Government CAMPUS

Becoming Disability Confident

As a manager, being able to respond to the needs of disabled colleagues starts with understanding the different types of disability which you may encounter. Becoming 'disability confident' means seeing past the misconceptions which can exist regarding disabilities and being able to have open, honest and well-informed conversations with disabled colleagues. Managers who can exhibit such behaviours are a leading indicator of an inclusive workplace culture.

Description

This topic is designed to raise your awareness of disabilities in the workplace and the challenges they can pose. By becoming more aware, you'll be able to create, or contribute to, a work environment in which disabled colleagues can thrive. This can mean knowing what workplace adjustments they may require, but it's equally important to understand and address the psychological factors which may impact your dealings with these colleagues.

What does it involve?

This topic features 6 online tutorials and an assessment, which last just over an hour in total. The tutorials will introduce you to visible and non-visible disabilities, the Equality Act and how to manage an inclusive team. From there, you move on to 5 online scenarios, in which you'll consider how you would respond to specific situations featuring different disability types. These include visible and non-visible disabilities as well as other acquired, learning and neurological disabilities. These demonstrate the value of listening, building trust, asking certain common questions and not being afraid of saying the wrong thing.

What's the outcome?

Colleagues who have a disability will be more effective in their roles if they can work in a disability-aware environment, led by a manager who understands and adopts inclusive working practices. By completing this topic, you'll be more aware of the specific needs of disabled colleagues and you'll know how to access workplace support for them. You'll also understand how to mitigate your behaviours which may otherwise negatively affect how you engage with these colleagues. If such an approach is adopted across the whole Civil Service, instances of bullying, harassment and other undesirable situations experienced by colleagues with a disability will be reduced.

Learning activities

Online resources

Online tutorial

Estimated learning time:
3 hours

How to book

bookings.governmentcampus.co.uk

0203 640 7985
support@governmentcampus.co.uk

Price: Free