and due to its popularity was brought back for another four series, the last one broadcasting in August and September, 2014. The show has also attracted a wide range of high-profile guests such as Carrie Fisher, Idris Elba, Jonathan Ross, Jimmy Carr and Jonnie Peacock.

Alex showcasing himself as a presenter, 'who just happens to have disabilities', as opposed to a 'disabled presenter', has been majorly significant and has done a tremendous amount to change public perception around disability. It has made him a role model to thousands of disabled young people across the UK, as well as thousands of aspiring young TV presenters across the UK, be they disabled or not.

In May 2014, he fronted a campaign called End The Awkward, run by disability charity Scope, appearing in three adverts, which again highlighted the discomfort many people feel when it comes to disability, and aimed to break down barriers surrounding this.

Alex continues to break down misconceptions about disability with a range of high-profile projects, including presenting a 2013 one-off documentary, Alex Brooker: My Perfect Body, which looked at body image, and co-hosting celebrity reality TV show Jump, with Davina McCall. His regular appearances on established Channel 4 panel shows such as 8 Out of 10 Cats, Never Mind the Buzzcocks, and Virtually Famous is another example of this.

Alex graduated from the Liverpool John Moores University in 2006 and used to be a football reporter on the Liverpool Echo, a job he dreamed about doing since he was a kid. He later worked at the Press Association.

He is proud to be the chair of the inaugural edition of Power 100 and told us: “If there was something like this around when I was a kid, it would have made a huge difference for me. It’s so refreshing to see role models for disabled people and those with impairments, across all sectors, not just sport.”

We chose well.

Disability in History: the change-makers

Societal acceptance for people with disabilities is an ever-changing and ever-evolving process. Where there is change, there are change-makers. Throughout history, we see many examples of people who have positively contributed to the lives of disabled people around the globe. Kat Deal takes us on a journey

Change has occurred across many centuries in the form of inventions, social mind-set transformations and political activity. The New Testament's 2000-year-old depiction of Jesus as a befriender of the disabled has influenced countless communities and individuals. As a direct consequence of this attitude of love and of aiding of the disabled, monasteries and Christian groups became the main source of hope, care and comfort to those with disabilities for centuries, especially before hospitals and other medical provision for the disabled existed. The importance and scale of their work became more evident after a rapid decline in help following the dissolution of the monasteries under Henry VIII. Rapidly deviating from the norm of his own time, today Jesus's teachings are still transforming people's attitudes of how the disabled should be treated.

Another huge area of development has been in education. It should come as no surprise that disability and a lack of intelligence have been seen to go hand in hand. Throughout history, education for people with disabilities was largely unheard of. A breakthrough occurred in the 1530s, when a Spanish monk, Pedro Ponce, proved that there is no connection between people's hearing impairment and their intelligence. He proceeded to teach deaf children how to read, write, do mathematics and speak. This was a major breakthrough for the deaf community. Louis Braille's 19th century invention of a series of raised bumps that represented letters has allowed blind people all over the world to read and receive an education.

Before this time, blind people had to rely on others to read to them. Braille represented another huge step towards independence and independent learning.

Then came the extraordinary Helen Keller. Born in 1880, Helen was left deaf and blind after a childhood illness. She couldn't talk or communicate with the outside world and, understandably, her behaviour reflected these frustrations until a remarkable woman named Anne Sullivan entered Helen's life and completely transformed it, helping her gain access to the world and all the possibilities in it. She was the first deaf-blind person to gain a college degree and she went on to write seven books, star in a film about her life, share her story around the world and fight for the rights of disabled

people and for other social and political issues. Helen changed not just able-bodied perceptions of disability, but disabled people's perceptions of themselves, and she proved that even the most sensory impaired person could attain the same level of education as others.

A more recent figure has completely redefined our academic expectations of even the most severely physically disabled people. Born in 1942, Stephen Hawking is one of the greatest intellectual minds in recent history.

Diagnosed with a type of Motor Neurone disease aged 21, Hawking eventually became unable to speak and walk and is now almost totally paralysed. Although his physical health declined, his scientific discoveries continued, and he has since been the recipient of many academic awards, authored top-selling books and has established himself as an intellectual force on par with both Albert Einstein and Isaac Newton.

Throughout history, there have been many disabled people with talents and gifts. Music and disability have been intricately linked even as far back as Ancient Greece where, in Homer's *Odyssey*, Demodocus is granted the gift of music when his sight is taken away.

This connection between blindness and musical ability was to become more apparent in the 20th century with the global figures of Ray Charles and Stevie Wonder. Blind musicians were being constantly seen and heard, and their music

enjoyed. As lyric writers, they invite us to experience the world as they see it. They made massive changes in their field, but also in how blind and disabled people are viewed in the music world.

In the late 18th/early 19th century, the famous pianist and composer, Ludwig van Beethoven, proved that deafness and musical creativity and ability are not mutually exclusive. Though he started his musical career with his hearing intact, he began going deaf aged 31 and subsequently wrote some of his most famous compositions totally deaf. Although a loss of hearing is feared by musicians, Beethoven proved that he didn't need to hear externally to create great musical works.

At the present time, we see a similar spirit in deaf percussionist Evelyn Glennie who has made a fantastic career out of music. In *Hearing Essay*, she describes hearing thorough vibrations of the different parts of her body.

She took the time to work out how to hear music differently so that she could play like everybody else, showing the world that their perception of the musician is skewed, and advising other deaf people how to 'hear' music, to unlock a whole world for them to enjoy.

We see a similar attitude in the development of disability sport. Being a sportsperson is all about being the fastest, strongest, fittest – traits not naturally associated with disabilities. Nevertheless, in 1948 Ludwig Guttmann paved the way for these determined and strong human beings to

have their own competition. Now known as the Paralympics, they have today become the second biggest sporting event in the world and we see incredible athletes perform physically demanding tasks, showing nondisabled and fellow-disabled people alike that with the right mind set, physical greatness is possible. The most well-known of these athletes is Oscar Pistorious, who has won six Paralympic gold medals in the T43/44 category.

Born without the fibulas in both lower legs, they were amputated below the knee before he started walking. He walks with prosthetic legs and runs on blade. The poster-boy for disability sport, Pistorious ran faster times than most able-bodied athletes were able to achieve and after a battle about his blades, in 2011 he was allowed to compete for South Africa in the IAAF World Championships in Daegu and represented South Africa in the 2012 Olympics in London.

Other notable figures include George Eyser, the first disabled person to win a gold medal in the Olympics (Gymnastics, 1904) and Marla Runyan, a multi-winning USA National champion, Paralympic Gold-medallist and the first legally blind competitor in the Olympic Games (Sydney 2000). Many of these athletes can only do what they do because people have developed equipment to allow them to compete comfortably.

In recent times, we have seen the positive effect that technology is having on the lives of everyday people with

disabilities. These technologies are an expansion of designs and inventions from throughout history. Take the wheelchair for example; in 1655 the first self-propelled wheelchair was invented by a disabled watchmaker named Stephen Farfler. This was a giant leap in independence for those with limited mobility. Many steps in wheelchair design and technology have since been accomplished by people such as George Klein, who initiated and the design manufacture of the first powered wheelchair in 1956, having already invented the first lightweight collapsible wheelchair 20 years previously.

Reliance of the disabled on others for transportation has always been an obstacle that needed to be overcome. Ralph Brown, a muscular dystrophy sufferer, managed to do just that when he created the first wheelchair accessible minivan with hand controls, allowing those in wheelchairs and with limited lower-body mobility to drive themselves around. This invention has transformed lives, giving disabled people independence and greater control of their lives.

Some change-makers worked politically behind the scenes to change the state of disability. People such as Ben Purse, Frank Bowe and Paul Hunt, are examples of these great change-makers. Ben Purse set up the National League of the Blind in 1899, which later became the National League of the Blind and Disabled. Purse organised marches and strikes that led to legislation being put in place. Seventy years later, in America, Frank Bowe contributed to seeing the

implementation of Section 504 of the Rehabilitation Act of 1973, giving disabled people protection from discrimination.

Founding the American Coalition of Citizens with Disabilities, he continued to highlight issues faced by the disabled, including organising sit-ins. He helped write legislation that has given disabled people more rights and better access to provision.

Paul Hunt is another change-maker, founding UPIAS (The Union of the Physically Impaired Against Segregation), paving the way for the social-model of disability which, for its time, was a completely different way of defining what makes people disabled.

Many others have positively affected the lives of disabled people throughout history, and they will continue to influence and inspire the change-makers of tomorrow.

Profiles

The Arts, Fashion & Design

Kiruna Stamell Berliner - Actress, dancer

Kiruna Stamell is an actress and contemporary dancer, with an international career spanning between Australia, United Kingdom and Europe.

Her most recent venture was playing the lawyer Wendy Klinkard at the National Theatre in the play Great Britain, directed by Nicholas Hytner.

Last year Kiruna played Claire in Giuseppe Tornatore's film The Best Offer appearing alongside Geoffrey Rush. She was also in Ricky Gervais's Life's Too Short, the BBC's, All The Small Things, EastEnders, Father Brown and Channel 4's, Cast-offs.

Her work as an actress consistently avoids the kind of clichéd, stereotypical work often associated with actors with dwarfism. "I did not get into the arts to reinforce society's prejudices," she says. Born in Australia, but now based in the UK and married to an Englishman, Kiruna began as a dancer, but in 1999 Kiruna made her acting debut in Baz Luhrmann's Moulin Rouge.

Alongside her personal career, together with her husband she has created a disability-led production company called A Little Commitment (ALC). Still in its infancy ALC has successfully produced Pirate and Parrot a disability-led co-production with Red Earth Theatre Company, touring the UK and Australia in 2014/2015.

Jamie Beddard - Director, writer, actor

Jamie is one of the country's foremost disabled actors. He is also a director, writer, actor, consultant, trainer and workshop leader, and has worked across the arts, educational and social sectors. Jamie was working as a youth worker when he decided to attend a casting audition for a BBC2 drama, Skallagrigg in 1994. He got the part and it changed his life. "I was a youth worker, not doing very well...then this whole new world opened to me and I thought 'this is really good. I like it and I want to do more.'"

Jamie is part of the creative team behind Extraordinary Bodies, a collaboration between Diverse City and Cirque Bijou, and the UK's only integrated circus company. Weighting, their first production, received critical acclaim and was performed in front of 4000 people against the backdrop of Exeter Cathedral in September 2013, and will be touring this summer. In 2012, Jamie directed Breathe/Battle for The Winds' a cross-art, international collaboration, bringing together five companies and 80 performers. This outdoor

spectacular played to 12000 people on Weymouth beach, and was the opening event for the sailing Olympics. Jamie is a Senior Associate of Diverse City, has been Associate Director of Graeae Theatre Company, co-editor of 'Disability Arts in London' magazine (DAIL).

Dr David Bonnett - Architect

David Bonnett is a world-renowned architect with a background in local authority and private practice and is one of the most vocal champions of inclusive design. He has run architectural projects from inception to completion for housing, offices and public buildings, including pioneering many aspects of accessible design for people with wheelchairs. In 1994 David completed his doctorate on 'Design Effectiveness for People with Severe Disabilities', turning him into a leading figure on the subject. David Bonnett Architects was established in 1994 in response to the demand for his particular experience and skills as an Architect and Access Consultant, which became David Bonnett Associates in 2001, and his practice advises on both building projects and public realm projects alike. Some of their stunning successes include the design of the Athlete's Olympic Village for London 2012 and the redesign of the Camden Roundhouse. David regularly lectures, ranging from informal discussions and seminars to national and international design presentations and conferences. He is the

Visiting Professor to the Department of Architecture at Oxford Brookes University and is a member of the Design Council/CABE Review Panel for CrossRail. He has published numerous articles and papers on inclusive architectural design.

Alex Bulmer - Writer, performer, theatre maker, teacher

The breadth of Alex's talent is really quite amazing. She writes, she narrates, she teaches and she has been director of several UK development projects with companies such as Extant, Graeae and Sophie Partridge Company. Her teaching and workshop interests are in voice, inclusive education, access provision and writing. She has a particular interest in teaching disabled people; in particular experience teaching voice to those with speech impairments or differing speech patterns.

Alex, who was diagnosed 27 years ago with retinitis pigmentosa, a degenerative eye disease that destroys all but limited peripheral vision, has written for The Royal Court; London 2012 Olympics; Graeae (UK's foremost disabled-led theatre company); the Channel 4 series *Cast Off s* (nominated for a BAFTA) and BBC radio where her work won an AMI award for her adaptation of *The Hunchback of Notre Dame*.

Alex holds a BA in Humanities, an Advanced Diploma in Voice Studies from The Central School of Speech and Drama, as

well as a Master of Arts in Screenwriting from the University of the Arts, London. Alex has taught and held workshops on inclusive education.

Liz Carr - Actress, comedian, presenter, activist

Liz Carr is an actress, comedian presenter and disability rights activist. She is frank about her life as a wheelchair user, frequently referring to her condition in her stand-up as “meus thronus kaputus”. She has been part of a number of comedy groups, including Abnormally Funny People. In 2007 she was runner up in the Hackney Empire New Act of the Year competition. In 2013 Liz joined the popular BBC1 show Silent Witness as lab scientist Clarissa Mullery.

Liz co-hosted the BBC’s Royal Television Society award-winning podcast Ouch! and has worked as a researcher for the long running BBC panel show, Have I Got News for You.

Carr has been a vocal disability rights campaigner and has spoken at many rallies. In May 2008 she joined with ADAPT, a prominent disability rights group in the United States, to raise money for ADAPT and to protest against presidential candidate

John McCain’s refusal to support the right of people with disabilities to live in their own homes. In 2011, Carr was part of a Newsnight debate on the controversial issue of assisted

suicide, following the screening on the BBC of Terry Pratchett: Choosing to Die.

Claire Cunningham - Performer, choreographer

Claire Cunningham is a multidisciplinary performer and choreographer based in Glasgow. Her unique performance style integrating the dynamic and imaginative use of her crutches, alongside her beautiful voice (she trained as a classical singer), aerial and acting skills have made her a much-sought-after performer both in the UK and internationally. Her body of work has been critically acclaimed for its humorous and intelligent challenges to issues of aesthetics and dance.

Her explanation of how she began to develop and perfect her unique art is testament to her indomitable will and refusal to accept stereotypes: "Earning a living as a singer was difficult. I wanted to be more employable as a performer, so dance was quite a practical choice. I had a lot of upper body strength because I have used crutches since the age of 14. I thought it [my physique] was really unfeminine.

"But then I thought, could I actually use it? A choreographer called Jess Curtis changed my perspective and showed me that it was possible for me to move in a way that was specific to my body, and that I didn't need to conform to choreography for non-disabled bodies."

Mat Fraser - Performance artist, writer

Mat Fraser is a multidisciplinary performing artist and writer who hosted the opening ceremony of the 2012 Paralympic Games, and drummed with Coldplay in the closing ceremony. 2013 saw *Beauty & the Beast*, a show starring him and his wife, Julie Atlas Muz, receive great critical acclaim in the UK, putting their company, ONEOFUS, on the map and in 2014 it broke box office records in NYC, and received an amazing review from the New York Times. Mat's new show for Museums, *Cabinet of Curiosities: How Disability Was Kept in a Box* won the 2014 Observer Ethical Award for Arts & Culture.

Over 20 years Mat – born with foreshortened arms after his mother was prescribed thalidomide during pregnancy – has written and performed a variety of work internationally, including theatre plays, a musical, live art, TV documentaries, soap operas, 'krip hop' albums, a 'Cripsploitation' action film, lectures, and keynote speeches. In 2013 he created ONEOFUS, a creative company, with his artist wife, "A loving cup of artistic agitation, poking fun at the absurdity of normality". In 2011 he produced *Krutch*, the multi award-winning Crip erotica short film.

Ruth Gould - Artistic Director, DaDaFest

In July 2013 Ruth Gould became the Artistic Director of DaDaFest (the North West Disability Arts Forum's annual deaf and disability arts festival). In the 12 years before then, she had been the organisation's Chief Executive Officer. Passionate about disability and deaf arts celebrated as cultural diversities, Ruth established the festival in 2001.

A Liverpudlian by birth, growing up in the notoriously tough Croxteth neighbourhood, Ruth has gone on to become one of the country's most highly regarded figures in the arts and can be credited for having taken disability and deaf arts in particular to another level of excellence.

"We programme disability/ deaf arts as distinctive artistic cultural expressions and I am particularly proud of our youth arts programme managed by a steering group of over 20 young disabled people.

The undoubted success of our work is in our collaborations with organisations which engage with us to ensure inclusive best practice as a priority, and not a sideline," she said in an interview in 2014.

