

# Disability and health awareness training

Disabled people make great employees, bringing motivation, passion and the skills any business needs to succeed. They can help address your corporate social responsibility goals and make your brand stand out.

- ⦿ Does your company want to be better placed to attract, support and retain disabled talent?
- ⦿ Do your managers, team leaders and supervisors:
  - have the skills and knowledge to effectively support disabled colleagues and enable them to work to their full potential in the workplace?
  - understand how to meet their legal requirements when managing disability issues?

## Full day workshop

**Suitable for:** Managers, team leaders and supervisors

**Group size:** 12 participants per workshop **Length:** 7.5 hours including breaks

Our workshop provides a comprehensive and engaging overview of disability, with up-to-date information on disability legislation, helping to improve understanding and compliance across your organisation. By increasing disability awareness and confidence, your organisation will be better placed to support disabled colleagues in the workplace, as well as your disabled customers.

The day takes delegates through a journey of disability awareness. It takes a holistic view on disability and what this means for the organisation and provides delegates with the skills, knowledge and confidence to be proactive with disability issues in the workplace and support their colleagues.

We provide opportunities for experiential learning to develop delegates' understanding and empathy. There are many opportunities for discussion and sharing real-life challenges and successes which not only embeds the learning but allows delegates to learn from each other. The workshop is fully interactive, including a range of engaging and stimulating exercises to practice and recap the knowledge gained.

Delegates are also asked to complete an individual action plan outlining how they plan to use the knowledge gained. We also measure their disability confidence before and after the workshop and this information can be provided to the organisation if required. All delegates will receive a comprehensive workbook and certificate of attendance (if required).

## Workshop content overview

### Exploring the definition of disability

- Looking at the legal definition, developing an understanding of what this means in practice.

### Understanding disability context: history and models of disability

- Discovering how society viewed disability in the past
- Understanding the difference between and impact of, the medical and social models.

### Developing a deeper understanding of a range of disabilities

- Hearing personal stories and sharing experiences and knowledge
- Interactive and engaging activities to explore some of the barriers disabled people face.

### Workplace adjustments

- Exploring the different types of adjustments which positively impact the working lives of disabled colleagues
- Developing understanding through scenarios and case studies, so it can be readily applied in the workplace.

### Where to get help

- Where and how you can access support services.

### Disability action planning

- Creating an effective individual action plan to change or improve how they support disabled colleagues and customers.

## Half day workshop

**Length:** Four hours including breaks

This workshop provides a broad overview of disability and disability legislation; helping to improve participants' disability awareness and confidence in dealing with disability-related workplace issues.

We support delegates to develop disability knowledge and confidence so they are able to support disabled colleagues and customers more effectively. Delegates are guided through a range of interactive group exercises to explore the topics.

There are also opportunities to relate the learning to their own workplace situations and share good practice.

The shorter option provides additional flexibility of delivery. It can reduce impact on the business but also give you the opportunity to increase its impact by training more colleagues across the organisation.

All participants will receive handouts that complement the course and a certificate of attendance (if required). There is an option to purchase a comprehensive workbook for an additional cost.

## Workshop content overview

- Exploring the definition of disability
- Understanding disability context
- Examining a range of disabilities

- Workplace adjustments
- Where to get help.

## Join our communities

