

COURSE OVERVIEW

Disability Awareness for Managers

TIEDI-102



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With over 16 million registered disabled people in the UK, this group forms a vital part of the workforce and consumer base. Many of your colleagues and customers may have visible or hidden disabilities.

In the UK, recruitment and disciplinary processes must comply with the Equality Act 2010, ensuring that disabled individuals are treated fairly and that reasonable adjustments are made to prevent disadvantage at any stage of employment.

This course offers a practical understanding of the Equality Act 2010, outlining the responsibilities of employers and service providers in ensuring fair, respectful, and equitable treatment for individuals with disabilities.

Module 1: Roles and Responsibilities

This module introduces key definitions and highlights UK disability statistics, as well as the laws that govern and support inclusion in the workplace.

- Definitions and types of disabilities
- UK statistics
- Equality Act 2010
- Types of disability
- Reasonable adjustment

Module 2: Training Standards and Awareness

Inclusive workplaces empower everyone, fostering respect, collaboration, and innovation. Embracing people with disabilities ensures equity, enriches diverse perspectives, and strengthens organisational culture for shared success.

- Effective communication skills
- The three barriers
- Inclusivity and cultural competence
- Advocacy and Allyship

Module 3: Manager's Responsibility

Approximately 23% of working-age adults in the UK are disabled, underscoring the need for inclusive recruitment practices that support diversity, ensure equal opportunity, and strengthen workplace culture.

- Manager Responsibilities
- Eliminating barriers to employment and promotion
- Recognising Bullying and Harassment

Module 4: Returning to Work

In the UK, returning-to-work provisions help employees reintegrate after absence due to illness, disability, or personal reasons, with employers expected to offer support and meet legal obligations.

- Legal framework and ramifications
- Dos and Don'ts
- Provisions to be made regarding employees returning to work
- The need for continuous communications

Module 5: Returning to Work

In the UK, returning-to-work provisions help employees reintegrate after absence due to illness, disability, or personal reasons, with employers expected to offer support and meet legal obligations.

- Job Advertising
- Writing inclusive job descriptions
- Interviewing techniques
- Discipline and dismissal

Suitable for:

Designed for all Executives, Directors, Managers, Supervisors and HR professionals.

Skills achieved:

- Diversity (Basic)
- Managing People (Basic)

Related Resources:

- Reasonable Adjustment Assessment
- New employee induction Checklist
- Recruitment Process Checklist
- Return to Work Checklist
- Performance Checklist
- Performance Improvement Plan Checklist

Benefits:

The Delegate will receive a Total Quality Assured (TQA) certificate of achievement upon successful completion.

Estimated Time:

45 Minutes

Related Courses:

- Disability Awareness
- Safeguarding
- Anti-Bullying and Harassment
- Sexual Harassment
- Essentials of Equality, Diversity and Inclusion
- Alcohol in the Workplace
- Epilepsy Awareness
- TACT