



Hearing loss

Discover the
latest workplace
adjustments



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The stats

Over

90%

of disabilities are not immediately visible

21%

of working age adults are disabled

Average age of acquiring a disability

53

1 in 10

of the working population has some degree of hearing loss

Over 65,

42%

of people have a disability

83%

of disabilities are acquired

According to Accenture's 2018 report "**Getting to Equal; the Disability Inclusion Advantage**" Inclusive companies achieved:

- 28%** higher revenue and
- 30%** better performance on economic profit margin compared to their competitors.

The stats

An estimated **1.3 billion** people experience significant disability.

This represents **16%** of the world's population, or **1 in 6** of us.

**These are your colleagues,
customers and you?**

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Types of hearing loss

There are two main types of hearing loss. People can have one or both.

Sensori-neural hearing loss

This is caused by damage to the hair cells in the inner ear, or damage to the hearing nerve, or both.

It makes it more difficult to hear quiet sounds and also reduces the quality of sound that you can hear.

Sensorineural hearing loss is permanent but can often be addressed with hearing aids and other assistive devices.

Conductive hearing loss

This is generally a condition of the middle ear, the eardrum, and potentially also (on a temporary basis) with excessive ear wax blockage in the ear canal - which can be removed easily.

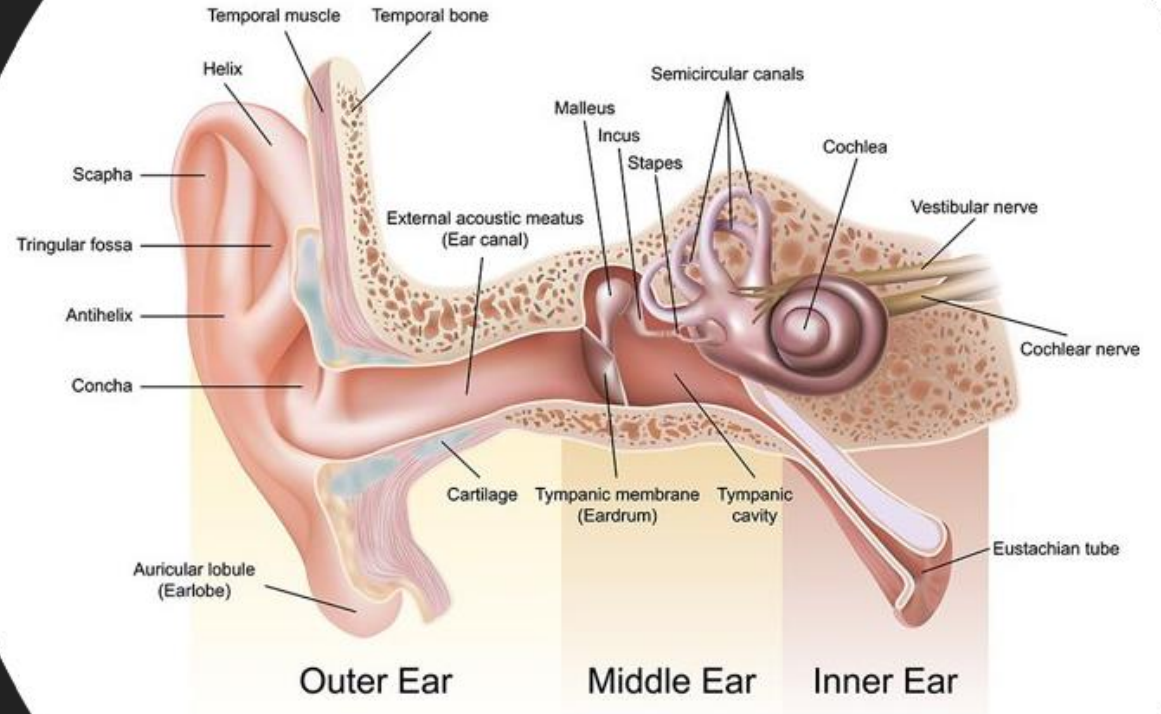
Sounds will become quieter, and things might sound muffled. Potentially middle ear hearing loss may be addressed surgically but hearing aids can help too.

