

PEOPLE



By

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Liberty and Convex create sight loss internships with IICF



Liberty Specialty Markets and Convex have committed to creating internships for people with sight loss as part of their participation in the Insurance Industry Charitable Foundation sight loss steering group.

Speaking to *Insurance Post* ahead of the IICF's tenth anniversary this weekend (1 June), UK executive director Wendy Wilder explained that last year the foundation hosted a breakfast briefing in collaboration with sight loss charities aimed at creating career pathways in insurance for people with sight loss and raising awareness on tools to create more inclusive workplaces.

The briefing led to the creation of the See My Skills Collaboration steering group with representatives from charities Fight for Sight and the Royal National Institute of Blind People and companies such as Convex, Liberty Specialty Markets, Axa XL, Aspect and WRB Underwriting.

The work of the steering group has led both Liberty Specialty Markets and Convex to formalise their efforts by bringing interns with sight loss into their companies.

Wilder said: "We inspire leaders to amplify their impact as individuals and companies by coming together as an industry for collaboration and collective action. A key part of the value that we bring to both communities and our industry is from connecting our corporate and charity partners."

Internship details

Liberty Specialty Markets will be offering its internship though Thomas Pocklington Trust, a non-profit dedicated to building an inclusive and equitable society for blind and partially sighted people.

It is typically a nine-month internship starting in October for an entry level position where entrants will be paid a living wage.

Companies receive guidance from TPT to help them design the role, carry out interviews, improve accessibility and train managers.

Wilder confirmed that Convex will be offering its internship internally rather than through TPT.

Convex and Liberty have been contacted for comment.

See My Skills

In addition to the internship, the steering group helps companies connect with Blind in Business, which looks to get blind and partially sighted people into work, for guidance to recruit and retain employees with sight loss.

See My Skills also assists companies with improving accessibility of recruitment practices and systems with guidance from RNIB, and aligning working practices to the RNIB Visibly Better Employer quality standard.

This comes after *Post's analysis* last year found that not enough website accessibility practices were widespread in the insurance industry and took into account the recommendations of disability charities.

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