

ENGAGING, RELEVANT, COST EFFECTIVE TRAINING

Disability Awareness Online Training

Compliance Training
Disability Awareness

Introduction to Disability Awareness

Page 2 of 13

There are a lot of myths about disability. Here are some of the more common ones.

► Choose an item for more information. Choose NEXT to move on.

- Disabled people are ill.
- Disabilities can be seen.
- People with Down's Syndrome are always happy.
- Accessible toilets are just for wheelchair users.
- People with autism don't feel love.
- Only people who can't walk use a wheelchair.
- People with Down's syndrome die young.
- People with disabilities are not reliable employees. ✓

People with a disability are not reliable employees

Many employers worry about hiring someone with a disability in the belief they will not come to work regularly.

People with a disability are 40% less likely to take sick leave or time off. Employees with disabilities often stay with a company longer. All this means financial benefits for employers.

Compliance Training
Disability Awareness

Being an inclusive company

Page 9 of 18

Some employers use blind recruitment processes.

This requires you to remove any information that could bias the selection panel but is not relevant to the person's ability to do the job.

Name blind, age blind and gender blind recruitment is common. You could also remove disability information from the application before the selection panel reviews the applications.

► Choose NEXT to move on.

- ✓ Certified by CPD
- ✓ Audio voiceover
- ✓ Approximate course duration 1.5 hours
- ✓ Downloadable certificate on completion

This **Disability Awareness** online course aims to help learners understand the importance of disability awareness, it describes UK disability laws and outlines what makes a workplace inclusive. Learners will find out about the different types of disabilities, and they will learn about the need to make adjustments for disabled people.

Our Disability Awareness training course is suitable for all workplaces and all levels of employees and aims to increase awareness of both visible and invisible disability issues in the workplace.

PURCHASING FOR YOUR ORGANISATION

If you are buying for your organisation rather than for yourself, it is simple for you to add learners, assign training and print certificates. You will have a dashboard to monitor learner progress and attainment.

Our training licences **don't expire** and are only assigned to a learner the first time they launch the training. Substantial discounts are applied to bulk purchases and annual licences are also available.

The course has been certified by the **CPD** Certification Service.

The course assessment is generated from question banks so will change each time it is taken. A certificate, with **CPD** logo, is available for download on successful completion of the assessment.

0333 577 5016
info@i2comply.com

i2Comply

ENGAGING, RELEVANT, COST EFFECTIVE TRAINING

Disability Awareness Online Training

INTRODUCTION TO DISABILITY AWARENESS

- Common myths about disability.
- Different definitions and models of disability.
- The impact of microaggressions and unconscious bias.

DISABILITY STATISTICS

- The prevalence of disability in the UK.
- Attitudes to disability.
- The cost of living for people who are disabled.
- The relationship between disability and productivity at work.
- Why it is important to raise awareness of disability issues.

DISABILITY AND UK LAWS

- How the Equality Act protects people from discrimination.
- Access to Work grants.
- Issues of disclosure and interviewing.
- The Public Sector Equality Duty.
- How the Human Rights Act and the UN Convention on Disability Rights affects disabled people in the UK.

BEING AN INCLUSIVE COMPANY

- Business reasons to employ people who are disabled.
- How a 'safe' culture increases employee retention.
- The disability employment gap and the Disability Confident scheme.
- Disability issues that should be considered during recruitment, induction and health and safety assessments.

LANGUAGE

- Examples of hurtful things that are unintentionally said to disabled people.
- Respectful appropriate language.
- The problems of using mental health labels in a casual way.
- The issue of reclaimed words.

THE ACCESSIBILITY

- The overall benefits of accessibility.
- Actions that make your services accessible to everyone.
- Ways to improve emails, PowerPoint presentations and documents.