Ruth's influence doesn't start and end with her day job. She sits on the board of Contact Theatre, she's a Governor of Alder Hey Children's Hospital, and an advisory member for Granada Foundation and Liverpool City Council Tourism and Culture Select Committee.

Tony Heaton - CEO, Shape

Tony Heaton is a multi-award winning sculptor and CEO of Shape – a disability-led arts organisation – based in London, that works with major cultural institutions and disabled people. As a practising sculptor he won a Channel 4 competitive commission to create a public art sculptural intervention. The result was Monument to the Unintended Performer, which was installed at the entrance to Channel 4 TV Centre in celebration of the 2012 Paralympic Games. It was, he said: “Created in recognition of all those disabled people who are subject to scrutiny simply by getting on a bus in a wheelchair or walking down the street with a white cane.” His other contribution to the Games was a LOCOG commission to create sculptural lecterns for Lord Sebastian Coe and Sir Philip Craven, which Tony based on his sculpture Great Britain from a Wheelchair. Prior to Shape he was for more than 10 years Director of Holton Lee, Dorset, developing within the 350-acre campus an architectural award-winning building, Faith House Gallery and fully accessible artists studios.

Alison Lapper - Artist

Artist Alison Lapper shot to international fame when she became the subject of the sculpture Alison Lapper Pregnant by Marc Quinn, which was displayed on the fourth plinth in Trafalgar Square between September 2005 and late 2007,

gaining recognition yet again in 2012 when a replica of the sculpture featured in the 2012 Summer Paralympic Games Opening Ceremony.

She was born without arms and with truncated legs, otherwise known as Phocomelia. After graduating with a first-class honours degree in Fine Art from the University of Brighton in 1994, she set out to question physical normality and beauty using photography, digital imaging and painting.

Alison paints expertly with her mouth, and she is a member of the Association of Mouth and Foot Painting Artists of the World. In 2003, she was awarded the MBE for services to Art. She features, with her son Parys, in the BBC TV Series Child of Our Time. In July 2014 Alison was awarded an honorary doctorate from the University of Brighton, an event in which the university's vice chancellor proclaimed that Alison 'was a titan of the human spirit.'

Francesca Martinez - Comedian, actor, writer, disability campaigner

The Observer have called her "The fastest-rising female comic in the country," the Daily telegraph laud her "exceptional wit" and Time Out describe her as "Excellent. Sharp, hard-hitting and very funny."

Francesca Martinez is a stand-up comedian, actress, writer, activist and public speaker. As a comedian she has toured

internationally, including sell-out runs at the Edinburgh Festival, the Melbourne Comedy Festival and the Just For Laughs Festival in Montreal. As a campaigner, she spent a year getting the 100,000 signatures required to trigger a debate in parliament on welfare reform and its effect on disabled people.

Using her award-winning humour, Francesca, who has cerebral palsy, talks passionately about facing fear, the profound power of positive thinking, gaining the right perspective and questioning society's values. In her critically acclaimed memoir, *What the **** is Normal?!*, Francesca shares insights into defying expectations, winning against the odds and overcoming physical and psychological barriers.

As a youngster Francesca had a regular part in the BBC children's drama *Grange Hill*, becoming one of the first disabled actors to have a significant part on a popular TV programme.

Kelly Knox - Fashion model

Kelly, Britain's leading disabled fashion model, is dedicated and passionate advocate for diversity in fashion. Over the course of her career she has worked hard to pave the way for others and offer inspiration to those who need to develop confidence in the face of negative attitudes towards disability.

Since beginning her career as winner of the Britain's Missing Top Model in 2008, Kelly has graced the pages of Marie Claire UK and DIVA as a cover girl, been photographed by world renowned photographer Rankin, and supported some wonderful charitable causes, including the Models of Diversity campaign, United Response's Postcards from the Edges and becoming an ambassador for the charity Reach.

While gracing the covers of various publications, Kelly has had great success on the Catwalk as well. She has spread her message of diversity and drive internationally and across various cultures and social movements; from opening Pakistani Fashion Week and appearing as a 'human mannequin' for the UK's favourite corset store, The Fairy Gothmother, to working with photographer Tony Briggs.

Other notable appearances include being one of Gok Wan's "Gokettes" in two series of the popular television show 'How To Look Good Naked'. Kelly has also worked for Debenhams which saw her being featured on VOGUE.COM.

Sophie Morgan - Artist, designer, TV presenter, consultant

Sophie was paralysed in a car crash aged 18. Shortly after, whilst adapting to life as a wheelchair user, she enrolled in both Art College and featured in a BBC programme, Beyond Boundaries, expedition across Central America undertaken by 11 disabled people. She moved to London where she

quickly established a diverse and successful portfolio career, spanning various creative industries. Sophie manages her own company, designing and manufacturing display products that integrate disability representation into retail (Debenhams, Adidas). In addition to this Sophie is an award-winning campaigner, celebrated not only for her educational work within road safety, but also her journalism, raising awareness of the access and attitudinal barriers facing people with disabilities. She reports regularly for Channel 4 News, Sky News and the BBC and with her first critically acclaimed documentary winning several awards and her next underway, Sophie is quickly establishing herself as an exciting new TV Presenter. An ardent advocate for improved disability awareness, Sophie is also employed as a Media Executive and Disability Advisor for several international companies and organisations. She consults for several charities and commissions and is a model and ambassador for various brands. On top of all this, Sophie is an acclaimed artist and portraitist.

David Proud - Actor

David Proud is an acclaimed English actor, most famous for being the first disabled actor to play a regular disabled part in the BBC soap opera in 2009 where he took on the role of Adam Best in EastEnders.

He was born with spinabifida and is a wheelchair user, and although he originally thought it would be impossible for him to have a career in the field, he began his career in his early twenties with his first professional acting role playing a disabled basketball player in the children's TV series Desperados.

He has appeared in three independent films, and in 2011 made his writing debut with the short film Wheels of Fortune, which he also co-starred in. Writing has now become a major part of David's work with the creation of his first play FriendZone in 2012 that featured in Rikki Beadle Blair's new writers festival at the Theatre Royal Stratford East in 2012.

In early 2014 David began producing and starring in iWitness, a feature film thriller and will star in new BBC Three Sitcom Siblings.

In 2011 David was granted Freedom of the City for London, due to his charitable work.

Maria Oshodi - CEO, Artistic Director, Extant

Maria is CEO and Artistic Director of Extant, only professional performing arts company of visually impaired people. Maria, a fellow of the Royal Society of Arts, expressed her creative talents from early on.

While she was at university studying for her BA in Drama and English (in which she attained first-class honours) she penned the acclaimed screenplay *Mug*, which went on to be made into a short film for Channel 4. Maria's other acclaimed early work included *Hound* which was produced by Graeae Theatre Company in 1992 and a decade later was published in the well-received 'Graeae Plays 1' Anthology of plays. Other critically acclaimed work Maria has produced includes *Blood, Sweat and Fears*, *From Choices to Chocolate* and *Here Comes a Candle* all of which toured nationally. Maria's *The S Bend* was produced as part of The Royal Court Theatre's young Writers Festival. She freelanced at Braun Arts on their multimedia project called *The Dark*, which featured at the Science Museums Dana Gallery and toured nationally in 2004 due to demand retoured again in 2007. Maria has contributed heavily to the development of Arts and has worked for the BBC as diversity coordinator, helping to promote inclusion.

Jenny Sealey - Artistic Director, Graeae Theatre Company

Jenny Sealey has been the Artistic Director of the Graeae Theatre Company since 1997.

In 2009, she was awarded an MBE in the Queen's Honours and became an Artistic Advisor for Unlimited 2012 Festival.

In 2012 Jenny co-directed the London 2012 Paralympics Opening Ceremony alongside Bradley Hemmings.

She also won the Liberty Human Rights Arts Award and was named on the Time Out London and Hospital Club Club100 list of the most influential and creative people in the creative industries.

Since 2012 Jenny has been awarded an honorary doctorate degree in Drama from Royal Conservatoire of Scotland, in Performing Arts from Middlesex University and a Fellowship at Central School of Speech and Drama.

Jenny, who was born and raised in Nottingham, became deaf at the age of seven. At the time she danced ballet and was suddenly unable to hear the dance instruction. Her teacher, however, simply told her to follow the person in front of her and she has never looked back, going on to study dance and choreography at university and becoming a founder member of the now defunct London Disability Arts Forum.

Adam Thomas - Accessible kitchen design specialist, Design Matters

Adam Thomas, head of Design Matters, is acknowledged as the world leader in accessible kitchen design, setting the standard in his field for innovation. Over the past 34 years, he has changed the face of accessible kitchen design.

Originally providing consultancy on the design of accessible kitchens, Adam soon realised that the team at Design Matters could offer this as a specialist arm to their business.

His designs transform homes across the country with flexible, high-quality kitchens that 'solve the problems no one else will tackle'.

Adam was the head consultant for accessible kitchens in the Olympic Village in London 2012, and performed the same role for the Olympic legacy project. He has been a speaker at 'Homes for Living' the Housing Standard Review and Co-author of NHF Standards and Quality in Development: A Good Practice Guide among many other industry standard journals.

He lectures and writes for numerous newspapers and magazines, provides tailored training to OTs in accessible kitchen design and acts as an expert witness. Other hobbies include Fly fishing, Arsenal Football Club, Art and the Cinema.

David Toole - Dancer, actor

Although David Toole was born with sacral agenesis, meaning his legs did not develop properly so were amputated when he was 18 months old, he has been a professional dancer for over 20 years and famously performed at the London 2012 Festival. That year also saw him work with the National Theatre of Wales, Cape Town's Remix Dance Company and

perform in the Paralympic Opening Ceremony. David started dancing through workshops with Candoco Dance Company in 1992. While there, he studied at the Laban Centre for Movement and Dance, receiving a Professional Diploma in Community Dance in 1993. Six years of national and international touring with Candoco followed, until, in 1999, he decided to try new experiences. Four years earlier David had had his first taste of theatre when he played the part of Puck in Benjamin Britten's opera of A Midsummer Night's Dream. This was followed a year later with a role in the Sally Potter film The Tango Lesson. David has also performed with Graeae Theatre Company, playing the parts of Edgar in The Fall of the House of Usher and Deflores in The Changeling respectively. Over the years, David has done considerably more theatre work, notably with the acclaimed Royal Shakespeare Company.

Bethany Townsend - Make-up artist, fashion model

One of the most 'current' people on the list, Bethany Townsend shot to fame in 2014 by publicly sharing pictures of her sunbathing in a bikini as a Crohn's sufferer, with her colostomy bags exposed.

In 2010, model and make-up artist Bethany had to get two colostomy bags fitted after she nearly died, and some four years later had the confidence to post the pictures to the Crohn's and Colitis UK's Facebook Page.

She received more than 12.4million views and 240,000 likes of her pictures, and almost overnight became hot commercial property with coverage in all the major newspapers and TV appearances including This Morning, as well as the BBC and ITV news. Twitter exploded with messages of support and other Crohn's sufferers expressed their gratitude

Her actions helped develop the Internet craze of people exposing their colostomy bags with the twitter hashtag #getyourbellyout, a craze which has now gone global. Bethany, who before having the bags fitted for her Crohns was a model, is considering going back into modelling. She said, "I'm looking forward to chasing my goals, and I know that nothing can hold me back."

Stephen Wiltshire - Architectural Illustrator

Stephen, the world's leading architectural artist, displayed artistic dexterity from an early age.

For more than 20 years his work has been displayed and published across the globe, as well as in his own gallery in Pall Mall and The Royal Opera Arcade. After a single 30-minute helicopter ride Stephen has the incredible ability to draw the skylines of many of the world's leading capital cities from memory. It is no wonder that, at the age of 40, his work has been seen by more people than that of any other autistic

savant. In 2006 he made the Queens Honours list and was awarded an MBE for his efforts towards art. Wiltshire's has been profiled for several television documentaries including ABC News, Ch4 and the BBC. Furthermore Stephen has greatly contributed to dispelling the perception of autism. Over the past few years, Stephen has gone from strength to strength. He visited the world-famous Monte Carlo car rally to capture the race in aid of Caap Afrika, a Monaco-based humanitarian charity that fights African poverty. Stephen was also commissioned by central London's Shard building to draw an aerial view from one of the Capital's latest architectural wonders. He was the first artist invited to do so.

Sue Williams - Senior Officer, Diversity, Arts Council England

Sue Williams is quite simply one of the most influential people in the arts. She serves as the Senior Officer in charge of Diversity at Arts Council England for more than eight years, where she's responsible for national policy on disability equality. There are few people in the country with a better handle on the intricacies and politics around equality and disability. Her remit is wide; her influence, equally so.

"When I started working in the arts, access and inclusion for disabled people was really just about being nice to disabled people and I'm quite pleased to say that things have moved on from there a bit and that change is happening, even if it's

slow,” she says, refusing to acknowledge that some of that forward momentum has been down to her.

She adds: “I think we are seeing lots more disabled people in the arts, seeing lots more opportunities for disabled people to impact on the arts and I think that’s coming through now.”

Before she joined the Arts Council, Sue worked for the University of the Arts, in London. She was a project co-ordinator with responsibility for looking at access to the curriculum for art and design students.

Yinka Shonibare - Artist

Gaining international attention after being shortlisted for the 2004 Turner Prize, British-Nigerian Yinka has gone on over the past decade to explore the themes of colonialism and post-colonialism in the contemporary context of globalisation via a range of different formats. His most recent exhibitions include *Imagined as the Truth*, at the San Diego Art Museum; *Pop!* at London’s Stephen Friedman Gallery; and two works at the Royal Museums Greenwich: *FABRICATION*, a collection featuring 30 works created between 2002 and 2013; and *Wind Sculpture*. His culturally innovative vision led to his appointment as ambassador for culture at the London 2012 Olympic Games. Yinka graduated with a Master’s degree in fine art from Goldsmiths College in London. His most renowned piece, *Nelson’s Ship in a Bottle*, became his first

public art commission on the Fourth Plinth in Trafalgar Square in 2010. More recently, in 2012, the Royal Opera House commissioned a unique sculpture that depicted a ballerina pirouetting in a glass sphere. At the age of 18 a spinal cord inflammation resulted in a physical disability where one side of his body is paralysed.

In 2013 he was announced as patron of the annual Shape Arts “Open” exhibition where artists were invited to submit work in response to the 2013 Open theme, which was Disability Re-assessed.

Business, Finance & IT

Profiles

Robin Hindle Fisher - Business coach; Chair, The Extra Costs Commission

Robin boasts more than 30 years experience and success in the financial sector. He became a business coach following a 27-year career in fund management. His clients have included BP, Coutts and the John Lewis partnership. He was recently appointed as the chair of The Extra Costs Commission, a body set up by the charity Scope to explore the extra costs of day-to-day living faced by disabled people, from unscrupulous overcharging.

Robin also serves as a non-executive director of Ruffer LLP. Robin has been involved in other initiatives to support disabled people and their families, which include being a trustee of The Lady Hoare Trust and the Vice Chair of The Family Fund, an organisation that supports disabled children and their families through grants and subsidiaries. He is also an executive-level mentor.

In addition to all of this, Robin, who was born with physical disabilities caused by the drug Thalidomide, is a passionate

supporter of the Wales rugby union team. He has been a partner at Governance for Owners LLP, Managing Director at Deutsche Asset Management, and a board director at Global Investors (formerly Henderson Administration). In 2009 he ran the London marathon.

Liz Jackson - Founder, Great Guns Marketing

Liz launched her company 'Great Guns Marketing' when she was 25 years old with the help of a £1,000 grant from the Princes Trust. Today, Great Guns has a multi-million pound turnover and is growing at 30 per cent per annum, boasting an impressive portfolio of clients from a variety of companies. The year Liz started her business, she lost her sight completely. However, she refused to allow this to prevent her from pursuing her dreams. With no advanced education, no money and no property for security, her incredible rise to where she is now is truly inspirational. Under Liz's leadership, her company has become the UK's leading b2b telemarketing business. Great Guns boasts an outstanding set of business awards, including being named the best female-led business in the country by the Sunday Express. Her recent accreditation by the Institute of Customer Service, with its coveted ServiceMark is testament to the outstanding service provided by Great Guns. To cap it all, two years later Liz was commended in the Queen's New Year's Honours List and awarded an MBE for services to

business. In 2012 she was awarded an honorary doctorate by the University of Staffordshire, appeared on Channel 4's Secret Millionaire and wrote her inspirational book, Start Up!

Dr Phil Friend - CEO, Phil and Friends Ltd

Phil, a wheelchair user, provides consultancy on a wide range of disability and diversity related topics in the UK and also works on disability and diversity projects across the globe. Phil's company, Phil and Friends Ltd, was formed to push and promote the issue of disability within the business sector. In addition to this, he has had a number of articles published and is a regular contributor on national/local television and radio, as well as appearing in video productions commissioned by Sky, the Employer's Forum on Disability, various Tourist Boards and Angel Productions.

