DISABILITY AWARENESS FOR EMPLOYERS

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All companies should have an equal opportunities policy that encourages people with disabilities to work for them. This Disability Awareness for Employers course is suitable for anyone at management level who wishes to learn more about their responsibilities regarding disability in the workplace.

The course explains how disabilities can affect a person's work, how to make the recruitment process more accessible, and how to create an inclusive and accepting culture in the workplace. By the end of the course, learners should feel confident about the role they place in reducing the UK's disability employment gap.

Module One – Introduction
This module provides an overview of the different types of disabilities that people may have and how these disabilities may affect a person in the workplace. The module also introduces learners to the disability employment gap.

- What is a disability?
- Types of disabilities
- Past disabilities
- How might a disability affect a person's work?
- The disability employment gap

Module Two – Disability and the Law
This module explains the different types of disability discrimination that should be avoided in the workplace, outlines what is prohibited by the Equality Act 2010, and looks at the reasonable adjustments that people with disabilities may request or need in order to carry out their job roles effectively.

- Discrimination
- Disclosing a disability
- Reasonable adjustments
- Enquiring about a disability
- Failing to make reasonable adjustments

Module Three – Recruiting People With Disabilities
This module looks at how job adverts and recruitment processes can be made more accessible for people with different disabilities. The module also explains the Disability Confident scheme.

- Why should you hire people with disabilities?
- Creating accessible job adverts
- Disability Confident
- Interviewing candidates with disabilities
- Inducting disabled employees

Module Four – Health and Safety
This module outlines what managers and employers can do to reduce the health and safety challenges that people with disabilities may face in the workplace, with particular regard to fire safety and evacuation procedures.

- Health and safety for disabled people
- Risk assessments
- Fire safety
- Emergency evacuation
- Personal emergency evacuation plans

Module Five – Creating an Inclusive Workplace
This module looks at what language and behaviour is and isn't appropriate to use when talking about disabilities, explains why having an equality policy is important, and outlines how to respond should an instance of disability discrimination arise in the workplace.

- Disability etiquette
- Appropriate language
- Employee responsibilities
- The equality policy
- Workplace disability discrimination
- Further support

Aims of the Training

By the end of this course, learners will:

- Be aware of the legislation that protects employees with disabilities.
- Understand the role of an employer in making reasonable adjustments for employees with disabilities.
- Understand how to make job application and recruitment opportunities accessible for everyone.
- Know how to create an inclusive work environment and positive workplace culture.

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