



Unlocking (dis)Ability for Employers

The No Limits Supported Employment Outreach service and B2B Inclusive Employer Network is hosted by No Limits Café & Hub working with Devon Country Council. It offers support to Devon based employers, and the wider public sector, to encourage and support employment of individuals with additional needs and / or long-term health conditions.

The service helps businesses of all sizes (existing and start-ups), charities, social enterprises and public sector organisations to understand the benefits of recruiting and retaining a more diverse workforce.

Many people with disabilities do not declare their condition and it's estimated that 80% of disabilities are hidden or invisible. It will not always be obvious that an employee has a disability or health-condition - especially as an individual is not legally required to declare their condition to their employer. Moreover, the majority of disabilities are acquired during a person's working life, i.e. aged 16 to 64. Therefore, employers need to be prepared to make workplace adjustments at any time.

This service has been designed to help employers be more disability aware. The service can provide a combination of practical information, guidance, training and business to business peer support, in addition to supporting employers to achieve the Disability Confident award.

Let's come together to create a Devon wide Inclusive Employer Network and support each other in the journey to break down barriers in the workplace.



**Connecting
Inclusive
Employers**



Unlocking Disability for Employers

Disability Awareness Training Workshops

Workshops are delivered either online (Zoom or Microsoft Teams) or face-to-face.

Sessions are available as a condensed 4-hour workshop or a more detailed online 5-part series - typically 2 hours per week (more suitable for Managers, HR and Directors).

Content

All training options include content as follows:

- ▶ An Introduction to Disability Awareness in the Workplace, including Models of Disability, the Equality Act and Disability Discrimination
- ▶ Reasonable Adjustments (what is legally required of employers in terms of disability, and how simple (and cost-effective) adjustments can be
- ▶ Recruitment and Job Carving - how to enable and provide an inclusive workplace and recruitment process, including ideas for Job Carving
- ▶ Access to Work Grant and the Disability Confident Scheme - how to apply, learning from the lived experience of people and organisations
- ▶ Language and Communication - how to overcome barriers when working with disabled colleagues or customers.

The face-to face or online 4-hour workshops combine all of the above but in less detail and with fewer activities.

Bespoke Workshops - for larger employers with groups of 6 or more, workshops can be delivered specifically for the organisation - dates to be agreed on request.



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Disability Confident Award

The Disability Confident award is a Government scheme supporting employers to understand and utilise the skills and abilities disabled people bring to the workplace.



The employer agrees to a set of commitments and actions around inclusive recruitment and staff retention. It comprises three levels:

- ▶ **Level 1: Committed** – a set of commitments to sign up to online and agreement to complete one action to make a difference for disabled people in the organisation.
- ▶ **Level 2: Employer** – an on-line self-assessment evidencing how the employer is progressing around the two themes of inclusive recruitment and retention. Once this is completed, organisations are registered as a Disability Confident Employer for 3 years.
- ▶ **Level 3: Leader** – the employer is an active champion promoting equal opportunities within their local and business communities. To achieve this level, organisations are externally assessed.

No Limits Outreach Service is available to help organisations start and progress through the award - either with direct advice and/or through the training courses, which have been designed around the key themes in the Disability Confident award scheme.

More details are available on the webpage - [Disability Confident](#).

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