He was awarded an OBE in 2001 for services to equal opportunities and disabled people and he was made a Fellow of the Royal Society for the Arts in February 2007.

He recently wrote a self-help book with his colleague Dave Rees entitled Why Are You Pretending To Be Normal? that explores how disabled people can manage, rather than just cope, with their disability.

Phil is a Director of Dining with a Difference, and is the Chair of Disability Rights (UK), a trustee for Rica, an Associate of the Business Disability Forum and a Trustee of the Grass

Roots Foundation. He is also a Churchill Fellow and a fellow of the Royal Society for the Arts.

Neil Barnfather - Founder, TalkNav; CEO eHosting;
Philanthropreneur

Neil is a philanthropreneur running multiple businesses, a keen political commentator and avid social entrepreneur. Inspired by his father, Neil's professional experience includes telecommunications software and hardware development; consultation and mentoring various start-ups; managing a countrywide confectionery vending enterprise and eight years as an International Business Ambassador for the British Chamber of Commerce.

He is currently CEO of eHosting, a web hosting firm established in 1998 that powers some 140,000 business worldwide and Founder and Director of TalkNav, a venture established to deliver products and services to the low-vision community, all of this after achieving an MSC in Marketing from the London School of Economics.

He co-founded the One Eighth Foundation, a global community drive movement that encourages disabled people themselves to take the reins and guide the evolution towards genuine equality, an inclusive society and accessible future.

In the Queen's Birthday Honours list in 2014, Neil was awarded an MBE for services to the Telecommunications

Industry and People with Visual Impairments. He also received a special merit award in the Serial Entrepreneur category of the inaugural Great British Entrepreneur Awards.

Gary McFarlane - Founder, CEO, Assist-Mi app

Gary is the Managing Director of Assist-Mi, a smartphone and tablet app that offers disabled people the ability to request assistance directly on their smartphone from participating service providers. Gary came up with the idea searching for disabled parking at an airport over 10 years ago.

With a background in E-Commerce, M-Commerce, CRM systems, and as a mobile interface development specialist within mobile payment gateways and accessibility, he is now venturing into mobile technology. Gary sees the app as being capable of making it easier for people with disabilities to use everyday services such as banks, petrol stations, train stations, hospitals, restaurants and airports. Disabled actress and writer Sophie Partridge was impressed enough with the app to invest in the concept, which is now available on Apple's App Store and Google Play.

A consultant with his former company, McFarlane Consultancy, Gary was also a team leader at The Princes Trust.

Amar Latif - Founder, Traveleyes

Amar, the founder of Traveleyes, the first travel operator in the world to specialise in catering for blind as well as sighted customers describes himself as 'the blind man who wants to show you the world'. Suffering from the incurable condition Retinitis Pigmentosa, by the age of 20 he had just 95 per cent. Nevertheless, and in spite of this, he managed to gain a degree in Mathematics, Statistics and Finance from the University of Strathclyde before eventually qualifying as an accountant and going on to become the head of BT's Commercial Finance division. Amar was named the Outstanding Young Business Entrepreneur of the World and Outstanding Young Person of the UK by the Chamber of Commerce International. Two years later in 2007, Sir Stelios Haji-Ioannou, the founder of EasyJet, awarded Amar the first Stelios Disabled Entrepreneur Award, the most prestigious of its kind. On top of this, Amar was also a participant in the first series of the BBC2 documentary series Beyond Boundaries in 2005. The programme explored the levels of endurance attainable by a group of travellers with various disabilities on a gruelling 220-mile trek from the Atlantic to the Pacific coasts of Nicaragua.

Giles Long - Inventor, LEXI; Paralympian

Former Paralympic gold medallist and world champion swimmer Giles is the inventor and owner of LEXI, the guide to

Paralympic sport classification. The Paralympian runs Lexicon Decoder Productions and licences LEXI information graphics to broadcasters and in-venue organisers around the world, who then use it to unlock the complex classification systems used in the sports to create and generate greater audience engagement.

Unsurprisingly given his background, Giles also is a renowned public speaker and TV presenter, currently working on Swimming for Channel 4 and for Watchdog, the consumer affairs programme on BBC1. He continues to speak for many of the world's leading companies and organisations based mainly in the UK, Europe and North America.

Diagnosed with osteosarcoma at the age of 13, he underwent two full courses of chemotherapy and had a prosthetic replacement inserted into his right arm. Determined from a young age to compete for Great Britain in the Olympics, Giles simply readjusted his ambition and set his sights on the Paralympic Games instead, becoming a triple Paralympic champion as well as world and European Champion too.

Euan MacDonald - Founder, euansguide.com and The Euan MacDonald Centre for Research

Euan was diagnosed with Motor Neurone Disease at the age of 29 when he was an investment banker. He and his father, both from a financial background, were determined to

pledge money to make MND a disease at the forefront of public consciousness, and the pair of them sought out the best minds on the subject at Edinburgh University. This has resulted in an internationally recognised MND centre, The Euan MacDonald Centre for Research.

He then played an integral part in establishing The Voicebank Study which enables people who, due to disease, are losing or have lost the ability to speak, the chance to preserve one of their most personal features – their voice. His latest venture is EuansGuide.com, the disabled access review website that was created out of his personal frustration at not being able to find good quality disabled access information, and it has been designed to empower disabled people and their families. Euan lives life to the full. In July he was in the muddy fields of the T in the Park festival for the fifth consecutive year and is currently planning a 40th birthday karaoke extravaganza. A keen sports fan, he can also be seen regularly at Murrayfield and Lords.

Dawn Milman-Hurst - Founder, CEO, Equal Approach

Dawn Milman-Hurst is the owner, founder and CEO of Equal Approach, a unique, inclusive recruitment agency and diversity consultancy that champions candidates with difference.

Dawn left a well-respected career within HR to pursue her passion for diversity and inclusion. Since establishing Equal Approach in 2005, she has led the multi-million pound turnover company to be a specialist provider of people related services across the public and private sectors – with clients across various government bodies, education, banking and financial institutions, blue-light services and retail as well as professional services. Dawn actively champions diversity and equality at both senior and executive level, as she is responsible for executive search at Equal Approach. She has also set out to ensure that Equal Approach's recruitment process across the board is fully inclusive, and as a result of this the company has been recognised with numerous commendations and awards.

Dawn is also a judge for a number of high-profile award events, and is a regular public speaker and trainer on a variety of topics, including talent management/promotion, inclusive recruitment and diversity and inclusion.

Simon Minty - Director, Sminty Ltd

Simon is a Director of Sminty Ltd, a disability and diversity training company. Based in the UK, he is an Associate to the Business Disability Forum. He also helped establish the Disability Media Alliance Project in California. His 'evening job' is a producer of the comedy troupe, Abnormally Funny People which he co-founded.

He is a consultant and trainer on disability issues to many large organisations such as the BBC, Barclays, British Council, Buckingham Palace, Deloitte, EY, Google and Lloyds Banking Group. Over the past 10 years he has helped Motability Operations (a UK organisation that leases cars to disabled people) develop a new understanding of disability alongside a comprehensive disability strategy. His recent work has been truly international, with projects including speaking at conferences, helping corporations and NGOs build disability links to share and benefit from; leading discussions around an internationally accepted definition of disability; advising on relevant local legislation and promoting disability as a rights issue. Simon's passion for equality and his innate knowledge of disability has led to his versatility, from working with a small NGO or a huge international investment bank, and everything in between.

Vincent Neate - Partner, KPMG

Vincent is a partner in KPMG's private equity service line. He is also the firm's UK head of Climate Change and Sustainability. As businesses, corporations and governments across the globe respond to environmental and social changes, Vincent and his team manage the risks and opportunities that occur, and advise firms and governments how to deliver a sustainable business model that moves and keeps pace with the current times. Qualified as a chartered

accountant, Vincent has been at KPMG for more than 20 years and has worked with clients from a diverse range of industries, from consumer goods to private equity. He has worked with senior leaders in both the public and private sector, and his skill is in helping them to challenge their own thinking about responsibility, resilience and longevity. In his capacity as the head of a sustainability division of a major conglomerate, Vincent also provides insight into the balance between efficiency and effectiveness that results in lasting productivity. Outside of work, Vincent has a number of other interests that help him to relax and unwind, including working with a number of charitable organisations, being with his family and reading.

James King - Founder, Oliver James Garden Rooms

James began his career as a brickie's labourer, but at the age of 21, with an apprenticeship and City & Guilds under his belt, he was diagnosed with an eye condition called Retinitis Pigmentosa, which affected his peripheral vision. He realised that the mantra, 'work smarter, not harder' meant he could use his managerial abilities to employ his colleagues on the building site. Less than six years later, he was employing 100 bricklayers and 20 scaffolders.

With his eye condition worsening and the added stress of running three companies, James knew that he needed to re-evaluate what he wanted from life. On a cold winter's day, he

had his eureka moment while in his own conservatory unable to get warm. Using his knowledge of advanced design and build techniques, James set out to create a room that was a seamless transition from the home to the garden, while useable all year round. As a result, Oliver James Garden Rooms was born. James says: “Conservatories don’t work. I wanted to give homeowners a warm floor, a tiled roof, skylights that let in as much light as required and doors that opened the whole width of the room to the garden.” At the end of 2013, James was crowned UK Disabled Entrepreneur of the Year.

Who we are, what we do

Shaw Trust is a national employment, learning and skills charity that helps people facing disadvantage into work, gain skills and take control of their futures. We strive for a society in which everyone has the opportunity for employment, inclusion and independence, and progress that aim in many different ways.

This vision has been at the heart of everything we have done for over thirty years; helping to improve the lives of nearly half a million people with disabilities or at disadvantage. Last year we helped more than 50,000 people right across the UK on their journey into work, from Aberdeen to Aberystwyth and from York to Yeovil.

How do we make the difference?

Many organisations are delivering employment services in the UK, but it is the variety of services and opportunities provided by Shaw Trust that enables the charity to help so many people, many of whom have a disability. Every single member of our 1,600 staff across 230 centres, shops and enterprises is dedicated to our cause.

Our retail managers across our chain of fifty shops help disabled people gain work experience and gain confidence.

Our social enterprises support our disabled clients to become skilled and qualified as a stepping stone to long term employment.

Our employment programmes provide personal support to people looking to get into work for the first time or get back on to the employment ladder. As well as giving practical support such as interview practice and job-hunting skills, the charity's dedicated experts work with employers to bring them together with disabled jobseekers.

We are an approved schools academy sponsor and have set up Shaw Education Trust, which will manage and run three special needs schools in Staffordshire from the autumn.

We are an apprenticeship training provider, and run a national volunteering scheme as well as a range of learning, skills and health services.

Service with a smile

Diane spent many years on the factory floor but never imagined that her dream job in retail was within her grasp.

Until Shaw Trust became involved, that is. Now working in the gift shop at Durham Cathedral, Diane was supported through our Work Choice programme and her adviser,

Patrick O'Wellen, was never in any doubt that she would do it. Patrick said: "Diane thought she was only suited to factory jobs because of her severe dyslexia, but her winning personality shone through from the start."

Making a mark in retail

Jack found it hard to stay in work as his condition meant it was difficult for him to finish a task in a set time frame.

His Shaw Trust adviser worked closely with him and with his new employer, Primark, to find ways of working that suited them both. Now Jack loves his work. Nearly as much as his employer loves working with Jack.

Vicki from Primark: "Jack is the most reliable member of staff we have. Seeing him come out of his shell, gain confidence and smile has been remarkable."

Rehabilitation International World Congress

In 2016, Shaw Trust will be hosting the Rehabilitation International World Congress in the UK where leaders in the disability field from across the globe will come together to

debate, provide solutions and raise awareness of the challenges people with disabilities face.

The issues to be discussed include initiatives to improve rehabilitation and inclusion, and, promoting the rights of people with disabilities.

This is one of the key reasons for sponsoring the Disability Powerlist 100. We want to showcase the talent and brilliance of people across the world with disabilities, and we'd like an equal society where nobody needs to face a barrier to success, independence and a fulfilling life.

The people we help show anyone with a disability, can

- be whoever they want to be
- succeed in whatever they want to succeed in
- lead the life they want to lead

How to find out more?

For further information about Shaw Trust, please visit www.shaw-trust.org.uk, email stri@shaw-trust.org.uk or call us on 01225 716 300

Media & Publishing

Profiles

Peter Apps - Global Defence Correspondent, Thomson Reuters

Having reported from more than 20 countries as a journalist for Thomson Reuters and three years into his career with them, Peter Apps was 25 when he broke his neck in September 2006 covering the opening stages of the last round of Sri Lanka's civil war. He had spent just over a year in South Africa and then another 12 months in Sri Lanka, often on the frontline as the ceasefire unravelled.

Paralysed from the shoulders down, he found himself back in the UK in hospital, and he taught himself how to use voice-recognition software. He returned to work the day after leaving hospital, covering humanitarian affairs for the Reuters Foundation before clawing his way back to operational reporting. He covered emerging markets during the 2008 financial crash before being appointed Thomson Reuters' first political risk correspondent for Europe, the Middle East and Africa.

As well as now reporting full-time, he holds several other posts; he is on the advisory council for Wilton Park, an executive agency of the Foreign and Commonwealth Office, as well as being a trustee of the Stoke Mandeville Spinal Foundation, a research charity that also seeks to improve the standard of living for paraplegics and quadriplegics. In 2011, Peter was listed as one of the top 99 foreign policy professionals under 33 by Washington DC-based magazine The Diplomatic Courier.

Cerrie Burnell - Children's TV presenter; author; playwright

Cerrie is a well-known author, playwright and TV presenter. Born with no right hand, she has overcome severe adversity and discrimination to become one of the few visibly disabled presenters on TV.

Author of the critically acclaimed children's book Snowflakes, Cerrie gained widespread public support for refusing to cover her arm after landing her first presenting role on CBeebies, the BBC channel aimed at children aged three to eight.

Attracting negative comments from a minority of parents, Cerrie used the publicity as a platform to raise the profile of disability in a positive way, encouraging parents to talk about the subject with their children.

Extremely friendly and endearing in front of the camera, she firmly established herself as one of CBeebies' most popular

presenters and was named in The Observer's top 10 children's presenters of all time.

Alongside her work for CBeebies, Cerrie is a frequent panelist on The Wright Stuff, featured in Channel 4's Diverse Nation, presented live at the 2014 Paralympics and wrote and performed in her own one-woman show, The Magical Playroom. Her tenacity and unwavering passion to achieve her dreams is paving the way for the disabled younger generations, demonstrating that disability should never be a barrier to success.

Martin Dougan - TV presenter

Martin was talent spotted by a Channel 4 competition to recruit disabled talent to host their regular Paralympics coverage. A cerebral palsy sufferer, he was confined to a wheelchair at age 13. Prior to that, Martin was a keen footballer and he is now a Newsround reporter and presenter. He recently starred in the second series of Channel 4's prank show I'm Spazticus, challenging the public view on disability and earlier this year he filmed a pilot game show The Totally Senseless Gameshow for BBC Three. The show pits celebrities against each other as they battle to complete challenges without using one or more of their senses. He has also recently featured on BBC Radio 1's The Surgery, talking about disability. Since his big break with Channel 4, he has worked for BBC Sport Scotland, IMG

Premier League News and BBC Children's and also reported for Channel 4 at the Paralympic World Cup and the Wheelchair Rugby World Cup. He presented a campaign video for BBC Children in Need in 2013.

When Martin isn't on TV, he plays wheelchair basketball and also makes exquisite pieces of furniture as he's a keen carpenter. He also captained the national wheelchair basketball team for Scotland from 2010-2011.

Frank Gardner - BBC News Security Correspondent

Frank is a former Captain in the British Army and is the BBC's full-time Security Correspondent, reporting on a range of events from Afghanistan to piracy off the Somali coast to Arctic challenges. A graduate with a degree in Arabic and Islamic Studies, Frank was awarded an OBE by The Queen in 2005 for services to journalism. He is the author of two bestselling books, *Blood and Sand*, describing his Middle East experiences and *Far Horizons*, which is about his several journeys to unusual places all around the world. During an assignment in Saudi Arabia in 2004, Frank survived an assassination attempt by a team of Al-Qaeda gunmen, during which he was shot six times in the leg and lower back and was left paralysed from the waist down. His cameraman, Simon Cumbers, was killed. After 14 operations and several months in hospital, he returned to reporting for the BBC in mid-2005 and now uses a wheelchair or a frame. His interest

in traveling and sport has not subsided, and he re-learned how to ski using a bob ski, culminating in 2011 when he was elected President of the British Ski Club. He competed in the BBC Celebrity Grand Slalom, coming spectacularly last, and he regularly takes his children scuba diving in the Indian Ocean.

