**Commitment to increasing Lived Experience within MyVision Oxfordshire**

Date: April 2022

**MyVision Oxfordshire** along with other Visionary members supporting blind and partially sighted people across the UK, recognise the particular value of lived experience of sight loss within our workforce and leadership teams but we know we need to do better. We are committed to increasing the number of visually impaired people employed within the sector, at all levels including senior management where possible.

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

We recognise that lived experience of sight loss has not always been perceived or used as an asset in our sector. This is reflected in employment numbers of blind and partially sighted people which are significantly lower than might be expected. Our ambition is to create and accelerate significant change. By increasing the number of people with sight loss employed in the sector, we will become better at what we do and become an exemplar for other sectors.

As a collective, we are committing to the following actions:

* We will attract more people to the sector by improving our recruitment processes, operational systems and working practices to ensure lived experience is recognised and highly valued.
* We will share our experiences, resources and good practice across the Visionary network to ensure all organisations have access to learning and development. Where possible, we can also feed into the creation of a cross-sector specialist portal for potential employees.
* We will ensure that people with lived experience have equal access to training and leadership opportunities within our organisation.
* We aim to track our progress annually.

Within **MyVision,** we commit to taking the following steps:

* Provide meaningful feedback and support for blind and partially sighted candidates who are not successful when applying for a role within MyVision
* Provide routes into employment with MyVision through internships, apprenticeships, and work experience
* Commit to developing existing staff through training and career development

By committing to this, we hope to achieve our shared ambition of greater representation of lived experience within the sight loss sector.