Real Inclusion

Working with you to create dynamic, inclusive workplaces for disabled people.
Employerability (noun)

The ability of employers to welcome disabled people as equal and valued employees, and support their growth development and inclusion in the workplace.

Compare to ‘employability’ the perceived ability of a disabled person to be employed by an employer.
What is our aim?

Our aim is to help you to make real changes in your workplace to improve the employment of disabled people.

By harnessing your passion for human rights and our lived experience, we can influence true change and create a culture of real inclusion.
Outcome: Participants will have...

- opportunity to apply reflective practice on their own and that of their organisations culture and application in relation to their ability, willing and effectiveness in including disabled people.

- increased confidence in their ability to provide an inclusive working environment.

- the tools to attract a wider and more diverse range of candidates to their organisation.

- increased confidence in their ability to approach and provide the right support for their employees.

- increased knowledge of services and funding to support in work reasonable adjustments.

- resources to help make their company policies and recruitment process more inclusive for all.

- a toolkit to take away and support the implementation and application of the learning.
Who is the training suitable for?

Our advice is to go where the energy is at! Those that are most passionate will get the most out of the training.

Training Information

- **Who:** This training is suitable for all levels within an organisation.

- **Number of participants:** 15 maximum.

- **Where:** Zoom (or other platform if preferred). There will be two trainers in attendance and we will be using break-out rooms and interactive polling system Slido.

- **Format:** A mixture of discussion, case-studies and practical exercises.
Training Structure

The training is delivered in two parts;

- **Part 1:** You will be introduced to some new and old concepts and provided with space to explore what they mean to you and your organisation or business. It includes big picture narrative and statistics with personal reflection and challenges.

- **Part 2:** Takes place about 1-4 weeks after the first session. It offers the opportunity to reflect on any changes, including difficulties faced in applying the learning during this time. Part 2 is packed full of practical application ideas, activities, information and guidance.

I think we’ve been missing out on meeting some great potential candidates.

John McVie
Media Centre Manager at STV
Training Price List

Private sector

- Part 1 total cost of: £900 for up to 15 people (£60 per person)
- Part 2 total cost of: £900 for up to 15 people (£60 per person)
- If booking both sessions in advance: £1500 (£100 per person for both sessions)

Public and third sector discount

- Part 1 total cost of: £750 for up to 15 people (£50 per person)
- Part 2 total cost of: £750 for up to 15 people (£50 per person)
- If booking both sessions in advance: £1200 (£80 per person for both sessions)
What’s in it for my company?

- Attract and retain more diverse talent
- Create dynamic, inclusive workplaces for disabled people.

Inclusive workplaces have been shown to have a positive working culture of understanding and cohesion which benefits all employees.

Diverse and inclusive workforces bring wider knowledge and perspective to organisations. Therefore, this gives a competitive edge over companies which do not have a rich mix of insight.

This training is led, developed and informed by the experts in this area - Disabled People. By taking part you are provided with an expert lens on the issue of disability from a pan impairment perspective.

As the Equality Act 2010 makes clear there is a duty on business leaders to address Equality, Diversity and Inclusion in the workplace.
The training and toolkit presents clear ideas and simple steps that will help you, as an employer, articulate matters at work – but also in life more widely - to ensure that disabled employees and clients are fully respected and included in the life of your organisation.

If we remove the disabling factors in the working environment, we are safeguarding human rights and tapping into and retaining the rich resource of skilled and knowledgeable candidates, employees and clients currently being excluded and overlooked.

It is key for technology companies and other businesses to engage with Disabled People’s Organisations to ensure that we get our approach right and evolve to a more equal and just society.

Michael Vermeersch
Digital Inclusion Lead at Microsoft
Participant feedback

Fantastic training with so much information and insight. Would highly recommend to any employer looking to prioritise and really make a difference to disability inclusion.

Skyscanner

A candid pragmatic discussion, with room to debate the issues without causing offence. It allows managers to take away practical lessons on how to better support applicants and existing workers.

Anderson Strathern
100% of people who have taken part in the workshop said they would recommend this training to others.

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Find out more from...

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British Sign Language (BSL) users can contact me direct by using contactSCOTLAND-BSL

Inclusion Scotland is proud to be an accredited Living Wage Employer – find out more at http://www.livingwage.org.uk Registered Scottish charity number SC 031619 and Company limited by guarantee, registered in Scotland as 243492.

Facts and figures are from The Office for National Statistics. Published May 2021.