Andrew Marr - BBC TV Presenter, Host of The Andrew Marr Show

Andrew Marr is one of the most influential broadcasters on television. His eponymous discussion programme, on which he quizzes newsmakers – particularly the political elite, with whom he shows neither fear, nor favour – is regarded as THE programme to watch on a Sunday morning if you yearn to know exactly what is going on in the world.

As a political commentator, Andrew has worked for various publications including The Scotsman and The Economist, before he took over as Editor at the Independent Newspaper between 1996 and 1998. He was Political Editor at BBC News between 2000 and 2005.

Other TV credits include BBC 2's Andrew Marr's History of Modern Britain, the excellent Andrew Marr's Megacities, and, in early 2012, he presented The Diamond Queen, a three-part series about Queen Elizabeth II. He has won Two

British Academy Television Awards as well as numerous journalistic awards and accolades.

He suffered a severe stroke in January 2013, which left him physically impaired, and Andrew has battled back from the debilitating effects to smoothly resume his career where he left off.

Professor Mike Oliver - Professor of Disability Studies,
University of Greenwich; Author

Mike Oliver is an academic, author and disability rights activist and is Emeritus Professor of Disability Studies at the University of Greenwich. Much of his work has been centered around advocating and changing the social model of disability.

Mike was the first professor of disability studies in the UK and is also the author of many books and other publications on disability, including numerous newspaper articles.

He was a disability activist and served on the governing council of several disability organisations including the British Council of Disabled People and the Spinal Injuries Association.

Mike is known as the academic who first defined “the social model of disability”. He said: “We were the ones who escaped from our isolation and segregation, whether we

were in homes or our families. No-one else did it for us. We created a strong and very powerful disabled people's movement which promoted independent living as one of the central planks of our struggles for full inclusion into society.”

Mike is a massive Arsenal supporter and is married with two daughters and two granddaughters.

Sir Terry Pratchett - Best-selling author; creator of the Discworlds Series

The world-renowned author of fantasy novels is best known for his Discworld series of about 40 books.

His first novel, *The Carpet People*, was published in 1971 and his first Discworld novel was published in 1983. He has written, on average, two books a year.

His 2011 Discworld novel *Snuff* was, at the time of its release, the third-fastest-selling hardback adult audience novel since records began in the UK, selling 55,000 copies in the first three days. He has sold over 87 million books worldwide in 37 languages and is currently the second most-read writer in the UK. He was made an OBE in 1998, was subsequently knighted for services to literature in 2009, and received the World Fantasy Award for Life Achievement a year later in 2010.

In 2007, he announced he was suffering from Alzheimer's disease and has now turned his attention to raising awareness of the lack of funding given to combating the affliction. Since 1998, Terry has been testing a prototype device that has slightly improved his condition and he has written, with the help of British sci-fi writer Stephen Baxter, three novels since being diagnosed with the condition. Due to his disease he dictates texts to his assistant or uses speech-recognition software to put together his novels.

Geoff Adams-Spink - Director, Adams-Spink Ltd; Disability Rights UK Trustee

Geoff Adams-Spink was born in 1962 with disabilities caused by the morning sickness drug thalidomide.

After attending specialist schools, he studied French and politics at Loughborough University, obtaining a first-class degree.

His university careers adviser advised him and all fellow language students that applying for the 'fast stream' of the Diplomatic Service would be pointless because, "nobody from this university has ever got in". Incensed at having his expectations revised downwards, he set about applying. At the end of the rigorous process, he got in.

At the same time, he pursued a lifelong passion for the radio by applying to the BBC. He was offered a traineeship, but he

had a difficult decision to make. Eventually, he decided to join the BBC where his creativity would flourish better than in the Foreign Office.

He spent 22 years working as a journalist and manager for the Corporation, the last eight of which were as Age & Disability Correspondent for BBC News. He left the corporation in 2011 and now runs his own consultancy firm, as well as chairing an international confederation of organisations of people affected by congenital limb difference. He is also an associate of the Business Disability Forum (BDF), and a Trustee of Disability Rights UK.

Gary O'Donoghue - Chief Political Correspondent, BBC Radio 4 and BBC News

Radio 4's Chief Political Correspondent, Gary O'Donoghue, was born partially sighted but lost his full sight at the age of eight.

He has been a reporter for the Today programme, a presenter for the BBC World Service, a presenter on BBC2's disability magazine programme From The Edge, and an occasional presenter of In Touch on Radio 4. As well as covering British news, Gary has reported on events from Europe, Africa, Asia and the United States, and has made documentary and current affair programmes for TV and radio. Upon graduating from Oxford, where he read Modern

Languages and Philosophy and also played blind football for England, Gary was a junior reporter on Radio 4's Today programme, before becoming a political correspondent based at Westminster. He reported across the media of radio, television and the internet and in 2007 he broke the story that Prime Minister Gordon Brown was returning early from holiday to deal with an outbreak of foot-and-mouth disease in Surrey. However, the story – which was a lead on the BBC News at Ten – was given to an able-bodied colleague, an action which resulted in an out-of-court five-figure payment to Gary on the grounds of disability discrimination. This led to hundreds of BBC employees being sent on disability awareness schemes. Gary is also a member of the Group for Solicitors with Disabilities.

Melanie Reid - Award-winning Times Magazine Columnist

Melanie Reid is an award-winning tetraplegic writer and columnist for The Times who was paralysed after falling off her horse in 2010. She writes The Spinal Column in The Times Saturday Magazine, telling readers of her life as a person with a disability. Educated at Ormskirk Grammar School and Edinburgh University, she held senior positions at The Scotsman, Sunday Mail and The Herald before she joined The Times in 2007. In 2012 she co-wrote with composer Sally Beamish the acclaimed piece Spinal Chords, commissioned and performed by the Orchestra for the Age of

Enlightenment as part of the Olympiad cultural celebration. Her awards include Columnist and Journalist of the Year (Scottish Press Awards 2010) and Columnist of the Year (UK Press Awards 2011). In June 2014, Stirling University awarded her with an honorary degree for contribution to journalism and disability awareness. She lives in West Stirlingshire with her husband and son.

Advertorial

Barrier-free KPMG

In August 2014 the KPMG Board and Executive Committee signed up to a radical three-year Diversity and Inclusion Strategy, which has been designed to align with the values and growth priorities of the firm

For us, inclusive leadership means taking personal responsibility for building diverse teams and strong relationships to succeed in a complex and rapidly changing world.

Diversity and inclusion is not about a series of initiatives, but must be integral to everything we do. Inclusive design is not just about our buildings, it is about our relationship with our clients, our employment offer, our internal and external communication, our procurement activities and our corporate social responsibility agenda.

KPMG's vision to be the clear choice means attracting and keeping the best people. We know that more than 18 per cent of the working age population have a disability and that if we want to attract talent from the widest pool then we must become the employer of choice for talented disabled

people and create a culture that allows the organisation and our employees to thrive and grow.

This is the reality not a 'nice to have' and we are taking practical and measurable actions to ensure that we make sustainable progress in attracting and developing talented disabled people. The Inclusive Leadership Strategy commits us to target zones for the firm and guarantees an interview for any disabled person who meets the basic criteria for a vacancy.

We are proud that in 2013 the Business Disability Forum (BDF) named KPMG best business-to-business provider in recognition of the work to improve accessibility for disabled people. Much of the credit for this must go to our disability network, WorkAbility.

Ben Iles, who leads on the network, explains: "KPMG's WorkAbility network was set up in November 2012 and has a growing membership. For each of our 22 UK offices we have a WorkAbility Facilitator and these people are supported by additional volunteers around the UK. The Facilitators support colleagues with disabilities and assist with providing practical solutions to disability related workplace issues. They put colleagues in touch with other contacts in the Firm for help with specific queries (e.g. for advice on specialist IT hardware or so-ware).

"As a network we are in regular contact to provide opportunities for members to share experiences and ideas on

improving workplace accessibility and to refresh their skills and knowledge. We also engage with disability networks in other organisations and get involved in major campaigns. For example, KPMG is a supporter of the DWP 'Disability Confident' campaign and local WorkAbility Facilitators have attended 'Disability Confident' events across the country.

“Over the next 12 months, we aim to continue to raise the profile of the WorkAbility Network (internally and externally) and increase the membership with employees willing to act as volunteers to support the Facilitators so that we can continue to support our KPMG colleagues and clients.

“We aim to get people talking about disability and play our part in making KPMG a disability confident business.”

In 2013 KPMG received a silver medal in the BDF's Disability Standard. The Standard scores organisations performance on disability across the whole business from products and services to recruitment and facilities.

Tony Cates, UK Head of Audit KPMG and the sponsor partner of the Workability network, says: “We have made great progress in becoming a disability – smart organisation. We recognise that there is more to do and are committed to the journey.”

We want to learn from other employers and that is why our London Chairman, Richard Reid, sits on the Business Disability Forum's Presidents' Group, which brings together

leaders from the BDF's partner organisations to identify and discuss the strategic challenges of becoming disability-smart. We are also a supporter of the Government's Disability Confident campaign.

As a founding partner of the City Mental Health Alliance, KPMG is committed to managing and supporting the mental health of all its employees and is working with Mental Health First Aid England to train up Mental Health First Aiders.

One of the Network's leading members, Nick Baber, a Director in KPMG's Advisory Practice, speaks openly about his own mental health difficulties: "Four years ago it was hard enough to admit to myself or my family that I suffered from depression yet in mid-February of this year I managed to 'come out' to all of our 11,000 UK colleagues when I and a colleague were interviewed about the mental health taboo for our staff magazine. The article resonated with so many people in the firm who responded saying how it had touched them and that they were encouraged that senior people were standing up on this issue."

Steve Frost led the diversity and inclusion work for the London 2012 Olympics and is now heading the team at KPMG. He says: "Organisations want to attract and retain the best people – and the only way to do that is to be inclusive. What matters most are the skills an individual brings to the table, but it is the employer's duty to provide them with the support to keep them there." KPMG is delighted to sponsor

the launch of the Power 100 as we believe that sends a powerful message that people's success is not defined by their disability.

We are especially proud that one of our own, Vincent Neate, is included in this year's list. In the years to come we hope that many more KPMG employees with disabilities achieve the career success of Vincent and are acknowledged as important role models.

Entertainment

Profiles

Dame Evelyn Glennie - Musician

Dame Evelyn Glennie is the first person in history to successfully create and sustain a full-time career as a solo percussionist despite becoming profoundly deaf at the age of 12. As one of the most eclectic and innovative musicians in the world today, she is constantly redefining the aims and expectations of percussionists and creating unique performances of incredibly diverse vitality. Evelyn has made more than 30 recordings including three Grammy Award winning discs. In addition she has a further Grammy nomination to her name, and her CD, *Shadow Behind the Iron Sun*, was based on a radical improvisational concept that questioned people's expectations and is still proving to be very popular. In July 2012 she was chosen to take a lead role in the Opening Ceremony of the London 2012 Olympic Games.

In collaboration with Underworld, she led 1000 drummers for the world premiere of *And I Will Kiss*, and premiered *Caliban's Dream* on a newly developed instrument called the

Glennie Aluphone that accompanied the lighting of the Olympic flame. She is also constantly exploring other areas of creativity such as writing and designing her own jewellery range, to presenting for and appearing on a variety of television and radio programmes around the world.

Nikki Fox - Multi-media performer

Nikki is a broadcaster, presenter, documentary maker, producer, music graduate and, most recently, she was appointed as the disability correspondent for BBC News. She is a Sony Award-winning journalist and broadcaster who has made a number of documentaries for BBC Radio 4 and Radio 5Live, including *Beyond Disability: The Adventures Of A Blue Badger* and *Disabled And Desperate To Work*. She also regularly appears as a contributor on Richard Bacon's *Moan-In* on Radio 5Live.

Having won a place on the prestigious Channel 4 production trainee scheme, Nikki worked on *How to Look Good Naked* as a researcher. She was subsequently asked to take part in the Channel 4 series *The Shooting Party*, which followed her writing and directing her first short film about all the great things that come with being disabled. Nikki was then asked to join Gok Wan as a reporter on *How to Look Good Naked With a Difference*.

Continuing her work as an assistant producer at Maverick Television and ITV, she was then asked to produce the short film, Nancy, Sid and Sergio. Nikki has also made short films for The One Show and Rip Off Britain: Holidays (both BBC1), and occasionally she pops up on Sky News Sunrise as a paper reviewer.

William Mager - TV Producer, Film maker

Born deaf, William Mager is a Series Producer at the BBC for See Hear, one of the BBC's longest running programmes since 1981 – also the longest-running programme made for deaf people by deaf people in the world. William has made more than 40 30-minute programmes in British Sign Language with a wide-ranging editorial remit. He has explored hot topics such as access to healthcare, he has highlighted the achievements of successful deaf people, unearthed untold histories and given audiences food for thought with studio debates.

William also collaborates with other areas of the BBC, including News, Online, Drama and CBBC, to ensure that programmes featuring deaf contributors and deaf roles are portrayed in the right way and are accessible to deaf and hearing audiences.

William has also written for BBC News online, Wired and The Limping Chicken, and has appeared on BBC Breakfast

speaking about controversial issues that affect the deaf community. Outside of his day job at the BBC, William likes to direct films that generate a buzz. His growing body of short films, such as Hands Solo, My Song and the acclaimed Stiletto, have been shown round the world and have picked up numerous international awards as well.

Robin Millar - Internationally-acclaimed music producer

Robin Millar is one of the world's most successful ever record producers, with over 150 gold, silver and platinum discs and 44 No.1s to his credit, including Sade's iconic Diamond Life album. He has sold more records than The Police, Oasis and even Nirvana, and was awarded a CBE in 2010. He has worked with legendary artists including Randy Crawford, Big Country, Eric Clapton and Sting and is undoubtedly the only blind man in history to ever produce the music for an Olympic Games opening ceremony.

Robin is an academic, a mentor to business leaders, a charismatic speaker and a major fundraiser as well as being a champion for vulnerable people. He is Hon Professor of Music at London College of Music and a trustee of Creative & Cultural Skills UK. His campaigning work has included being patron of UNHCR, trustee of The Playing Alive Foundation and trustee of the Vietnamese Boat Peoples' Appeal. His concerts and recordings for Oxfam, UNICEF and Artists Against Apartheid have raised over £30m.

In 2011 he became global advisor to the Young Voices Mission to the poorest regions in the world, to empower young disabled people.

A year later, he underwent a 12-hour operation to insert bionics into his eye to trial a pioneering new idea for future generations.

Michael Caine - Head Chef, Gidleigh Park; Co-founder, ABode Hotels

One of Britain's most acclaimed chefs and AA Chef's Chef of the Year in 2007, Michael was awarded an MBE in 2006 for services to the hospitality industry. He is the Head Chef at Gidleigh Park, the acclaimed and prestigious country house hotel that was voted the UK's number one restaurant by Sunday Times Food List in 2014.

He became the Head Chef there in 1994 but lost his right arm in a car accident soon afterwards. Despite this, in 1999, Gidleigh Park was awarded a second Michelin Star, and in 2001 he won Chef of the Year at The Catey Awards. Michael Caines Restaurants Ltd was founded in 1999 and the first one opened at the Bristol Marriott Royal in July 2003. With his business partner Andrew Brownsword, the pair developed the ABode hotel concept, which so far has six hotels in the group. Within ABode Hotels exists Michael Caines Restaurants, as well as Michael Caines Taverns, Bars & Grills.

His role within the ABode franchise (aside from being co-founder) is Director of Food & Beverage. Michael is also Executive Chef for Bath Priory Limited, which owns Bath Priory Hotel and Gidleigh Park Hotel. Michael and John Burton Race represented the Southwest of England in the BBC television series Great British Menu in 2006, and he beat the Dartmouth based chef to go on to the final round. Among numerous other accolades, Michael has cooked in 10 Downing Street for the Prime Minister and he also became involved in catering for the Williams Formula 1 team in 2013.

Adam Hills - Stand-Up Comedian, TV Presenter

Adam Hills is a renowned stand-up comedian and TV presenter, famed most recently in the UK for presenting The Last Leg, since its creation as part of the Channel 4 coverage of the London 2012 Paralympics, alongside fellow comedians Alex Brooker and Josh Widdicombe.

Adam divides his time in the UK with his native Australia where he hosts music trivia show Spicks and Specks and the talk show Adam Hills Tonight. He began his stand-up career at 19 years old, and he has been on 10 international tours, and earned three consecutive Perrier award nominations in 2001, 2002 and 2003.

He was born without his right foot, and nowadays his artificial right foot is commonly used as a source of entertainment in his comedy routine.

