

1/4

**of disabled people say
they've hidden their disability
from their HR department out
of fear of discrimination.**

Mitchell, Cat. *Access Denied: Disability,
Employment and the UK Publishing Industry.* 2021



sense



Disability awareness in the workplace

Creating a diverse, inclusive, and supportive workplace is essential for driving organisational success. Our Disability Awareness course is designed to equip your team with the knowledge and tools to foster inclusivity and enhance employee engagement. It will also help create a positive workplace culture, improve retention, and support your diversity and inclusion goals.

Seamless Integration: The course can be hosted on your existing Learning Management System (LMS), or you can use ours making it quick and easy to implement with minimal disruption.

Engaging, Accessible Learning:

- **Audio guidance** throughout the course ensures accessibility and clarity for all employees.
- **Real-life experiences** shared by disabled individuals offering invaluable insights into workplace inclusion.
- **Interactive quizzes** ensuring knowledge retention and practical application of key concepts.

By the end of the course, your organisation will not only be more aware but will feel confident in taking practical steps to create an inclusive workplace.

Additionally, we offer in-person/online talks on hidden disabilities, deaf awareness, sight loss, and more, which can be delivered as standalone sessions to further deepen your team's understanding.

"PK said that prior to attending the fair, he was struggling to know where to look for jobs and finding it hard to set up interviews and make sure a BSL interpreter was booked so he could answer recruiters' questions. Sense said that after the jobs fair, PK worked with its employment coach, who helped him find jobs matching the skills he had learned in previous data entry and administration roles and helped him practise answering interview questions."

- Rushin, T. (2024, October 15). [Disability jobs fair returns as deaf man says he 'had interview Saturday, offered job Monday' last time](#). *Leicester Mercury*.



Course Modules

Overview of disability

A broad introduction to disability and its relevance in the workplace.

Understanding disability

Learn different types of disabilities - visible and hidden conditions.

Common Misconceptions

Challenge and dispel the myths surrounding disability in the workplace.

Inclusive Communication

Master communication strategies that ensure accessibility and inclusivity.

Accessibility

Understand reasonable adjustments and how to make your workplace more accessible.

Recruitment and Hiring

Learn best practices for inclusive recruitment and onboarding processes.

Supporting Leadership

Learn how to equip leaders and managers with the skills to support disabled employees, ensuring they have the tools and adjustments needed to thrive.



Benefits

Engagement

- **Confidence:** Your team will gain the confidence to engage in meaningful conversations about inclusion and make thoughtful adjustments.
- **Happiness:** By fostering an inclusive environment, employees feel valued, leading to greater job satisfaction and overall well-being.



Productivity

- **Practical Support:** Learn actionable steps to make your workplace more accessible, from recruitment to daily operations.
- **Enhanced Performance:** A more inclusive and supportive workplace drives higher employee motivation, focus, and collaboration, leading to improved team performance.



Retention

- **Positive Culture:** Cultivate a workplace culture that values diversity and supports all employees, reducing turnover and increasing loyalty.
- **Leadership:** Equip managers and leaders with the knowledge and tools to champion inclusivity, helping them lead by example and drive lasting change.



Who we are and what we do

At Sense, we have decades of hands-on experience by supporting thousands of people through our hubs and services across the UK. This work has given us a deeper understanding of the challenges disabled people face and the opportunities that inclusive environments can create.

Our training is shaped by the lived experiences of the individuals we support, combined with practical solutions that are easy to implement. It's more than just knowledge; it's about giving your team the confidence and tools to break down barriers, dispel misconceptions and create a workplace where everyone feels valued and included.



Contact us



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