Hearing loss and the ear

Age related hearing loss is typically the most common type, followed by noise induced hearing loss and then other causes of hearing loss.

Most people will suffer some hearing loss due to the ageing process through life – it's more common to encounter hearing loss in the workplace than you might imagine.

Your hearing starts to drop from your early twenties and typically you lose the higher frequencies first, leading first to a gradual lack of clarity in speech.



Tinnitus

Tinnitus can sound like:

- Ringing
- Buzzing
- Whooshing
- Humming
- Hissing
- Throbbing
- Music or singing

You may hear these sounds in one or both ears, and only you can hear them. Tinnitus may come and go, or you might hear them all the time. Tinnitus for some people can become unbearable.



- Replacing one sound with a more pleasing sound can mask the sound of tinnitus.
- Tinnitus 1 to 1 strategies
- No actual cure for tinnitus
- Management of the symptoms rather than searching for a cure tends to work best

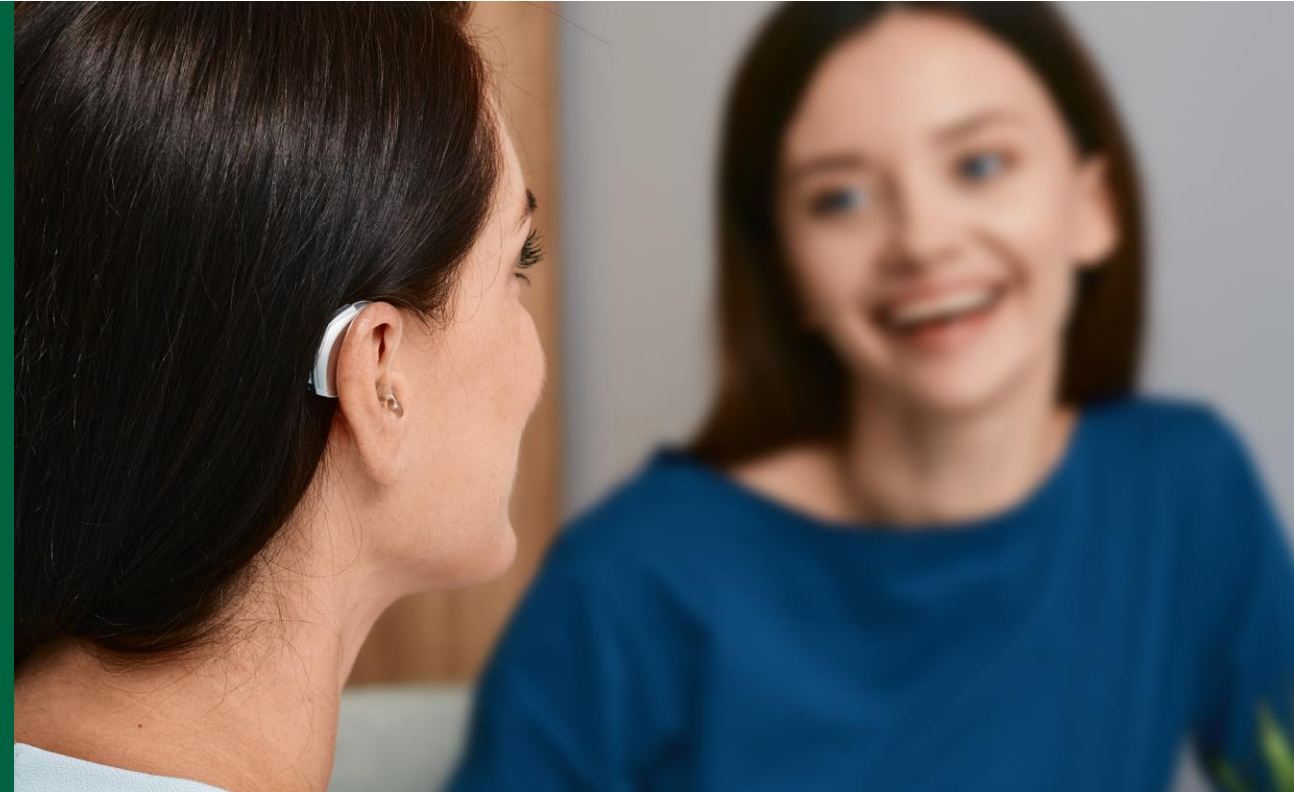


Hearing loss assessments

Hearing loss assessments

These assessments conclude with a written report to help the employer develop a strategy for supporting individuals with hearing loss.