However, this wasn't always the case as it took him roughly 10 years to feel comfortable to first mention it in his comedy, saying that he didn't want to ever be known as "the one legged comedian". His shows have become recognisable for their use of audience interaction as well as their use of a sign language interpreter, winning him a large amount of deaf fans in the process.

Ruby Wax - Comedienne, TV star and mental health campaigner

Ruby is probably best known for her TV documentaries and interviews and her own zany and unique style. She was a member of the Royal Shakespeare Company for five years, and has been script editor for many shows, including Absolutely Fabulous. Previously, Ruby studied Psychology at the University of Berkeley, California and obtained a diploma in Psychotherapy and Counselling from Regent's College, London. Recently Ruby obtained a Master's degree in Mindfulness-Based Cognitive Therapy at Oxford University.

In spring 2014 she began touring the UK with her one-woman show Ruby Wax: Sane new World – The Tour, based on her No1 bestselling book Sane New World: Taming the Mind,

which enjoyed worldwide success since publication in 2013. In it, she uses knowledge from her recent Masters Degree and spikes it with comedy. In the summer of 2012 she presented her talk What's So Funny About Mental Illness? at Ted Global, and in 2011 she launched a website called Blackdogtribe.com, which helps sufferers with mental health issues get help, information and communicate with each other, and also try to break the social stigma of mental illness (which she has admitted suffering from herself).

Pete Bennett - Media personality, singer, actor

Pete Bennett is best known for winning the seventh series of reality TV show Big Brother in 2006. He has Tourette's syndrome and his appearance on the popular show was credited with educating viewers on the condition. He was cited as a role model for other young people with the condition, and as the bookie's favourite to win throughout the show, is often referred to in the press as 'Big Brother's most popular winner'.

Off the back of this appearance in the show, he was nominated for a National Television Award in 2006 for Most Popular TV Contender.

Since the show Pete has written a book, his autobiography, Pete: My Story, where he documented a difficult childhood, which involved being brought up by a single mother, money

struggles, being bullied and the gradual onset of his Tourette's and his diagnosis at the age of 14.

He also paired up with acclaimed songwriter Guy Chambers, known for collaborating with Robbie Williams. His band Pete Bennett and the Love Dogs performed at Glastonbury 2007.

In 2013 he starred in a film called *The White Room*, directed by John Williams, where he played a 'homicidal clown'. He previously appeared in another film, *The Story of FXX*, and is now focused on taking his acting career to Hollywood. He has said about his Tourette's: "It's made me who I am and it's part of my personality. I've used it to help create awareness. It's the reason I'm so creative and talented."

Advertorial

Home of the Superhumans wants YOU

Channel 4 has always been a different kind of broadcaster, one that broadcasts different voices, perspectives and viewpoints.

‘Diversity’ is in our DNA. We were established as an alternative to the mainstream, to champion minority voices, inspire change and challenge prejudice; to champion freedom of imagination and diversity of thought. Channel 4 is at its best when it is open to the widest range of views and experiences – and that is why we want the very best people from the widest range of backgrounds to work with us and for us.

Whilst we’ve made progress in other areas of diversity, we need to do more to attract great disabled talent.

Two years ago Channel 4 broadcast the London 2012 Paralympics for the first time. We approached it with a scale and swagger never before attempted: we completely changed the way disabled athletes were perceived; we put disabled presenters centre stage and our frank discussion of disability and bold close-up images of impairment made

people more relaxed about disability and more at ease asking questions. The process of planning and covering the Paralympics galvanised every department in the Channel and now we want to recruit more employees with disabilities to help us continue that journey.

A role that's right for you

We believe Channel 4 is a very special place to work. Our staff constantly tell us how proud they are to work here. Not only do we spend each day talking about what makes great television, we also have a unique public service remit to inspire, challenge and take risks – and those values inform the work of every department.

And we know the importance of being flexible when it comes to different employee needs. Our London headquarters are fully wheelchair accessible, and our team of HR experts can talk to you about any other reasonable adjustments or specific needs you may have.

At Channel 4 we don't ever want to pigeonhole people. So we want to hear from talented, creative, ambitious disabled people wanting to work in a huge range of fields – whether that is communications, finance, legal, sales, commissioning, HR, research, operations or IT. If this sounds like you, please go to <http://jobs.channel4.com/>

Disability on 4

The Paralympics. The Undateables. My Mad Fat Diary. Bedlam. Location Location Location, Grand Designs, Deal or No Deal, Come Dine With Me, The Secret Millionaire, Channel 4 News...Adam Hills, Ade Adepitan, Alex Brooker, Katie Piper... Channel 4 has a proven track record in reflecting disabled people on-screen, across our full slate of programmes.

Our ambitions are: to 'normalise' disability by showing disabled people doing everyday things, whether that is buying houses, going on dates or cooking dinner; to celebrate the achievements of those with disabilities, such as the triumphant Paralympic successes of London 2012 and Sochi 2014; and to highlight the very real challenges disabled people continue to face - for example in our award-winning series of news reports looking at public transport for disabled people or in programmes tackling the stigma surrounding mental illness (4 Goes Mad season and the Bafta-winning series Bedlam).

We do all of this with a tone that confronts and surprises people's expectations about disability – one reviewer described The Undateables as “eye-opening, refreshing and brutally honest”, and that's our aim for all our programming. So whether it is jokes about prosthetic limbs on the The Last Leg or a couple in wheelchairs talking about their sexual

experiences on Sex Box, we don't have any 'no go' areas in our mission to mainstream disability.

Championing disabled talent

In the last few years we've achieved a huge breakthrough for on-screen disabled talent. For the 2012 Paralympics we pledged that 50% of our presenting team would be disabled talent. This meant investing over £600,000 in finding, training and developing a new generation of disabled presenters and reporters – including Alex Brooker, Arthur Williams, Daraine Mulvihill, Rachael Latham and Ade Adepitan.

Since 2012 we have been further developing this team, with disabled presenters telling stories in every genre from current affairs to history, science to entertainment. For them and for us, disability is no barrier to telling amazing stories.

But Channel 4 is not just about who is on the television. It matters to us who is making it too. We already run dedicated production schemes aimed at giving creative disabled people their first steps in the industry – including our industry-leading Production Training Scheme which places six disabled trainees with production companies for a year. Every single one of our trainees in 2013 gained employment straight after the scheme. We have also just launched a new initiative with Creative Skillset, The Next Move, for disabled people working in drama production, giving each participant tailored training,

shadowing opportunities and bespoke mentoring to help them progress on to the next rung on the ladder.

And of course a role in television is not just about production. In fact, this matters to us more than most – Channel 4's unique model means we don't make any programmes ourselves, commissioning everything from independent production companies. A job at Channel 4 might involve anything from thinking up a new marketing campaign for an upcoming show to negotiating a new advertising sales deal.

Politics & Law

Profiles

David Blunkett - Labour MP (standing down from May 2015)

David Blunkett, who, as we go to press, is still Labour MP for Sheffield Brightside and Hillsborough, came from a very impoverished background in Sheffield but went on to become Education and Employment Secretary, Home Secretary and Work and Pensions Secretary in successive Labour governments since the 1997 General Election. In 1970, at the age of 22, Blunkett became the youngest ever councillor on Sheffield City Council and in Britain, being elected while a mature student. He served on Sheffield City Council from 1970 to 1988, becoming Leader from 1980 to 1987 and on South Yorkshire County Council from 1973 to 1977. At the 1987 general election he was elected Member of Parliament for Sheffield Brightside with a large majority in a safe Labour seat. He became a party spokesman on local government, joined the shadow cabinet in 1992 as Shadow Health Secretary and became Shadow Education Secretary in 1994.

Promoted to Home Secretary following the 2001 general election, it was a position he held until 2004, and, following the 2005 general election, he was appointed Secretary of State for Work and Pensions.

In June this year, David announced that he would stand down from the House of Commons at the next general election.

David Ruebain - Chief Exec, Equality Challenge Unit

In June 2010, David took up the post of Chief Executive of the Equality Challenge Unit, a policy and research agency funded to advance equality and diversity in universities in the UK and colleges in Scotland. Prior to that, he was a practicing solicitor for 21 years; latterly as Director of Legal Policy at the Equality and Human Rights Commission of Great Britain and before that as a Partner at and founder of the department of Education, Equality and Disability Law at Levenes Solicitors. David is a member of the Advisory Group of the Office for Fair Access, an equality adviser to the English Premier League, a Trustee of Action on Disability and Development and a member of the Rights & Justice Committee of the Joseph Rowntree Charitable Trust. He has also been a Short Term Expert to a European Union Twinning Project, an ADR Group Accredited Mediator, a founding member of the Times Newspaper Law Panel, and a past board member of the European Network of Equality Bodies. David has published widely and taught nationally and internationally on

education, disability and equality law and has been involved in drafting Private Members Bills and in making oral representations to Committees of Parliament.

David was the winner of RADAR's People of the Year Award for Achievement in the Furtherance of Human Rights of Disabled People in the UK, 2002.

Stephen Lloyd - Liberal Democrat MP

Stephen Lloyd, MP was born and brought up in Mombasa, Kenya, but was educated in the UK from the age of eight at St George's College, Weybridge. Prior to becoming a Member of Parliament, Stephen worked in business and from 1998 to 2005, he was a business development director at The Grass Roots Group.

After leaving there, Lloyd joined the Federation of Small Businesses as a business development consultant until his election to Parliament in 2010. Upon entering Parliament, he was swiftly appointed to the Work and Pensions Select Committee, and in 2011 was made Liberal Democrat Front bench Spokesman for Northern Ireland. In January 2014 Stephen became the PPS to Secretary of State for Energy and Climate Change, the Rt Hon Ed Davey, MP. He is particularly interested in the area of disability, of which he has first-hand knowledge having been hard of hearing since childhood as well as losing his sight for a period of six months in his

twenties. He is passionate about ensuring fair and equal access for all. On top of all this, he is involved in a number of important All-Party Parliamentary Groups and is Chair or Vice-Chair for Citizens Advice; Further Education, Lifelong Learning and Skills; Equitable Life; Religious Education; Deafness; MS; Disability and Ageing and Older People.

Michael Cassidy - Lawyer, businessman

Michael Cassidy CBE has had parallel careers in law, the City, local government and corporate governance. He is now a non-Exec Chairman of a number of companies within Finance, Digital and Property, his legal practice over 40 years has focused on UK and international investment, mostly for major pension funds.

In the City of London, Michael has been Chairman of Policy & Resources for five years; eight years Chairing Museum of London, and was also involved in Planning and later Barbican Arts. His non-executive experience has embraced Crossrail, Homerton Hospital, UBS, BLOOM Worldwide and British Land. For two years, recently, he was President of the London Chamber of Commerce.

His five years in the top job at the City of London Corporation included the response to the IRA bomb threat (“ring of steel”) and the period leading up to the election of the Blair Labour government. He was subsequently a speaker at

domestic security seminars and was consulted by 10 Downing Street on a series of security-related measures.

He is Non-Executive Director and Senior Independent Director (SID) of Crossrail, the company in charge of developing the brand new 73-mile railway line that is under construction in the South East of England, which has been described as “giving disabled people the chance to move across London quickly and easily.”

Education, Public & Third Sector

Profiles

Mike Adams - CEO, ecdp

Mike is the current Chief Executive of ecdp, a disabled people's user-led organisation that delivers a wide range of support services for disabled people across Essex and beyond. ecdp also provides a representative voice for them and employs over 30 staff, with a turnover approaching £1.3m this year. Mike was Chair of the Access to Work Expert Advisory Panel which reported to government last year, and is also a non-executive director of a UK-wide private sector company involved in the delivery of social care. Mike was also previously a senior manager at the Disability Rights Commission, and the director of the National Disability Team for higher education.

Saghir Alam - Human Rights and Diversity lawyer; Chairman of ADD International

Saghir is a lawyer and a leading expert in human rights and diversity issues who advises a number of government

departments. He is also a specialist in the area of multiple identities and multiple personalities.

With a legal and business background, in June 2010 Saghir became the Chair of Action on Disability and Development (ADD International), a British international development agency that works with disabled people in Africa and Asia to bring about positive change. Saghir is also the senior partner of Equality Group and Global Diversity, as well as the Patron of Include Me Too and the Ethnic Disabled Children Society and Rotherham Advocacy Partnership.

His list of appointments don't stop there. Saghir is also the Chair of the United Kingdom Black and Minority Ethnic (BME) Council. He is a lawyer and Commissioner of the Disability Rights Commission leading on partnership and capacity building and in 2007 was appointed Independent Governor of the Westminster Foundation for Democracy by the Foreign and Commonwealth Secretary. Saghir is the Patron of Include Me Too, a national BME families and children organisation and works with the Ethnic Disabled Children Society.

Saghir is also the Patron of Include Me Too, a national Black and Minority Ethnic families and children organisation and works with the Ethnic Disabled Children Society.

Professor Colin Barnes - Professor of Disability Studies,

University of Leeds

Colin has been involved with the disabled people's movement throughout his academic career and is a member of several national and international groups controlled and run by disabled people. After establishing the Centre for Disability Studies (CDS) and the Disability Research Unit (DRU) at Leeds University, he founded the independent publisher The Disability Press in 1996 and The Disability Archive UK in 1999.

Since 2008, Barnes has been Visiting Professor of Disability Studies in the School of Social and Health Sciences at Halmstad University in Sweden and is also an Invited member of Adjunct Faculty, Critical Disability Studies Programme at York University in Toronto. He is also the founder of the School's postgraduate Disability Studies programme, which he teaches in person and by a distance learning scheme and currently teaches on each of the 11 programme modules. Since 1994, Barnes has jointly supervised more than 20 research students for the award of PhD and MPhil students on various disability related issues in different parts of the world, including Bangladesh, China, Jordan, Korea, Malta, Portugal, Sierra Leone, Tanzania as well as the UK.

David Buxton - CEO, British Deaf Association

One of the founder members of the Liberal Democrats Disability Association in the late 1980s, David has, for the past two decades, worked in local government and charity

senior management as a Senior Strategic Commissioning Manager for Disabilities and HIV/AIDS, Regional Operations Manager for SCOPE overseeing care homes and disability services and also as the organisation's Fundraising Director. With a proven passion for local government and voluntary sectors, he values his positive impact on the old and young as well as disabled people.

Recognised as one of the most influential people in the UK with a disability, David is also known throughout the world because of his many years of public service. Currently the CEO of the British Deaf Association, his remit is to promote the widespread use of sign language in the UK and throughout the rest of the world, and his international work involves visits to countries where he actively endorses the use of international sign language. During the course of his life, he has seen injustice, inequality and discrimination right across the world, and this drives him forward to make positive and fair change whenever and wherever he can.

Professor Peter Beresford - Professor of Social Policy;
Director of Centre for Citizen Participation- Brunel University

Peter Beresford is the Professor of Social Policy at Brunel University and the Director of its Centre for Citizen Participation. He is Chair and co-founder of the influential national Shaping Our Lives organisation, which is a strategic partner of the Department of Health.

Peter writes regularly for The Guardian and has a regular column in the journal of The College of Social Work. In 2007 he was awarded the OBE for work done to advance service user and patient involvement in public policy, particularly social care and health.

He is proud to have been the first mental health service user to become a professor, and has written many books and articles- as well as being regularly involved in high level government bodies- to advance the rights and voices of disabled people.

He was awarded the first prize for the Times Higher Education (THE) and National Conference of University Professors Essay, The Changing Role of Professors, where he made the case for the involvement of the knowledge and experience of disabled people to be called upon. He also won the FusePR Research of Social Impact Award for a project he led that was carried out by a team of disabled people who explored a policy innovation for independent living.

Stephen Brookes - Creator of the Disability Hate Crime Network; Disability and Equality consultant

After gaining a civilian MBE in the first Gulf War in 1991, Stephen became disabled in a car accident and has become nationally recognised as a researcher and speaker specialising in disability, equality and diversity.

A noted and celebrated public speaker, the several seminars he partakes in all relate to his chosen fields of disability, diversity and equality issues.

Stephen is a member of the Crown Prosecution Service Lancashire Hate Crime scrutiny panel, as well as being a member of the CPS National Community Advisory Council. He is also a media disability consultant to the Office of the Commissioner for Public Appointments, where he focuses on media issues relating to disabled people and public bodies.

He works in many areas of the Criminal Justice system on hate crime matters, and is also a member of the Lancashire Crown Prosecution Service Hate Crime scrutiny panel, and the CPS National Community Accountability Forum. He is a disability advisor to Lancashire Constabulary Hate Strategy Group and to the Policing College, and has won several awards for his work in the criminal justice system for disabled victims of crime.

