

## Disability Training Solutions

**Employers for Disability NI** is a charity supporting employers through training, information, advice and conciliation since 1991. Member organisations are committed to good disability practice, ensuring the health and wellbeing of staff and avoiding disability discrimination.

One key way we serve our members and other organisations is by delivering an extensive range of training opportunities, both in-house and on an external basis. Disability consistently accounts for almost 40% of all queries received by the Equality Commission for NI.

Lack of awareness and training in this area can be a real cost to an organisation. Investing in staff disability training brings benefits for individual staff members and organisations. Research shows that staff who are disability-aware are more confident and successful in working with disabled colleagues and serving disabled customers.

Our sessions are tailored to suit a customer's exact requirements. They range from general disability overviews to in-depth sessions focused on specific disability issues, including:

### Disability Briefings

These sessions are 1-1.5 hours in length and can cover any key disability area such as visual, hearing, physical, learning, mental health.

### Disability Awareness Seminars

These seminars are intensive and build a deeper awareness of the issues. Subjects include visual, hearing, physical, learning and mental health and sessions can be single or multiple-issue, employee and/or customer service focused.

### Disability Positive Training & Accreditation

To enhance your service to disabled customers – and thus keep and attract more - this customer-focused session takes awareness to the next level and offers the option of accreditation through assessment.

### Managing Disability Absence

This session provides employers and managers with the knowledge they need to manage disability absence effectively to the benefit of the employer and employee, building good employer-employee relations and avoiding litigation.

Mental Health & Wellbeing is a key area of concern for most employers. Two half day sessions have been developed to address these issues:

### Stress Awareness & Emotional Resilience Workshop

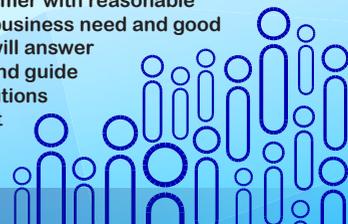
This workshop raises awareness of the impact of stress, with a particular focus on how each person manages their own levels. Practical exercises help individuals manage stress more effectively and build resilience.

**Our most booked session in the past year!**

### Managing Mental Health Seminar

This provides insight into the main mood disorders and how they might manifest and impact at work. Then, through case-law examples and good practice, managers are guided towards better management of all staff and individuals where mental health issues have emerged in order to prevent problems arising.

All sessions are interactive and practically focused, balancing the needs of the employer and employee/customer with reasonable adjustment duties, business need and good practice. Trainers will answer questions directly and guide towards finding solutions to any problems that are apparent.



## Testimonials:

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**Pamela Marron, Equality Manager, Invest NI:**

“Employers for Disability NI recently ran several engaging training sessions in collaboration with Kremer Consultancy Services, which were very well received by Invest NI staff. The focus on disability awareness provided by EFDNI gave employees a solid grasp of this important area, building on existing knowledge and ensuring that employees are confident and focused on best practice.”

**Regina Mackin, Assistant Director, Corporate Planning & Policy, Newry, Mourne & Down District Council:**

“Employers for Disability NI has provided the Council with sound advice, support and practical guidance on a wide range of disability employment issues. They have kept us informed of relevant and emerging case law and delivered specific disability awareness training for employees.”

**Alex Hastings, HR Manager, NICVA:**

“Employers for Disability NI delivered an informative and engaging disability awareness session for our staff team which I would recommend to all employers. Gabrielle’s approach to the topic was balanced and positive with a focus on practical advice for implementing disability good practice.”

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Cost		
Session	Member fee* £ (+VAT)	Non-member £ (+VAT)
Disability Briefings	free	250
Half day Disability Awareness	350	495
Mental Health & Wellbeing Sessions	350	495

\*Lead Partner - three sessions free of charge

## Contact Details

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