



Real Inclusion

Working with you to create
dynamic, inclusive workplaces
for disabled people.





About Inclusion Scotland

Inclusion Scotland is a National Disabled People's Organisation (DPO), run for and by disabled people, encompassing a variety of lived experience.

We work to achieve positive changes to employment, policy, and practice so that we, disabled people, are fully included throughout Scottish society as equal citizens. We achieve this in a number of ways:

- We ensure disabled people are awarded fair representation, in all walks of public life, and are fully included as decision makers.
- We offer internships for disabled people across all sectors.
- We deliver training, consultancy, and advice to employers across Scotland to support organisational change from ground level.



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...

- opportunities to reflect on organisational culture and practices in relation to their ability, willingness and effectiveness to include 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.
- support in providing reasonable adjustments in the workplace.
- 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 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.
- **Participants:**
Maximum of 15 participants (this can be negotiated depending on the audience).
- **Where:**
Training can be held within a suitable in-person venue or online via Zoom (or other platform if preferred).
- **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**





What's in it for my company?

- **Attract and retain more diverse talent**
- **Create dynamic, inclusive workplaces for disabled people**
- **Remove the fear of getting it wrong**

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 and also in life more widely. This will ensure that disabled employees and clients are respected and included in the life of your organisation.

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

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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





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**



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

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For further information on pricing and other queries, contact the Real Inclusion training team:

Email: **training@inclusionScotland.org**

Phone: **0131 370 6700**

Mobile: **0774 165 5550**

(Text relay calls welcome)

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



Inclusion Scotland is proud to be an accredited Living Wage Employer – find out more at <https://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.