Beth Carruthers - CEO, Remploy

Beth became the CEO of Remploy, the Non Departmental Public Body that is the leading supplier of specialist employment services for the disabled here in the UK, in January 2014. The company, which has a turnover £50 million and employs 850 staff in 65 locations across the UK,

also delivers a wide range of services in the welfare to work, skills, education and social care markets as part of its remit.

Her early career was spent in the private sector in retail, catering, manufacturing and utilities and she joined Remploy in 2000, and led the development of Remploy Employment Services, which found more than 50,000 jobs for disabled and disadvantaged people in the four years up to her appointment as CEO.

Beth's experience also includes heading up a UK/US exchange led by the DWP and US Department of Labor, that developed recommendations for the UK government on future programmes for disabled people. She has also been involved in a number of international disability projects and has presented on their behalf in the European Parliament in Brussels.

Beth has also taken part in disability employment knowledge exchange visits to Australia, New Zealand, Spain, Mauritius and Sweden.

Stephen Duckworth - CEO, Capita

Paralysed in a rugby game when he was 20 years old and a medical student, Stephen founded the research company Disability Matters in 1989, and is now the Chief Executive Officer of Capita, the Disability Assessment Services.

Previously, Stephen was the Executive Director of Serco Institute that helps create sustainable public service markets through research and communication, as well as being the Regional Operations Director for West Midlands Flexible New Deal where he was responsible for supporting over 5,000 long-term unemployed job seekers secure sustainable employment.

He was a member of the Department of Health's National Quality Board and a board member of the Employers Forum on disability. He was also a board member on the Olympic Delivery Authority on Health, Safety and Environment.

Stephen has acted as a consultant to over well over 400 companies, government departments and local authorities during the past few years to help them profit from the potential of working with disabled people as not only customers, but also as potential work colleagues.

Jane Cordell - CEO, Founder, Getting Equal

Jane was a successful professional orchestral musician before she eventually became deaf in her early 20s. Since then, she has worked at senior levels in several senior mainstream roles, including as a lecturer in English as a Foreign Language, a publications Editor, Diplomat (Foreign and Commonwealth Office for 10 years, including a posting to Poland for 4 years), a social entrepreneur and charity leader. She is currently the

Chair of the Executive Team at Unlimited Potential, a Salford social enterprise, the co-director of Result CIC – a social enterprise providing coaching and training for marginalised groups, Chair of DaDaFest (Deaf and Disability Arts) and a trustee for Manchester Deaf Centre.

In 2009, the Foreign and Commonwealth Office withdrew a Deputy Ambassador's role Jane had earned on merit due to the higher costs of her support compared to someone without any physical or mental disability issues. She challenged this decision in a series of tribunals.

Jane is a rare example of a deaf person working at the top level in mainstream employment, and she has consistently used her own experience of discrimination to encourage and positively influence others. The epitome of this was the setting up of Getting Equal in 2012, an organisation that helps people build their self-confidence and promotes equality. Through her work as a public speaker, coach, trainer, equality campaigner and well-networked individual with strong media experience, she enables disabled and other marginalised people to fulfil their potential and act as powerful role models to others.

Margaret Hickish - Access and Inclusion Manager, Network Rail

Margaret, a civil engineer who became a wheelchair user in 1997, has more than 20 years experience of advising and specifying on access and inclusion for disabled people to the building industry.

She has worked on a range of projects, including the Scottish Parliament, Liverpool Museum, the Unicorn Theatre, Emirates Stadium and Giant's Causeway visitors centre. She brought this breadth of experience to the London 2012 Olympics where she was the Principal Access Officer at the Olympic Delivery Authority, the London Organising Committee of the Olympic and Paralympic Games. She is a member of the London Mayor's Paralympic Advisory group and is a board member of the Built Environment Education Programme.

Margaret's expertise is in demand globally, she has visited Brazil and China with the DTI and recently met with a delegation from Tokyo to share the London 2012 methodology with others holding Paralympic events.

She is working at Network Rail as the Access and Inclusion Manager where she is applying a similar methodology to the rail industry. Margaret is an Honorary Fellow of the Royal College of Art and a member of the National Register of Access Consultants.

Alice Maynard - Founding Managing Director Future Inclusion Ltd, Chair of Scope

Alice Maynard has worked to change society for the better within major institutions and with disabled people's organisations for nearly 25 years, following a successful early career in the IT industry. Her work with the rail industry laid the foundations for the Department for Transport's Railways for All, making rail travel much easier for disabled people.

Alice was on the Board of Scope, the disability charity, where she developed an ambitious strategy to deliver positive change for disabled people in society. It capitalised on Scope's strong reputation as well as the improvements she oversaw in her management capability since she became its Chair in 2008.

Alice recently established, with other colleagues in the third sector, the new Association of Chairs. It aims to improve standards of being the Chair in non-profit organisations, given their key role in ensuring both board and organisation performance.

In 2014, Alice was awarded an honorary doctorate by the University of York, and won the Sunday Times Peel Hunt Not-for profit/Public Service Organisation Non-Executive Director of the Year. She has been on the Cranfield 100 Women to Watch list in 2013 and 2014, and is a regular columnist for The Guardian.

Heather Mills - Patron, Viva!; human and animal rights campaigner

Model Heather Mills lost her left leg in 1993, when a collision with a police motorcycle resulted in the amputation of the limb.

She continued modelling using a prosthetic limb and established the Heather Mills Health Trust, which recycles used prosthetic limbs for amputees who are unable to afford them. It also supplies prosthetic legs for people, in particular children, who have lost limbs by stepping on landmines. Her charity campaigns for the removal and banning of land mines.

Married for four years to Sir Paul McCartney, which resulted in the birth of their daughter Beatrice, Heather subsequently immersed herself in animal rights after the collapse of their marriage. In 2004, she received a Children in Need award from the annual International Charity Gala in Germany, and in the same year, the University of California, Irvine, (UCI) gave her its 2004 Human Security Award and created the Heather Mills McCartney Fellowship in Human Security to support graduate students conducting research on pressing human security issues. A former Goodwill Ambassador for the United Nations Association Adopt-A-Minefield programme, she is a patron of Viva! (Vegetarians' International Voice for Animals).

Katie Piper - International author, Inspirational speaker, TV presenter, Charity campaigner

Katie Piper totally rebuilt her life after she survived a brutal attack in which she was raped, had acid thrown in her face and then spent two months in hospital in an induced coma as a result.

After surgery, she had to wear a plastic pressure mask for 23 hours a day for two years, and her injuries meant that she could only be fed through a tube in her stomach. The acid attack also left her blind in one eye.

Just over a year after the attack, Katie made the decision to share her story in a remarkable film for the Cutting Edge strand on Channel 4 called Katie: My Beautiful Face, which was watched by over 3.5million viewers and nominated for Best Single Documentary at the BAFTA Television Awards in 2010. She went on to set up her own charity, The Katie Piper Foundation, whose vision is of a world where scars do not limit a person's function, social inclusion or sense of wellbeing.

Katie's life and career has gone from strength to strength, making a number of TV shows in the UK and internationally, and writing three best-selling books. She was voted Woman of the Year 2011 and most recently received a special recognition award at The Pride of Britain Awards in London.

Ken Robinson - Radical Educationalist

Sir Ken Robinson PhD is an internationally recognised author, speaker, and international advisor on education in the arts to governments, non-profits organisations and arts bodies. He was Director of The Arts in Schools Project and Professor of Arts Education at the University of Warwick and was subsequently knighted in 2003 for services to education.

In spite of contracting polio at the age of four, Ken went on to study at Leeds University and completed a doctorate in Drama and Theatre in Education at the University of London.

One of the world's most respected speakers on innovation and human resources in education and in business, Ken has had a profound impact on audiences everywhere. The videos of his famous 2006 and 2010 talks to the prestigious TED Conference have been viewed more than 25 million times and seen by an estimated 250 million people in over 150 countries. His 2006 talk – Ken Robinson says Schools kill Creativity – is the most viewed lecture in TED's history and has been watched nearly 30 million times to date. In 2011 he was listed as one of the world's elite thinkers on creativity and innovation by Fast Company magazine, and was among the Thinkers 50 list of the world's top business thought leaders.

Liz Sayce - CEO, Disability Rights UK

Liz Sayce, the Chief Executive of Disability Rights UK, has been appointed to the committee of Healthwatch England to help represent the views of patients, care users and the public at a national level.

From 2000 to 2007, she was the Director of Policy and Communications for the Disability Rights Commission, where she led on creating a new Disability Agenda for policy that will be used and implemented over the course of the next 20 years.

Previously she was Director of Lambeth, Southwark and Lewisham Health Action Zone, and she spent eight years as Policy Director of Mind, and was awarded an OBE in 2008 in recognition of services to disabled people. Liz also has a background in disability and mental health policy.

She has led an independent review on disabled people's employment, a formal investigation into health inequalities experienced by disabled people and a disability agenda, setting new policy directions in disability rights. With personal experience and knowledge of mental health issues, she has published widely on mental health, disability and social inclusion, including *From Psychiatric Patient to Citizen*.

Sir Tom Shakespeare - Social scientist; worldwide authority on disability rights

Dr Tom Shakespeare was born with the condition achondroplasiadwarfism – which he inherited from his late father, Sir William Shakespeare, who was also a highly prominent medical scientist. He has a BA, MPhil and PhD in social sciences from the University of Cambridge and his doctorate research explored conceptualisations of disability.

During his MPhil, he wrote a book about the politics of disability and then wrote the book *Disability Rights and Wrongs*, in 2006.

His subsequent work at the Universities of Sunderland, Leeds and Newcastle explored the sexual rights of disabled people, childhood disability, and quality of life in restricted growth. He joined WHO in March 2008, and was the author of the World report on disability.

He supports WHO efforts to develop and implement policies which remove barriers to the participation of people with disabilities, and as such is a member of the WHO Ethics Review Committee. He served on the Arts Council of England between 2003 and 2008, is currently a senior lecturer in the medical faculty at the University of East Anglia and is a consultant to several UN Health agencies.

Simon Weston - Media personality; former Welsh Guardsman

Simon was born in Caerphilly, Wales and is a former Welsh Guardsman in the British Army. During the Falklands War in

1982, the ship, he was stationed on, the HMS Sir Galahad, was torpedoed by the Argentine Navy, an incident that left Simon with severe burns across 46 per cent of his body. In the aftermath of the tragedy, he became a national celebrity as the country watched every step on his road to recovery.

A popular media personality with his radio show Face For The Radio, he is also a frequent guest on primetime television. He is also an outspoken advocate of the aftercare of soldiers who have returned from war, and has been particularly vocal on the series of defence cuts that, he argued, would leave the British Armed Forces severely under-prepared in the event of further conflict.

He has gone on to write a best-selling autobiography and a series of novels, and he regularly collaborates with an impressive portfolio of charitable organisations right across the country.

He founded a youth charity, Weston Spirit, and is an ambassador for the Guards Association of Australasia and the Healing Foundation, which provides ongoing support for people living and recovering from disfigurement.

Caroline Waters

Vice Chair, Equality and Human Rights Commission; equality and diversity advocate

After stepping down as Director of People and Policy at BT in 2013, Caroline is now an Associate at Marylebone Executive Search. She also founded CW Consulting Box and is also Vice President of Carers UK.

A BT employee for over 34 years, Caroline worked across a broad spectrum of positions with the company after starting as a clerical assistant, and she earned a distinguished record on equality, inclusion, and human resources.

She has been the driving force of many diversity-focused groups such as the Employers for Carers which she has Chaired since 2001; the Employers' Forum on Belief, which she helped found; and she was Chair of the Lone Parents working group.

She was awarded HR Director of the Year in the 2009 HR Excellence Awards and she has judged a number of prestigious diversity awards, including the CRE Race in the Media Awards and Help the Aged's Living Legends. Awarded an OBE for services to diversity and equality in the New Year's Honours List in 2010, Caroline is a Trustee of the Employers Network for Equality and Inclusion and is the Vice Chair of the Equality and Human Rights Commission.

Sport

Profiles

Stephen Brown - Great Britain Captain Wheelchair rugby; Sky Sports Ambassador

At school, sport played a big part of Stephen's childhood and after university he made a successful career in European rugby. His career ended prematurely following an accidental fall from a balcony, resulting in a spinal cord injury. Steve is now tetraplegic, with limited finger movement.

Steve was introduced to wheelchair rugby while he was recovering in hospital. After eight years of training, Steve progressed from club level to playing for his country, and, ultimately London 2012 captain.

As a Youth Sport Trust Athlete mentor he works with individuals, schools and colleges, as well as local and national charities that are dedicated to helping people realise their potential through sport and the arts, regardless of ability.

Working with international companies such as Sky and Allianz, Steve also helps change the way businesses view disability. His objective is to explain some of the advantages of having people with disabilities in their workforce. As a Sky

Sports Ambassador, Steve promotes sport to all and is also part of the Sky Living for Sport programme, an initiative that emphasises that there is something in sport for everyone to enjoy and be involved with.

David Clarke - Five-a-side footballer

David Clarke is the former captain of Britain's football five-a-side team.

He also represented Team GB at the 1996 Paralympics in Atlanta in the sport of goal ball, as well as representing Great Britain in blind five-a-side football when it made its debut at the 2008 Paralympics Games in Beijing, where they finished fifth. Fittingly for a man who was so decorated competing for his country, David's swan-song was captaining Team GB at the London Games in 2012. He is still the country's greatest ever goal scorer in any national football squad, male or female, able-bodied or disabled, and he has won five international tournament silver medals with the team, as well as winning the European Championships

Golden Boot three times. David was part of the British team that finished fifth at the 2008 Summer Paralympics and was selected as the Stadium torchbearer for the 2012 Summer Paralympics, where he was the first person to receive the torch in the Stadium. As well as being the guest of honour at the 2013 FA Cup final between Manchester City and Wigan

Athletic, where he handed the trophy over to the victorious Wigan team, David was inducted into the Football Hall of Fame in September of that year at the National Museum of Football at St. George's Park.

Stephen Miller - Athlete; Managing Director, SMILE Through Sport

Stephen Miller, who was born with cerebral palsy, attended Percy Hedley School until the age of nine before going into mainstream education and attending a state school.

He eventually gained a 2:1 honours degree in Business Information Systems from Northumbria University.

Stephen is now a professional athlete, competing in field athletics, primarily the F32 club throw, although he has also competed in the discus and shot putt in the past. He has represented Great Britain for more than 15 years, competing in five Paralympic Games, five World Championships and three European Championships – so far winning 25 international medals.

In 1996, Stephen became Britain's youngest ever track and field Olympic and Paralympic gold medallist at the Atlanta Paralympics. He was undefeated in all competitions until 2005 – nine years in total, also winning gold at both Sydney and Athens Paralympics. After an agonising silver in Beijing, Stephen was made Men's Athletics Team captain in London

2012 and is now already training for the Rio 2016 Paralympics.

Stephen is also a website developer, working part-time at the Queen Elizabeth Hospital in Gateshead, as well as being an acclaimed published writer and motivational speaker. He is Managing Director of SMILE Through Sport.

Hannah Cockroft - Wheelchair sprinter

Hannah is a young wheelchair racing athlete who started racing at a BPA-run Paralympic Potential Day at Loughborough University in October 2007, and immediately fell in love with the speed of the sport.

Specialising in sprint distances, Hannah burst on to the scene when she broke four world records at the 2010 British Wheelchair Athletics Association International event.

Coached by UKA Head Coach Peter Eriksson, she continued to set the pace, making history as the first athlete to set a world record in the Olympic Stadium in London in May 2012, when she recorded a time of 19.56 in the T34 100m.

Hannah shone on her Paralympic debut, becoming GB's first athletics gold medallist of the London 2012 Games when she won the T34 100m in a Paralympic record time of 18.06. Her second event, the T34 200m, took place on what would later become known as Thriller Thursday. After setting a

Paralympic record of 33.30 in the morning heats, she set a new time of 31.90 in the final to take her second gold medal of the Games. She later reduced her 100m world record to 17.60 at the Swiss National Championships. In the 2013 New Year's Honours, Hannah was awarded an MBE and she is training now for the 2016 Paralympic Games in Rio.

Sir Philip Craven - President, International Paralympic Committee (IPC)

Sir Philip was a keen swimmer, cricketer and tennis player but in 1966, at the age of 16, he fell during a rock-climbing expedition at Wilton Quarries, an accident that left him without the use of his legs. After graduating with a degree in Geography at University of Manchester in 1972, he represented Great Britain in wheelchair basketball at five editions of the Paralympic Games, from 1972 to 1988. He also competed in track and field athletics and swimming at the 1972 Games as well as several wheelchair basketball World Championships and European Championships.

