Training Contents
Training on Improving Disability Confidence of Employers

Disability Fundamentals Training Modules & Contents

- Models of disability (medical to charity to social models).
- Defining disability.
- The language of disability.
- Common barriers in the workplace.
- Concept of reasonable accommodation (adjustments).
- Practical accessibility points and pitfalls.
- Employers' disability confidence toolkit.

Unconscious Bias

- Legal framework on disability discrimination.
- Business & ethical rationale for inclusion.
- Modeling disability through a consumer lens.
- The "Disability Inclusion Advantage" (Accenture research).
- Key insights from national labour market assessments (Sightsavers research).
- Unpacking unconscious bias (affinity, confirmation, attribution, conformity, gender, disability)
- Unpacking our own biases (activity)

Positioning line managers for inclusion

Facilitated discussions for groups of managers to focus on, what the company needs to do differently to reach, and exceed its inclusion ambition, the capacities it needs to develop, and what support it would need within that from the disability movement and the Inclusion Works! programme.