



### PERSONAL STORY

#### **Tony McKillop MIMI, Regional Office & Claims Manager, Autoguard Warranties**

I started out with a Masters in Automotive Retail Management from Loughborough University and am currently working for Autoguard Warranties as their Regional Office & Claims Manager.

I previously worked for manufacturers and franchise dealerships mostly in the after sales departments and also have held business development roles within franchise dealerships with many years of experience in construction and commercial business.

I was born with retinal dystrophy. It damages the retina, the light-sensitive layer in the back of your eye. I can miss the finer details, but see the outline.

#### **Workplace adjustments**

I went to mainstream schools growing up and used magnifiers back in late 80s but the closed circuit televisions in secondary school were a great development and one I still use at work.

I use a free standing CCTV but you can also buy software that integrates it into your computer or television screen. Development of that technology has come on dramatically from early 90s.

Apple have excelled with the iPhone, the magnifier and zoom functions that come as standard mean you don't require additional apps or technology.

Microsoft is also great and has also included many accessibility features as standard. I find the positive/negative function fantastic which gives me a black background with white writing. Having the ability to read out documents like an audiobook is extremely useful, especially for long documents. They also have features to help with grammar so it can pick up if I have missed a punctuation mark in an email for example.

#### **Goals and wishes**

In an ideal world, things such as adjustable desks, chairs, brackets to pull your screen closer and adjustable lighting would just be the norm in an office so you don't feel out of place.

The minute you say to an employer you have a disability the fear starts and they start thinking about huge, expensive adjustments they'll need to make. When, it's the small things that make the massive difference.

It is a 2-way street though, employees with a disability need to tell their employer what they need too. Make people aware so you can get what you need to help you day-to-day, but also build understanding with your colleagues.

#### **Frustrations**

My one frustration with employers in the motor industry is having the assumption that you can't get to work if you have a disability. A lot of dealerships are built outside cities and they automatically assume you can't travel there. Schemes such as Access to Work can help people but are the employers aware?



**INSTITUTE**  
OF THE **MOTOR**  
**INDUSTRY**

Registered office

Fanshaws, Brickendon, Hertford, Hertfordshire, SG13 8PQ

[theimi.org.uk](http://theimi.org.uk)

+44(0)1992 511 521

[hello@theimi.org.uk](mailto:hello@theimi.org.uk)