His yearning for self-determination and self-government paved the way for wheelchair basketball to become an independent federation in 1993. At the First International Wheelchair Basketball Federation World Congress in 1994, he was elected the first President of IWBF, holding the office until 1998. A more productive working relationship with FIBA, the worldwide governing body for basketball, was

arranged under his charge to further legitimise wheelchair basketball, and he was elected as President of the International Paralympics Committee in 2001, a position he continues to hold, and was knighted in June 2005.

David Weir - Wheelchair athlete

David Weir, CBE a six-time gold medallist at the Paralympics and a six-time winner of the London Marathon, was born in Sutton with a congenital spinal cord transection that left him unable to use his legs. Despite this, he was a highly successful youth athlete, winning the marathon in the London Youth Games (wheelchair race) seven times. Unbelievably, David has won global titles and medals from the 100m right through to the marathon. As recipient of the coveted British Male Wheelchair Athlete in 2005, the BBC has twice recognised David Weir as the disabled athlete of the year in 2005 and 2008 and in 2006 he was the second ever disabled athlete to be nominated for the BBC Sports Personality of the Year.

A Lucozade Sports Ambassador, he recently launched the Weir Archer Academy for increased participation in disability sports and in 2013 he received a CBE for services to disabled Sport.

Chris Holmes - Former Paralympic swimmer, Conservative Party Peer

Chris is a former Team GB Paralympic swimmer and won 15 medals, including nine golds, competing at the Paralympics Games between 1988 and 2000.

As a teenager he already had dreams of becoming an Olympic swimmer, but he was struck down with Familial Exudative Vitreoretinopathy, a genetic eye disorder, that rendered him totally blind. Unperturbed, Chris decided to join a local swimming club in Birmingham, where he trained alongside Team GB Olympic hopefuls and Olympians. As well as this, Chris also read politics at Cambridge, and used his position to raise attention to the issues of equal accommodation and facilities for Paralympians.

A former Commissioner for the Disability Rights Commission, he was also Director of Integration for the London 2012 Games and was made an MBE in the 1993 New Year's Honours list for services to swimming for the disabled. Currently a Non-executive director at the Equality and Human Rights Commission, Chris was made a Conservative Party life peer in August 2013, taking the title Baron Holmes of Richmond, of the London borough of Richmond upon Thames. Chris also regularly takes part in public speaking engagements and numerous consultancy roles.

Gerry Hughes - Round-the-world yachtsman

Profoundly deaf from birth, Gerry Hughes became the first deaf person to single-handedly sail the Atlantic and the world's first deaf yachtsman to sail single-handedly around the world and pass the five great capes.

He learned to sail at the age of two and dreamed of sailing around the world from the age of 14. He struggled to read and write until the age of 15, but eventually gained a degree in Maths from the Open University. A keen footballer, he captained Surbiton Deaf Football Club before playing for St Vincent's Deaf Football Club in Glasgow, where he won the Scottish Deaf Football Cup, the British Deaf Football Cup, and the team were beaten finalists in the European Deaf Football Cup.

He was a former Research Associate with the British Sign Language Research Project at the University of Edinburgh in 1981, before becoming Director of Quest For a Language, where he delivered, managed and liaised with both deaf and hearing students and also developed a sign language curriculum. In 1995, Gerry became the first deaf teacher in Scotland for over a century and then became Assistant Head of Donaldson's School for the Deaf in 2000. He also played golf for Scotland in the World Deaf Golf Championships status in Scotland, in 2007.

Terrence Nelson - Inventor; former footballer

A former midfield footballer with Liverpool FC, Terry retired from the game through repetitive injury.

Having left football he began a career as a Paratrooper but was devastated to learn he needed an urgent kidney transplant.

In 1988, his brother Dean gave up his own military career and donated one of his kidneys and Terry decided to become the fittest transplant patient in the world, running the London Marathon 15 months later and then winning three Golds at the 1992 British Transplant Games and Gold in the 5000m at the world transplant championships in 1993. In March 2006 he had his second transplant and at this time was profoundly deaf due to the effects of kidney dialysis. Terry then developed the unique Aqua Running X6 HBS – Hydro Buoyancy System – the most advanced buoyancy suit in the world, which allows anyone of any age, ability or disability to train through any injury or illness with no impact.

The suit is now officially endorsed by the Sanitas Real Madrid Medical Services and is also used by Manchester United, Liverpool, Manchester City, England, Diego Maradona, England Rugby Union and the British Lions. It is also set to be used by military forces around the world to speed up recovery from injury for their troops.

Jonnie Peacock - Sprinter

Jonnie is by far the fastest man on the list, as he is the Paralympic T44 100m champion. He is also currently the reigning world and European 100m T44 champion.

He was first spotted as a talented athlete in 2008 when he attended a BPA-run Potential Day at Mile End Athletics Stadium, participating in a 60m sprint.

He enjoys the speed and power of the sport, with all of the technical aspects involved and he has been competing since 2009. In June 2012, Jonnie set a world record in the T44 100m while competing at the US Paralympic Track and Field Trials.

On his Paralympic debut at London 2012, Jonnie was the fastest qualifier for the final of the T44 100m. As the youngest athlete competing in the final of his event, he set a new Paralympic record to take gold with a time of 10.90 seconds.

Following the London 2012 Games, Jonnie was announced as one of the first ambassadors for Paralympic GB's Sports Fest, an event designed to let people meet the medallists, try Paralympic sports and get involved. In the 2013 New Year's Honours, he was awarded a MBE. He is a lower-limb amputee, after he contracted meningitis when he was five years old and had his right leg amputated.

Richard Whitehead - Marathon runner; sprinter

Richard Whitehead is not only a world record holder in the full and half marathons but he also happens to be one of the world's best sprinters and is the current Paralympic and World Champion in the T42 200m.

Born with a congenital double amputation condition, in 2009 he became the first leg amputee (single or double) to break the three-hour mark for a marathon, a world record he has since lowered to 2 hours, 42.54 minutes. He also broke the half marathon world record with a phenomenal 1 hour, 14.14 minutes. However, he was told by the International Paralympic Committee that he would not be able to compete in the marathon at London 2012 as there was no category for leg amputees.

Instead of dwelling on this, he stepped down to the 200m and won the gold against a quality field of seasoned sprinters. Richard has overcome all barriers that have been put in front of him.

Following gold medals at the IPC World Championships and Anniversary Games (200m T42), he recently completed the challenge of a lifetime – running 40 marathons in 40 days, from John O'Groats to Land's End, and ran a total of 977 miles for his two chosen charities, Scope and Sarcoma UK.

Nick Priest - Specialised mobility scooter constructor

Former army corporal Nick Priest has successfully built Britain's biggest mobility scooter, a monster trike with as much power as six cars, despite suffering from the totally debilitating condition of fibromyalgia syndrome. The massive scooter he has constructed, nicknamed Grunt, is 11ft long and boasts a 7.2 litre engine from a V8 Dodge Charger and it took him seven years to piece it together.

Nick, who was an army radio operator, already had a mechanical background and a love of all things to do with cars and he was also a technical illustrator for the world renowned Haynes Motor Manual. After leaving the military.

Five years ago he had given up work because his ailment causes chronically debilitating pain and extreme tiredness.

Nick continues to work and still fuels his motoring passion by designing and adapting motorbikes for disabled people as well as raising money for the National Association of Bikers with Disabilities, despite his often intense fatigue. Through NABD's network of national bike clubs and local radio stations, he now plans to raise funds to start selling specially built mobility units to other disabled people around the country.

Sohail Rehman - Football coach, Manchester United

22-year old Sohail recently made history by becoming the first disabled person in the world to coach an able bodied

team. He is now one of the training coaches at Manchester United, no less. Like any other young boy his dream was to play sports. He would stay outside in the street play all day and night, but he suffered from spinal muscular atrophy that confined him to a wheelchair when he was 15.

He decided he was not going to give up on his dream of sport, but changed avenues to pursue a career in sports coaching. At 17 he started taking coaching badges, and coaching at a local school in his town. But it was a letter of encouragement from Sir Alex Ferguson that lit the fuse in Sohail that has burned brightly ever since. Indeed, he is determined to become the world's first disabled football manager to a professional team.

It was David Moyes, the then Manchester United manager, who gave Sohail his big break and brought him into the fold, and it is an opportunity the affable 22-year old is determined to grab with both hands. Having recently coached at Everton and Celtic with the younger age groups, he now wants is to trailblaze a program where more disabled kids will be involved in mainstream sport.

Nick Webborn - Medical Director, The Sussex Centre for Sport and Exercise Medicine

Nick is a sports medicine doctor and is currently Medical Director of The Sussex Centre for Sport and Exercise

Medicine and head of Sports Medicine at The Centre for Sport and Exercise Science and Medicine (SESAME) at the University of Brighton.

He suffered a spinal cord injury in 1981 while a junior RAF doctor, and after an initial complete paralysis he made a partial recovery. He played wheelchair tennis for Great Britain in 2005 and continues to remain active.

He works with a variety of sports at elite level, including tennis and football, but particularly with Paralympians, and he has attended eight Paralympic Games either as GB Team Physician or as a member of the International Paralympic Committee (IPC) Medical Commission and the IPC Anti-Doping & Sport Subcommittees. In 2003 he became involved with the bid phase of the London 2012 Games and worked for LOCOG on the medical advisory group and at the Olympic Games as a sports physician. Nick was the Chief Medical Officer for the British Paralympic team at London 2012.

His masters degree dissertation won the 1997 IOC World Congress on Sport Sciences award for best presentation in the biological sciences section.

Frank Williams - Founder and Team Principal, Williams Formula 1 Team

The co-founder and boss of the Williams Formula 1 team, Frank Williams has been confined to a wheelchair since

breaking his neck in a road accident in 1986. Despite this, the Williams team have won 16 championship titles and are the third most successful F1 team in history.

In 1999, Williams was knighted for his services to motor sport.

In 2010, Frank received the Helen Rollason award at the 2010 BBC Sports Personality of the Year show.

“It’s been a great journey, one I’d love to do again if I was younger. I wouldn’t try and do anything different except try and avoid the accidents,” said Williams, accepting the award.

Williams have won seven drivers’ world titles, nine constructors’ championships and 113 grand prix since the team was established by Williams and Patrick Head in 1977.

The drivers who have won world titles for Williams are among the biggest names in F1 history – Alan Jones, Keke Rosberg, Nelson Piquet, Nigel Mansell, Alain Prost, Damon Hill and Jacques Villeneuve. Frank competed himself in saloon-car racing and Formula Three in the 1960s, setting up his first team in 1969. He has now stepped down from the board of Williams F1 and been replaced by his daughter, Claire.

Profiles

10. Dame Anne Begg - Labour MP

Dame Anne Begg was elected as the Labour MP for Aberdeen South in 1997 and now chairs the Work and Pensions Select Committee. She is currently the Secretary of the All-Party BBC Group, Chair of the All Party Group on Equalities, the All Party Oil and Gas Industry Group and the All Party Commercial Radio group. She was the first full-time wheelchair user to be elected to Parliament and in the 2011 New Year's Honours List, she was awarded a DBE for services to disabled people and equal opportunities. A staunch campaigner for stem cell embryonic research for the treatment of incurable diseases, she also regards her wheelchair as being her liberator and was a secondary school teacher for 19 years before being an MP.

10. Ruth Owen - CEO, Whizz-Kidz

A wheelchair user from the age of seven, Ruth understands the importance of independent mobility in a child's life. She forged a successful career in the private sector and eventually set up and ran her own IT company for 10 years. For several years, Ruth was a Trustee of children's charity

Barnardos, she joined Whizz-Kidz as Chief Executive in 2004. With an estimated 70,000 disabled children and young people in the UK waiting for a wheelchair, Whizz-Kidz works hard to transform the lives of children across the UK. Liz has led the charity to become the biggest provider, outside of the NHS, of powered and lightweight manual wheelchairs for disabled children and one of the leading campaigning organisations in the sector.

Ruth was awarded an OBE in recognition of her services to disabled children and young people in 2012, and in 2013 she was named on the Health Service Journal's Inspirational Women list and was also honoured with a doctorate from Hull University.

9. Ade Adepitan - TV personality and presenter; former Paralympic wheelchair basketball player

Adedoyin 'Ade' Adepitan was born in Lagos, Nigeria. At 15 months he contracted Poliomyelitis, which resulted in him being unable to use his left leg and only partially able to use his right leg. He moved to the UK when he was three and discovered wheelchair basketball at age 12, after being spotted by two physiotherapists as he was being pushed down the streets of Plaistow in a shopping trolley. He had one burning ambition: to win a medal in the Paralympics for Great Britain.

He played basketball professionally for two years with CAI CDM Zaragoza and was selected to compete in the Sydney 2000 Paralympics. The Games boosted Ade's profile and he starred in a documentary and featured in the world famous PlayStation double life advert before presenting a wildlife show on BBC1.

In 2004, Ade achieved his lifelong ambition and won a medal at the Athens Paralympics. As his sporting career began to wind down, his TV career took off; he presented Xchange on CBBC and made various appearances for the BBC and the NBA show for Channel 5. As well as being one of the main presenters of the London 2012 Paralympics. He has also acted, and in 2012 he was awarded an MBE for his contribution to disability sport.

8. Ellie Simmonds - Britain's greatest ever Paralympic swimmer

Eleanor 'Ellie' Simmonds OBE is a four-time Paralympic Champion, 13-time World Champion and seven-time European Champion swimmer. Her disability is achondroplasia, but her talent was spotted at a disability sports event and she was subsequently placed into the British Swimming talent programme. She worked her way through to be selected as the youngest member of a senior British Swimming squad for the 2006 IPC World Championships at 12 years and three weeks.

Ellie shot to fame when she won her first Paralympic medal at the age of 13 years and nine months at the 2008 Paralympic Games in Beijing. This was the start of a string of firsts for her as she went on to become the youngest winner of the BBC Young Sports Personality of the Year in 2008 and then the youngest ever recipient of an MBE at the age of 14 years.

Ellie has continued to dominate her sport, winning 13 World titles, seven European titles and breaking eight world records along the way. The poster girl for the London 2012 Paralympics, she won four medals, including two golds, and broke two world records along the way. She is now probably the most recognised British Paralympian today, and at the world championships in Montreal she won three gold medals and a bronze, cementing her place among the greatest British Paralympian of all time.

7. Alison Walsh - Disability Executive, Channel 4

Alison Walsh is a powerhouse in the world of disability, media and diversity in her role as Disability Executive at Channel 4.

She is in a unique position and has a huge influence on selecting the talent that is seen on screen, and the production staff that is off screen. She works with the commissioning team and C4's programme suppliers to

ensure mainstream inclusion of disability across all programme areas and actively pushes to nurture and develop disabled talent on screen and behind the camera.

Alison helped write the bid that won Channel 4 the rights to broadcast the 2012 Paralympics and the bid for Rio 2016. Her biggest project to date was helping to produce C4's coverage of the Paralympic Games in 2012, where she had a senior editorial role. With over 170 hours of live coverage showing disability as it had never been shown before, Alison was also a driving force behind the talent search that saw 50% of new presenting talent onscreen during the Paralympics. Alison also implemented disabled trainee placements on the annual C4 Production Training Scheme (run in conjunction with production partners and the training provider Think Bigger). She joined Channel 4 in 1996, and has sought to influence the TV landscape ever since.

6. Ash Atalla - TV Comedy Producer and Writer; Producer of The Office

Producer and writer Ash Atalla is one of the UK's best known comedy producers. Most famous for his work with Ricky Gervais, he produced the hugely successful comedy series The Office and has won several domestic and international awards including three British Comedy Awards, three Baftas and a Golden Globe. He developed Polio as a baby and is consequently a wheelchair user.

He made his first appearance on TV in 1999 when he co-presented a Channel 4 series on disability, *Freak Out*.

His work has also seen him produce several major series including *The IT Crowd* (in which he cameoed) and *Man Stroke Woman*.

Ash set up his own independent production company, *Roughcut TV*, in 2007. Among his many productions, Ash produced *Trinity* (ITV2) and *Anna & Katy* (Channel 4). *Roughcut* also released its first iOS app in January 2013 – *The Official Mr. Tapp*.

He is currently executive-producing a variety of new projects for all the major UK broadcasters, including *Trollied* (Sky1), *People Just Do Nothing* and *Cuckoo* (BBC 3).

5. Stephen Fry - Media behemoth

National Treasure Stephen Fry is an actor, screenwriter, author, playwright, journalist, poet, comedian, television presenter, film director, documentary maker and Twitter enthusiast, whose every word on any subject influences millions.

While at university, he joined the Cambridge Footlights, the famous amateur dramatics society at the university that has given the nation several of its most famous TV comedy writers. It was there that he met his friend Hugh Laurie, and

they formed the comedy double act Fry and Laurie and co-wrote and starred in *A Bit of Fry and Laurie*, and *Jeeves and Wooster*.

