



## Disability awareness

Inclusion, belonging and accessibility.

Disability awareness involves educating individuals about disabilities, and equipping people with disabilities with the necessary knowledge and tools to effectively perform their tasks, thereby separating good practice from poor.

Why is disability awareness important?

- It helps people understand the effects of disability and how to help people who need assistance
- It helps people challenge attitudes and focus on the abilities of people with disabilities
- It helps people understand how to make things more accessible for people with disabilities

How can disability awareness be promoted?

- **Raise awareness of disability issues:** Through training, openness
- **Share the experiences of people with disabilities:** This can help people understand what it's like to live with a disability
- **Learn about communication methods used by people with disabilities:** This can help people know how to communicate with people who have disabilities.

We have a responsibility to:

- Understand the different types of disabilities, including both physical disabilities and mental health conditions, and the day-to-day impact they may have on an individual
- Recognise assumption and biases related to disability
- Recognise barriers to inclusion, and how to provide appropriate assistance

Create a more respectful and inclusive workplace culture by recognising and understanding the cultural, physical, and economic differences among people with disabilities.

## Disability awareness is

### Recognising diversity

Not all disabilities are the same, and disability awareness recognises this; celebrating difference and identifying the beauty within our uniqueness.

### Promoting acceptance and respect

Individual attitudes don't always reflect the time we live in, with some seemingly stuck in the past. Whilst attitudes towards disabled people have come a long way, particularly in recent years, there's still room for improvement, and raising more awareness for disability promotes respect and recognition; the more we understand disability, the greater our acceptance of it.

### Increasing employment opportunities

It wasn't until 1995 that people living with disabilities were given some form of legal protection against state and business discrimination; before this, disabled people had very little rights, and employers were free to refuse people work on the grounds of just being disabled.



As society's awareness of disability has increased & improved, so too have employment opportunities for people with disabilities, and our readiness to adapt working environments to suit individual needs.

## Providing a voice

With awareness comes visibility and transparency, and with visibility and transparency comes the chance to share our thoughts and opinions around disability; standing up for what we feel is right, whilst creating even more opportunities for disabled people.

Disability awareness is more than simply good practice; it's paving the way for equal and increased opportunities for disabled people in the home, in the workplace, and within social situations; it's respect, it's celebrating difference, and it's standing up for what you believe in.

Disability awareness is a key part of what we do; never be afraid to speak up in defence of disability, to personalise and tailor our services around the individual needs of our disabled members, and work to create workplace opportunities for those who use our services.

We need to:

- Meet the legal requirements of disability discrimination legislation such as the Equality Act (2010)
- Ensure that those in roles of responsible have the confidence and the know how to appropriately communicate with and best support disabled people
- Plan inclusive and accessible events
- Ensure that our business environment, policies, and procedures are accessible
- Check that our internal and external communication is reflective of best practice accessibility guidelines, tone and terminology
- Become disability confident
- Increase disability disclosure
- Embed inclusion into the ethos of our organisation.

[See Disability awareness training](#)