

## About us

In a challenging business environment, the right support when it comes to disability issues can make all the difference.

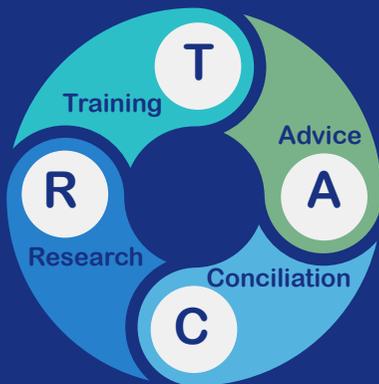
With over 25 years of advising Northern Ireland businesses, Employers for Disability NI can help you develop policies and practices to mitigate against and manage disability discrimination issues.

Our best practice support and training can help you boost the health and wellbeing of your staff, as well as equip them with key disability knowledge and skills.

If you are an employer committed to disability good practice, why not join the many organisations that continue to benefit from our expertise?

## See how we can help

Employers for Disability NI, a registered charity founded in 1991, is a network of employers drawn from the public, private and voluntary sectors. Funded by member subscriptions, we support our member organisations and their employees through:



Each year, more than **16,000** employees in NI, disabled and non-disabled, benefit from the services and supports that we offer. Join us to ensure your employees also have access to the help they need.



Number of Employees/Category	Fee
Charity/Voluntary Organisation	£195.00
1 - 249 employees	£395.00
250 - 999 employees	£495.00
1000 - 4,999 employees	£895.00
5,000 - 9,999 employees	£1,225.00
10,000 - 14,999 employees	£1,525.00
15,000+ employees	£1,825.00
Lead Partner	£2,750.00



## Disability works



Banbridge Enterprise Centre  
Scarva Rd Ind Est  
Banbridge BT32 3QD



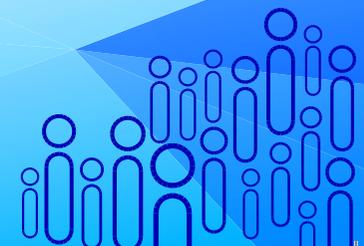
028 4062 4526



[info@efdni.org](mailto:info@efdni.org)



[www.efdni.org](http://www.efdni.org)



Range of free services available to our member organisations include:

### Disability Briefings

1 to 1½ hours, up to three per year, tailored as required, on issues such as mental health, autism, dyslexia or customer services.

### Disability Advice and Support Service

HR staff, line managers, disabled employees and colleagues access information, advice and support. This helps protect your organisation against disability discrimination and the risk of litigation. There are three components to this confidential service:

#### Helpline

Ranging from simple queries to more complex advice, thereby helping staff identify reasonable adjustments

#### Conciliation

Advice and guidance to resolve disability-related issues, e.g. long term disability absence or performance management. We are in the unique position of being able to facilitate both the employer and the disabled employee taking a positive, balanced approach in order to bring forward a solution

#### Employee Support Service

To help employees manage stress and other challenges by having someone to listen with understanding and insight, make practical suggestions and offer emotional support. Examples include face to face meetings, ongoing telephone contact, support at return to work interviews, attendance management meetings, grievance procedures etc.

Most advice in the last year involved mental health issues, a significant issue for employers today. 100% per cent of these resulted in internal resolution with no further action being taken.

### Employment Law Solicitor

One-hour consultation with our legal advisor to help member organisations meet their legislative requirements

### Disability Audit

Member organisations can become accredited as “Disability Positive” - helping to benchmark progress, mitigate against discrimination risk, inform action plans and recognise disability good practice

### Research

Employee Research on disability issues, e.g. focus groups and staff surveys on serving disabled customers

### Member Website

Member-only area where employers can access a host of exclusive resources

### Jobs Bulletin Board

An online service advertising member organisations’ job vacancies, circulated to key disability organisations - an excellent positive action step to attract disabled applicants

We also offer a range of heavily subsidised supports and professional services:

### Disability Training Solutions

A suite of bespoke courses tailored to each member organisation’s unique needs, including:

#### Disability Awareness Seminars

Building awareness on a range of topics, such as visual, hearing, learning, physical, mental health, autism and dyslexia

#### Disability Positive Training & Accreditation

Enhancing your service to disabled customers - offers participants the option of accreditation through assessment

#### Managing Disability Absence

Providing employers and managers with the knowledge they need to manage disability absence effectively

#### Mental Health & Wellbeing

**Stress Awareness & Emotional Resilience Workshop**  
Raising awareness of the impact of stress, focusing on how each person manages their own levels

#### Managing Mental Health Seminar

Providing insight into the main mood disorders and guidance on managing staff where mental health issues have emerged

### Cognitive Behavioural Therapy

Service for member organisations’ employees.

### Associated Professional Services

Discounted services include dyslexia support software, suicide awareness training and other training resources

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

“Employers for Disability NI recently ran a number of 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 Employers for Disability NI gave employees a solid grasp of this important area, building on existing knowledge and ensuring that employees are confident and focused on best practice.”



**Jennifer Buckley,** HR Manager,  
Antrim and Newtownabbey Borough Council:

Working with Employers for Disability NI has provided us with a great resource when reviewing our own practices and procedures and helped us to achieve best practice guidelines. They have been great for employment advice and queries and the assistance provided to help us with carrying out some of the work that was required was very beneficial and provided us with great development opportunities. Working with them also allowed Antrim to become a “Disability Positive” employer in recognition of the work that staff are engaged with on behalf of Council.



**Evelyn Green,**  
Disabled Employee with a local council

“I have contacted Gabrielle from Employers for Disability NI on two separate occasions. The most recent time was after suffering a breakdown and the support she provided helped me at one of the worst times in my life. This included her support at a meeting with my employers. She gave me the strength and confidence to discuss and agree a reduction of my hours with my employer. This has meant I have returned to work and been able to re-build my confidence and have the ability to deal with problems face to face when they happen. This has had a very positive effect on my health and I have not had a relapse in the last five months.”