His varied acting roles include the lead in the film *Wilde*, Melchett in the BBC television series *Blackadder*, a recurring guest role as Dr Gordon Wyatt on the crime series *Bones*, and Gordon Deitrich in the dystopian thriller *V for Vendetta*. He is the long-standing host of BBC quiz *QI* and recently appeared as Prime Minister Alistair Davies in the 9th season of *24*. He is a brilliant documentary maker, one of his most impressive and critically acclaimed being the Emmy Award-winning *Stephen Fry: The Secret Life of the Manic Depressive*, in which he explored his mental illness.

4. Warwick Davies - Star Wars actor, Harry Potter Star, Talent Agency CEO, Quiz show host

Warwick is a world famous actor who was born with dwarfism.

He played the title characters in the movie *Willow* and the *Leprechaun* film series, the Ewok Wicket in *Return of the Jedi* and Professor Filius Flitwick and Griphook in the *Harry Potter* films. Warwick has also starred as a fictionalised version of himself in the sitcom *Life's Too Short*, written by Ricky Gervais and Stephen Merchant.

When he was 11, he responded to an advert asking for people who were 4ft or shorter to be in Return of the Jedi. Since then, he has starred in more than 30 films and TV shows and recently became the first person with a disability to regularly host a primetime show when he presented Celebrity Squares on ITV.

Warwick's list of film credits range from Harry Potter sequels, Star Wars sequels and Prince Caspian, to Ray Charles, Hitch Hikers Guide to the Galaxy and Gulliver's Travels. He cofounded the talent agency Willow Management, specialising in representing actors under five feet and many of his film co-stars are represented by the agency. In April 2010, Warwick published his autobiography, Size Matters Not: The Extraordinary Life and Career of Warwick Davis, with a foreword by George Lucas.

3. Baroness Jane Campbell - Crossbench Peer; disability rights campaigner

Baroness Jane Campbell is an Independent Crossbench Peer and is the co-chair of the All Party Parliamentary Disability Group with Anne McGuire MP.

With a long history of parliamentary lobbying for disabled civil and human rights, Jane is particularly active in creating structures which encourage disabled people from all sectors of society to take control of their lives and influence positive

political and social change. She has chaired two expert panels on Welfare Reform and Independent Living for the Government's Department of Work and Pensions since 2007. Jane was a Commissioner at the Equality and Human Rights Commission from 2006-2009, and a Commissioner of the Disability Rights Commission from its inception in 2000. She co-authored *Disability Politics* (1996) and contributed a chapter to *Disabled People and the Right to Life* (2008). She received the Liberty Human Rights Award for Lifetime Achievement in 2013, and was named President of the National Disability Archive later that year. She has been recognised for her work twice in the Queen's birthday honours (in 2000 with an MBE and again in 2006) and is the recipient of three honorary doctoral degrees.

2. Baroness Carys 'Tanni' Grey Thompson - Crossbench Peer; campaigner; Paralympic legend

From childhood, 'Tanni' was an accomplished all-rounder at sport, enjoying swimming, archery and horse riding. Always choosing to find out for herself what she could and couldn't do, Tanni, who was born with spina bifida, represented Great Britain at the Seoul 1988 Paralympics where she won a bronze medal in the 400m. It sparked the beginning of an incredible Paralympic career during which she won 11 gold, four silver and one bronze medal between 1988 and 2004.

She is globally recognised as one of the greatest Paralympic athletes in history.

After retiring in 2007, Tanni continued to be involved in sport as a director of UK Athletics and also as a board member of the London Marathon (she had won the wheelchair race six times).

In 2008 she became a board member of Transport for London, and in 2010 Tanni was appointed to the House of Lords, where she serves as a non-party political crossbench peer, taking the title of Baroness Grey-Thompson of Eaglescliffe, in the County of Durham. She was also the first Paralympian to be voted for in the BBC Sports Personality of the Year Award.

She currently sits on the panel for the London Legacy Development Corporation, and is the chair of the Women's Sports and Fitness Foundation Commission on the Future of Women's Sport. She continues also to appear regularly on radio and television, most notably with the BBC and S4C as a presenter, commentator and pundit.

1. Stephen Hawking - Scientist

With a reputation and intellect such as his, perhaps it was inevitable that the cosmologist, theoretical physicist and mathematician would be in first place in a list like this

Sir Stephen Hawking, cosmologist, theoretical physicist, mathematician and undoubtedly one of the greatest scientific minds of all time, was born in Oxford on 8 January 1942, to parents Frank and Isobel Hawking who were both Oxford University graduates. Frank had studied Medicine and Isobel was a graduate of Philosophy, Politics and Economics.

As a child, his mother recalled Stephen's fascination with the stars at night, and how he would gaze at them for hours in the family garden. His father was the head of Parasitology with the National Institute for medical Research, and this meant that the family regularly spent lengthy periods in Africa, which further broadened Stephen's horizons. Frank had wanted Stephen to study medicine, but his son was constantly drawn to the subject of the Universe; what it was, why it was and how it had formed.

Stephen enrolled as an undergraduate at Oxford at the age of 17, and as the cox in a boat club he was a popular and witty student who had a reputation amongst the lecturers and examiners of being smarter than even they were! However, it was in his second year as a doctoral student at Cambridge that he started to experience health issues; he had begun to slur his speech, his coordination became an issue that led to him falling, stumbling and having accidents whilst he was rowing. His family grew concerned and sent him for a series of tests that revealed the onset of Motor Neurone Disease, and his doctors gave him two years to live.

Despite this prognosis, Stephen immersed himself in his work and his relationships, getting married and simultaneously forging a huge reputation within the scientific community. During this time, there began to be ongoing debates about the formation of the universe and the Big Bang, and Stephen was drawn into the debates with his radical thinking that was already beginning to revolutionise the infant subject.

As his illness rapidly developed and severely limited his physical ability, it did little to dampen his razor-sharp mind. His writings and papers were like the switching on of a light in a dark room and his proposed theories were treated like a breath of fresh air by the rest of the cosmology and theoretical physics community.

As he redefined the way astrophysicists and scientists viewed the universe, his ideas and papers began to trickle into the mainstream, and the general public became more aware of the brilliant scientist who was now confined to a wheelchair and who could only communicate via a voice-synthesiser.

His book, *A Brief History of Time*, that looked at the history of the universe from the moment of the Big Bang, is one of the biggest selling scientific books of all time; it sold nearly 30 million copies around the world and remained at the top of *The Times* Best Selling Books list for 237 weeks in a row. This unprecedented success led to him becoming a media celebrity and his image and name are known worldwide.

As well as appearing on the covers of both Time Magazine and Newsweek, he has met several US Presidents and heads of state from across the world and his thoughts are now taken as standard in the scientific community.

In 2002, following a nationwide vote, the BBC included him in their list of the 100 Greatest Britons, and has been awarded the Copley Medal from the Royal Society, as well as receiving America's highest civilian honour, the Presidential Medal of Freedom and the Russian Fundamental Physics Prize.

He has written several more books, has even appeared in The Simpsons and also has several buildings named after him across the world, including the Stephen W Hawking Science Museum in San Salvador, the Stephen Hawking Building in Cambridge, and the Stephen Hawking Centre at Perimeter Institute in Canada. He was also the Lucasian Chair of Mathematics at Cambridge, the same position held by Sir Isaac Newton, who he is rightly mentioned in the same breath with, along with Albert Einstein.

Feature

Adapted workspaces

No-one can work at their best if they are not comfortable with their environment, but what does this mean for disabled people? Is it to do with how ergonomic the environments look? Or is it still all about old fashioned physical space – ramps, lifts, accessible toilets – and the like?

Sophie Partridge reports

The definition of accessibility in the workplace seems to be determined by who you speak to and the actual purpose of their workspace.

The Massachusetts-based company WorkWithoutLimits, for example, offers the following guide-lines: “In order to have a fully inclusive workplace, a work environment must be physically, technologically and attitudinally accessible. An accessible workplace therefore maximises productivity by eliminating barriers that can prevent people with disabilities from working to their full potential.”

So now we know what we’re aiming for, but how does this pan out in reality? We spoke to Neil from Assist-Mi: “It is not just about sticking a button on the door for wheelchair users.

I can only speak from the assist-Mi perspective, but I find that we're still dealing with corporates who don't quite 'get' disability, even when they have teams tasked with understanding disability and delivering solutions."

Perhaps that's why so many disabled workers remain self-employed and work from home. Journalist and musician Mik Scarlett told us about his own journey.

"To be honest, I don't have a lot of positive experiences of accessible workplaces, which is partly why I'm a freelancer. My first office, when I worked as a clerk in the 1980s, was terrible. The lift was so small I had to jump into it with my wheelchair foot-plates removed. This caused accidents a couple of times, and when I returned from a measly week off sick, I was told any more time off and I'd be sacked! Now I mostly work from home, having built a workspace that fits my needs.

My music studio is also designed to be played from my wheelchair."

Mik went on to acknowledge that there are some places that really have thought disability access through.

"Graeae Theatre's Bradbury studio in East London is amazing, both for its inclusive design and the attitude and knowledge of the staff."

"The secret to a successful accessible building is partly about technology and highspec fittings, but that is a fraction of the

whole story,” says Kevin Walsh, Operations Director at Graeae Theatre. “It’s about talking to the people that are going to be using the building, balancing what is very accessible for one but may be extremely inaccessible for another, and ensuring access is considered at the heart of the design.”

Another notable addition worth mentioning is Cecil Sharp House, in London’s Camden Town. It has been recently upgraded to be fully accessible, and is now a superb rehearsal and performance space for both able-bodied and disabled patrons.

“Improving disability access at Cecil Sharp House was key in my role as soon as I joined in 2010,” said it’s Operations Director Rosie Baker.

“I started an Access User Group, inviting members of the disabled community and existing disabled users to join and feed into the planning for a fully accessible building, and we learnt a lot during the process, logistically and practically speaking. The challenges that we still face are that, although we can advertise ourselves as ‘step free’, we still can’t call ourselves ‘fully accessible’ as there are still areas of the old building that we haven’t been able to replace or improve.

However, we now have a lift inside Cecil Sharp House, additional accessible toilets, and a brighter, more spacious foyer and refurbished café space.”

But often it is the thing that those without disabilities take for granted, like easy access to the toilets, for example, that make a real difference to disabled users of such establishments.

As for equipment, most wheelchair users have pointed out that one of their most basic needs is a desk that they can move in under, although finding one of these can sometimes be challenging. For journalist Annie Makoff, it's as simple as an adjustable height chair.

Disabled freelance performer John Kelly agreed that more often than not, it is about using bits of tech that are in everyday use, such as iPads, tablets, smartphones and even phablets to make the work experience easier to handle.

Neil at assist-Mi makes a further, more pertinent comment, on the subject of workplace accessibility. "The difficulty we're seeing with most corporates is that their decision-making processes are slow and so we have to work on delivering the vision of where they should be, or a more direct approach with an animated vision, to their Chief Executive.

"Then it will come down to what it always comes down to – business priorities and cost. Assist-Mi will have a watershed moment when everybody gets it and realises it's such a simple tool with a massive social impact, but the first deployments are required from the champion companies who see the market as well as the legal requirement."

He concluded: “Ultimately, there are many benefits from creating disabled-friendly working environments. The companies that we are working with have one thing in common, and that is an attitude to embrace technology to effect change and not to discriminate. After all, we’re still human beings, no?”

Advertorial

The Clear Company Helping Talent Shine Through

At the Clear Company, we believe every person has the ability to make a great contribution to society. But as a society, we often put up barriers that stop us making the most of our diverse talent

Our goal is to create a society where everyone gets the same opportunities: where organisations don't just see diversity as a box to tick, but as something to embrace, nurture and benefit from.

Over many years, the team at the Clear Company, headed by Kate Headley, has developed an unparalleled understanding of the issues employers face when seeking to attract and retain a diverse workforce.

From the point at which a company decides to seek fresh talent, right through attraction strategy, assessment, hiring and on boarding and into the workplace, the Clear Company knows where the barriers to diversity lie and has developed practical, easy to access solutions to remove them.

Through a range of best-practise tools, we help recruiters and employers to realise the full potential of the rich diversity of talent they have available.

We help to improve transparency in processes and behaviours and empower people to feel confident in this often-feared area of organisational management and development.

Large employers in the UK private and public sectors have implemented Clear solutions to aid inclusive practice. The principle we adopt is simple. Clear solutions give the people doing the job of recruiting and retaining talent right advice at the time it is needed.

At the heart of Clear solutions is Clear Kit, an online resource centre providing access to guidance on best practice in recruitment as well as great case studies and shared learning from other leading employers. Clear Expertise is a place where recruiters can ask case specific questions from a panel of expert organisations all committed to supporting best practice development.

All leaders in their own particular fields, the specialists within Clear Expertise can support a wide range of issues from general diversity and inclusion guidance, the law on equality, barrier free job descriptions, reasonable adjustments in recruitment, diverse attraction strategies, accessibility, accessible web design, physical assessments for candidates and many more.

“The most valuable resource on the ClearKit website is The Clear Expertise and Shared Experiences sections.

Understanding the experiences of other organisations is helping CEB SHL on our journey,” says Kirsty Maskell, HR Business Partner at CEB SHL Talent Measurement.

A widespread issue, and one that affects most employers, is how to manage the identification and management of reasonable adjustments. The Clear Company has developed two products to allow large numbers of candidates in recruitment and whole workforces at work to create a profile of their needs to support a fully productive working life.

Employers are then empowered with case specific guidance on what is and what isn't a reasonable adjustment to make for the candidate or employee.

Sarah McGuire, Resourcing Manager at DWF LLP, says: “At DWF we are committed to continuous development, improvement and assessment of our inclusive recruitment practices. Adopting Clear Talents™ helps us to treat every candidate as they expect to be treated, whatever their background, disability, culture or circumstances are...”.

The impact on sickness absence is dramatic, with employers reporting small changes to overall sickness having a huge impact on organisational costs and overall performance. Clear Talents unlocks the potential to realise those savings whilst at the same time engaging employees through trust

and individual action to support development and productivity.

Kate Headley, Development Director and Founder of the Clear Company says: “We’re an organisation committed to help employers be better at diversity and inclusion so they can realise the benefits it can deliver.

“We’ve spent many years honing our skills through experience and research, working with thought leaders and supporting some of the UK’s largest employers to eventually become masters in the field.

“Now we’re providing the benefit of all that knowledge to the point where it’s needed most: at the front line of organisational management.

“The people doing the job day to day need advice and guidance when they need it, not every three years in a training session. Our solutions are all based online so that whole management structures, right across an organisation, can get the support they need when they need it.”

To contact the Clear Company use any of the communication tools below:

T: 0845 293 0963

E: enquiries@theclearcompany.co.uk

W: www.theclearcompany.co.uk

“Kate Headley has an engaging style, supported by deep matter expertise that de-mystifies the subject matter and as such reduces the fears of difficult conversations associated with Unconscious Bias & Reasonable Adjustments from a ‘pan’ diversity perspective.

“It is important to note that one of the key differentiators with The Clear Company is its approach that recognises Diversity & Inclusion as a business imperative, not an HR responsibility. “The Clear Company are recommended as a specialist partner in this field without prejudice.”

Paul Awcock - Head of HR Transformation, Lloyds Banking Group

Power 100: the definitive list by sector

ARTS, FASHION & DESIGN

Jamie Beddard

Dr David Bonnett

Alex Bulmer

Liz Carr

Claire Cunningham

Mat Fraser

Ruth Gould

Tony Heaton

Kelly Knox

Alison Lapper

Francesca Martinez

Sophie Morgan

Maria Oshodi

David Proud

Jenny Sealey

Yinka Shonibare

Kiruna Stamell Berliner

Adam Thomas

David Toole

Bethany Townsend

Sue Williams

Stephen Wiltshire

BUSINESS, FINANCE & IT

Neil Barnfather

Dr Phil Friend

Robin Hindle Fisher

Liz Jackson

James King

Amar Latif

Giles Long

Euan MacDonald

Gary McFarlane

Dawn Milman-Hurst

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Vincent Neate

ENTERTAINMENT

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Michael Caines

Nikki Fox

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William Mager

Robin Millar

Ruby Wax

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Sir Philip Craven

Chris Holmes

Gerry Hughes

Stephen Miller

Terrence Nelson

Jonnie Peacock

Nick Priest

Sohail Rehman

Nick Webborn

Richard Whitehead

David Weir

Frank Williams

TOP 10

Ade Adepitan

Ash Atalla

Dame Anne Begg

Baroness Jane Campbell

Warwick Davies

Stephen Fry

Stephen Hawking

Ruth Owen

Ellie Simmonds

Baroness Carys 'Tanni' Grey Thompson

Alison Walsh