This will include precise recommendations for any reasonable adjustments needed.



We holistically assess:

- Working location including hybrid working, office, shop floor, laboratory etc.
- The technology used for working role
- Telephony needs
- Meeting solutions, virtual, hybrid face-to-face, large meetings
- Conferencing / learning environment needs
- Building accessibility
- Colleague deaf/hearing impaired awareness



Support for colleagues with hearing loss:

- Hearing loss assessment for workplace adjustments.
- Tinnitus 1 to 1 strategies
- Assistive technology for calls and computer work.
- Assistive technology for meetings and one to one situations.
- Hearing loops for rooms, portable, reception areas.
- Captioning options for meetings and one to one use.
- Event and group meeting portable room kits





**Work.
Subtitled**

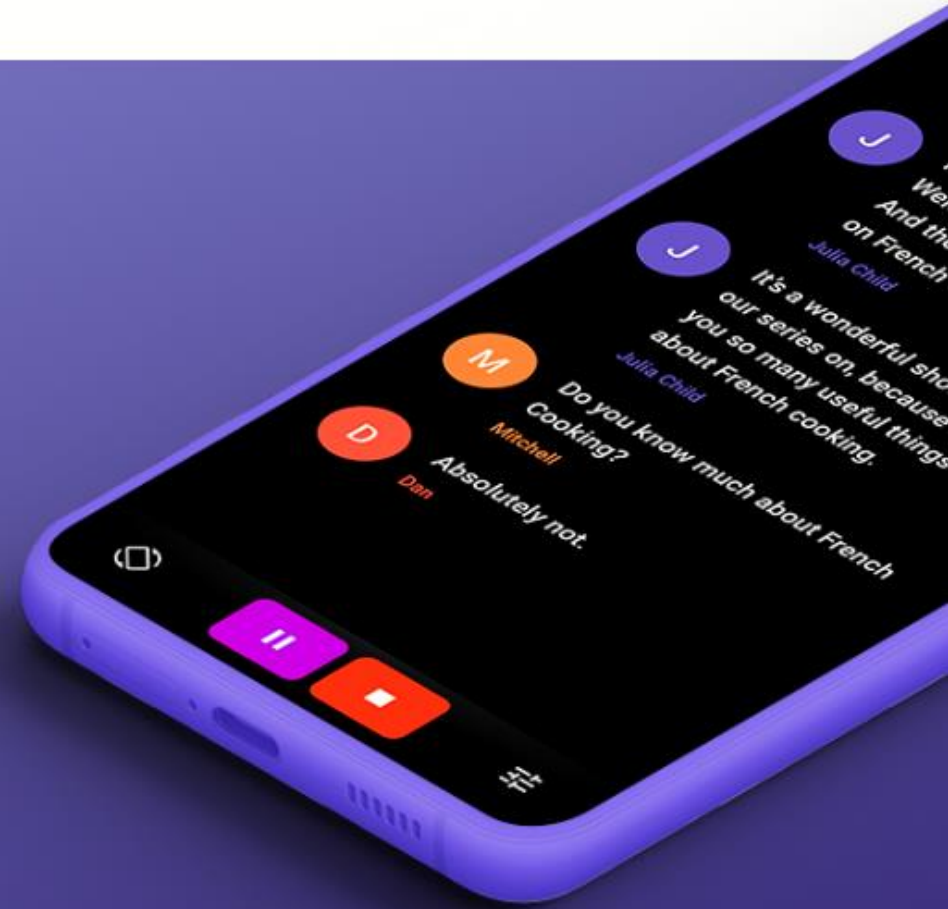


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