



## Spotlight on...

equality, diversity and inclusion

CONSIDERATE  
CONSTRUCTORS  
SCHEME

# Case Study: Lovell Sam Goodbody

## WHO IS THE APPRENTICE AND WHAT IS THEIR ROLE?

Sam joined Lovell Partnerships in July 2017 as an Apprentice Electrician after completing a 2 week work experience. His role is to learn and support the trade subcontractor, while completing his NVQ Level 3 in Electrical Installations and attending college one day a week. He is determined, enthusiastic and passionate about his chosen trade week.

## TELL US ABOUT ANY BARRIERS/ DIFFICULTIES YOU HAVE HAD TO OVERCOME IN YOUR PERSONAL LIFE

I am profoundly Deaf and a British Sign language (BSL) user since a young age. The NHS provided hearing aids, these did not help and I still could not access speech sounds. Attending a mainstream primary school which had a unit for Deaf children and I began using the BSL. Throughout my education I had Support Assistants, Communication Support Workers and BSL interpreters to enable me to access the curriculum. Without this support I would not have been able to access learning as all information had to be presented to me in sign.

I played football for Charlton Ability Counts children and youth team from the age of 8, however at 17, I encountered a football injury that stopped me playing due to a reconstructive surgery on my knee to repair my Anterior Cruciate Ligament. This did not stop me completing college, I was nominated by my classmates and received the Jack Petchy Award for my determination and attitude towards work in 2015.



## PLEASE TELL US ABOUT YOUR WORK/ TRAINING - WHAT YOU HAVE BEEN DOING - WHAT YOU ENJOY MOST.

In my role I have covered first and second fix electrical, inspection and testing, steel wire armoured cable work and steel conduits. Every day I work on site apart from Mondays when I attend college. The part of the job I like most is learning a new skill as it keeps the job interesting. I enjoy using power tools and my skills in this area are improving all the time. I enjoy fixing faults even if it takes me a long time to find out the cause of a problem because I like problem solving.

## **WHAT CONTRIBUTION HAVE THEY MADE ABOVE AND BEYOND THEIR DAY JOB?**

Sam happens to be profoundly deaf and Lovell has made appropriate workplace adjustments to support him in his role. Cooperation between Sam, his mother, his signers and his work colleagues, has ensured he is safe at work and fully included in all aspects ranging from onsite presence to attendance at staff meetings/conference and training courses. Having Sam on the team has raised awareness of the importance of being open minded and forward thinking at Lovell. All of Sam's colleagues have embraced the challenges faced by Sam, collectively ensuring that he is not left alone or excluded, and many have developed a degree of proficiency in sign language.

## **HOW HAS THIS HAD A POSITIVE IMPACT ON THE ORGANISATION?**

We have been able to make the appropriate workplace adjustments to support Sam in his role and have worked with Sam, his mother and his signers to ensure he is safe at work and fully included in all aspects, ranging from onsite presence to attendance at staff meetings/conference and training courses. This has not been an onerous employment and one of the learning outcomes has been that it has not been that difficult to accommodate. Sam has become an inspiration, he loves what he does and never takes it for granted.