

# “The Advantage of Disadvantage” – A study about lived experiences of disabled teachers.

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# Presentation Order

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Background of my Research

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What does literature say about this topic

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What is my study attempting to do?

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My study at a glance

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Pilot study

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References



# Background of my Research



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Diversity in work- force in schools is being promoted globally, however; this rarely includes disabled teachers, Inclusive policies do not filter down to teachers

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Disabled teachers are invisible in academia; data from the 2016 census suggests that only 0.5% of the teaching workforce report having disabilities (DfE 2017).



An open book with a red cover is shown from a side-on perspective. The pages are white and slightly curved. Three yellow tabs are visible on the left side of the book, and three more are on the right side. The background is a blurred bookshelf with various colored books.

What does literature  
say about this topic

- Studies on disabled teachers suggest that their own educational experiences, the difficulties they encountered are motivating factors to becoming a teacher; strong belief in issues of social justice and being a role model.
- The stigma and fear of discrimination prevents many teachers from disclosing their disabilities in the workplace
- Disabled teachers perceive their role as 'agents of change' supporting progress of inclusive education, and believe they have more to offer to inclusive teaching practices
- Disabled teachers often face many barriers ;difficulty getting recruited, face higher rates of precarious employment, accessibility issues, experience significant barriers in rising through academic hierarchy
- Students are more accommodating of disabled teachers than administrators and colleagues

What is my study  
attempting to do?



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I am interested in exploring the individual experiences of disabled teachers, their life journey, their interactions with people around them, their participation in social activities, their own struggle with their impairments, the social barriers they encounter

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I want to explore the 'lived aspect' of my participants complex life journeys, their personal experience of living with an impairment and functioning as disabled teachers



Two  
Frameworks I  
am building my  
study on

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WHO's International  
Classification of  
Functioning, Disability  
and Health (ICF)

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Urie Bronfenbrenner's  
Human ecosystem  
theory

# My study at a glance

Multiple case study

Six to eight participants

Convenience/  
Opportunity  
sampling

Informed consent

Data confidential  
and anonymous

Questionnaire  
Interviews  
Critical incident  
report

Pilot study

Data Analysis using  
NVIVO and themed  
mapping

Data stored as per  
GDPR and University  
guideline



Pilot Study



# The objectives of conducting the pilot

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To test the topics included in the interview schedule to establish whether questions needed rephrasing or whether more prompts were needed.

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To identify any procedural issues with the technology being used in this case Zoom for interviewing, recording as well as transcripts.

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To practice interview technique

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To obtain feedback from the pilot participants

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To introspect the researcher's role in conducting phenomenological inquiry



# Pilot study Findings




Table 2: Developmental influences according to Bronfenbrenner’s human ecological system upon preliminary analysis of pilot data

