



Diversity and Disability Awareness for Managers

Why is Managers awareness training so important?

Managers who are not offered any kind of diversity in the workplace training may also experience challenges when leading diverse teams.

Managers may feel unsure about how to provide the necessary accommodations for Disabled and Neurodiverse team members, or how to have conversations around the need for additional support.

Untrained managers may not be able to identify signs of stress or understand the unique challenges faced by their diverse employees.

Managers may feel overwhelmed by the prospect of accommodating and supporting their team members effectively.

Course overview

It is important that managers become more confident when managing and working with employees who are disabled, have long term health conditions or are neurodiverse.

This course aims to raise their awareness of disability and neurodiversity, to help them to understand their role as a manager and what they need to do to support their employees, to be aware of other support available internally and externally, and to start to build their build confidence to step into those conversations with their team members.

This supports all employees to feel included, respected and comfortable being themselves at work and enables colleagues to meet their full potential.





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Why will Managers benefit from this training?

Improved team collaboration and productivity - By working towards a culture of inclusion, your teams can unlock diverse strengths, leading to enhanced collaboration and overall productivity.

Enhanced communication and conflict resolution skills - Training in Disability and diversity awareness helps ALL employees and managers develop better communication and conflict resolution skills.

Learning Outcomes

- The business case for disability equality
- Models of disability
- Understanding neurodiversity
- Equality Act and the obligations on your organisation
- Applying the law – reasonable adjustments
- Signposting to internal policies, resources and support
- External support available
- Importance of language and avoiding assumptions
- Your role as a manager: creating an inclusive environment, adjustments, ability to recognise and manage anxiety, helping your staff become open about their impairment or health condition and their access needs
- Understand the Triangle of support as a way to effectively manage individuals with respect and kindness, whilst adhering to the Equality Act

“if you keep doing what you have always done, you will continue to get the same results.”

Get in touch

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