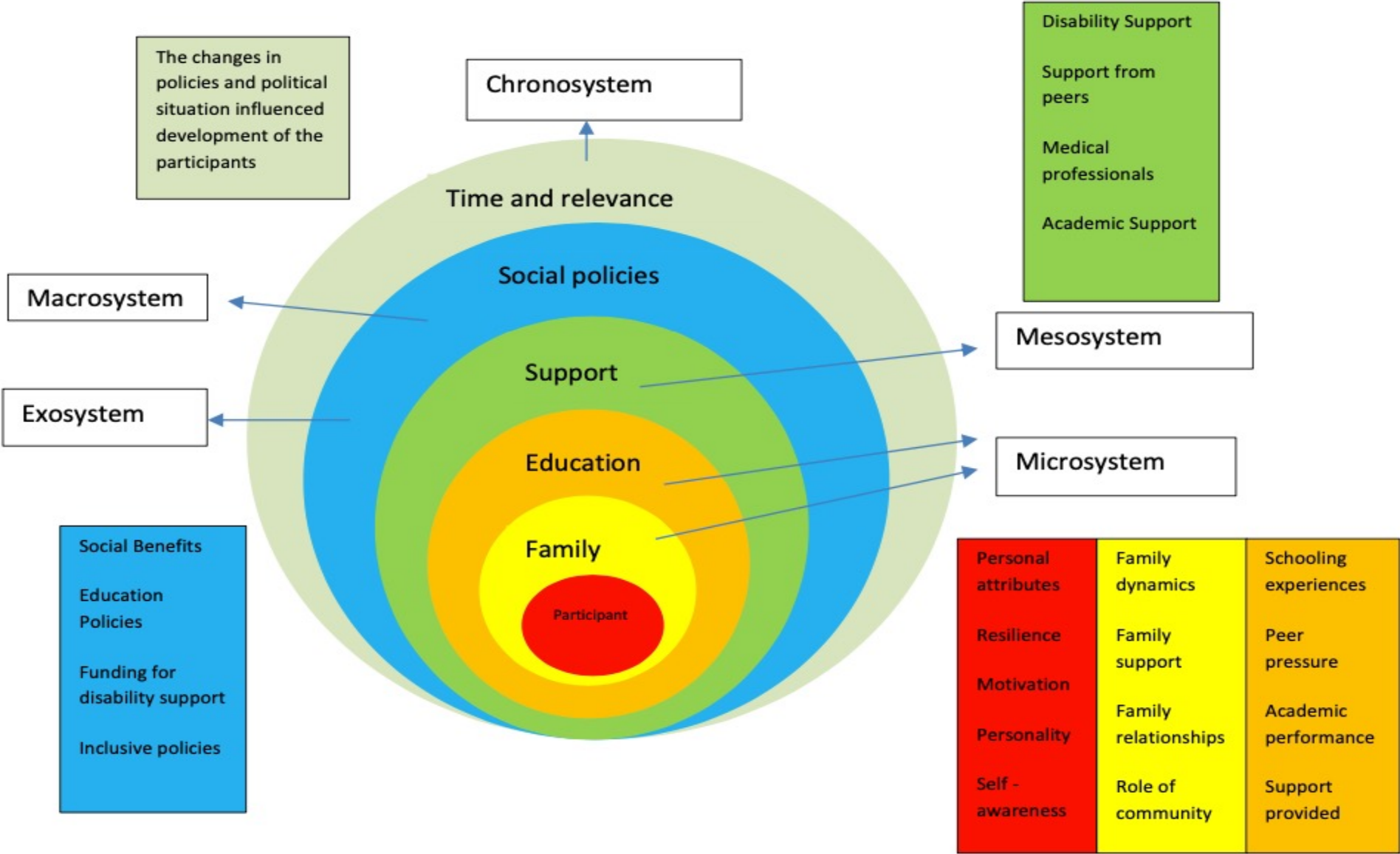






Table 3 : Pilot findings in relation to ICF Environmental factors

 <div>Enablers</div> <div>Positive factors that enable participation</div>	Pilot study	Disability support	Inclusivity	Positive social attitudes	Pilot study	<div>Barriers</div> <div>Negative factors that create barriers to participation</div> 
	Pilot study	Availability of funding	Empathy	Personal attributes like motivation, perseverance	Pilot study	
	Pilot study	Availability of Resources	Supportive behaviour	Family support	Pilot study	
	<b>ICF factors</b>	<b>Products and technology</b>	<b>Support and relationships</b>	<b>Attitudes</b>	<b>ICF factors</b>	
	Pilot Study	Lack of funding	Prejudice and bias	Family expectations	Pilot study	
	Pilot study	Lack of resources	Lack of empathy	Family Anxiety over illness	Pilot study	
	Pilot study	Lack of disability support	Lack of acceptance	Unsupportive social attitudes	Pilot study	

*“If education is to be truly inclusive, then we need to support and encourage not only children with disabilities, but also work to support and encourage the careers of disabled teachers.”*

*-Ware, Singhal & Groce, 2021*

I am currently recruiting participants if you or anyone you know would be interested

or

you would like to know more about my study

please email me at [npj720@student.bham.ac.uk](mailto:npj720@student.bham.ac.uk)

or

follow me on twitter @neetha\_joy

Thank You

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