PSP Employer Offer - Why we want to work with you

We want to work with forward-thinking, inclusive, innovative and creative learning organisations to support the Disability Employment Gap PSP, whilst helping you develop your business and the people within it. If you are passionate about your organisation, your employees, your customers and your local community, then we would like to hear from you. Whether you have previous experience of employing disabled people or not, we want to hear your views.

If you are an employer that wants to:
- Increase the talent pool your vacancies reach
- Create a workforce that reflects the diversity of your customers
- Benefit from additional skills that are currently being missed
- Reduce employee turnover, saving money on recruitment and training
- Improve your corporate culture
- Tackle the myths associated with recruiting disabled people
- Easily implement reasonable adjustments
- Become a Diversity Champion
- Achieve all of this (and more) at no additional cost

Supporting the Disability Employment Gap PSP makes perfect business sense for you and your key stakeholders.

What we will offer you

As a demonstration of our commitment to working with you, we would like to offer your organisation a free introductory support session. You can choose from the training topics included on the following pages, for example:
- Introduction to disability awareness
- Accessible job adverts and inclusive job descriptions
- Planning practical work-based interviews
- Online accessibility
- Inclusive and effective communication
- Assistive Tech Training
- Understanding reasonable adjustments
- Understanding perspectives of disabled job seekers
- Autism awareness
- Creating Easy Read documents
- Sensory Impairment Awareness

There are only 150 free sessions available - so secure yours now.

Become a PSP Strategic Partner

Once you have attended your free support session, we would like you to consider becoming one of our strategic employer partners. The benefits of working with us:
- Free access to an extensive range of support and services
- Expert advice and consultancy
- Demonstrate your commitment to inclusion and diversity
- Promote your achievements through the PSP and our 39 partners
- Create a Centre of Excellence for Scotland
- Achieve recognition as a Diversity Champion

If you share our passion for creating opportunities for disabled people to secure and sustain paid employment, please contact David at David.Stewart@susescotland.scot or 07305 064 282, for an informal discussion about how we can help you.

Example Content and Learning Outcomes

Autism Awareness
- Introduction to autism and common difficulties that people face.
- 'Reasonable adjustments' and how to implement them.
- Strategies to include and support autistic people.

Learning Disability Awareness
- Introduction to learning disability and common difficulties that people face.
- 'Reasonable adjustments' and how to implement them.
- Strategies to include and support people with a learning disability.

Significant Hearing Loss Awareness
- Introduction to significant hearing loss and common difficulties that people face.
- 'Reasonable adjustments' and how to implement them.
- Strategies to include and support people with significant hearing loss.

Significant Sight Loss Awareness
- Introduction to significant sight loss and common difficulties that people face.
- 'Reasonable adjustments' and how to implement them.
- Strategies to include and support people with significant sight loss.

Accessible Communication
- Accessible communication and why it is needed.
- Available resources to implement accessible communication.
- How to create documents in an easy-to-understand format.

TSI/ Supporting People in the Workplace
- Background, context and values of TSI and how it relates to supported employment and independent living skills.
- Introduction to the concept of 'task analysis' (TA) as an essential method for preparing to train employment skills for disabled people.
- Understand a range of alternative methods of task presentation depending on the needs of the disabled person.

Disability Equality Training
- Increased understanding of employing people with Learning Disabilities, Autism and Mental Ill Health.
- How to identify and overcome barriers in your own workplace.
- Understand the medical and the social models of disability.
- Information on resources and available support.

Creating Accessible Online Spaces
- Understand how to create accessible online spaces.
- Understand barriers to access.
- Ensure your digital content is accessible without needing to be an IT expert.
- Topics include layout; text format; colour and contrast; mouse friendly navigation; keyboard friendly navigation; complex images; captions and transcripts; and forms.
- Creating an accessible social media presence.
- The Web Content Accessibility Guidelines.
- Available resources to help ensure you stay accessible.

Mental Health
- Increased awareness of mental health in the workplace.
- Understand the concept of mental health first aid.
- Understand the most common mental health conditions.
- Increased awareness of workplace mental health support and reasonable adjustments.

Long COVID
- Increased awareness of Long COVID.
- Understand the impact of Long COVID.
- Increased awareness of workplace reasonable adjustments and in-work support options.

Young People with Autism/ADHD/Dyslexia
- Increased awareness of Autism, ADHD and dyslexia in young people.
- Understand practical solutions and reasonable adjustments in the workplace.
- Increased awareness of practical and financial support available.

Reasonable Adjustments, Returning to Work and Agile Working After Furlough
- Increased awareness of reasonable adjustments.
- Understand employer obligations under Equality Act 2010.
- Understand simple workplace reasonable adjustments that can benefit everyone.

Financial and Practical Support
- Increased awareness of Access to Work and who it can benefit.
- Awareness of supported and employment schemes such as Kickstart, Community Jobs Scotland and No-one Left Behind.

Assistive Tech and Communication for Disabled People
- Increased awareness of tech and communications equipment for disabled people.
- Understand practical tech solutions such as voice-activated software, ergonomic computer peripherals, hearing loops and portable communications aids.
- Increased awareness of financial support to cover the costs of assistive tech through Access to Work.

Code RED: At Risk of Losing Employment on Medical Grounds
- Awareness of common reasons people may lose employment on medical/disability grounds
- Awareness of practical and financial support available to keep people in employment.
- Awareness of agile working solutions to prevent job loss.
- Understand the benefits of retaining disabled staff.

Code GREEN: Want to Help Reduce the Disability Employment Gap
- Awareness of agile and flexible working solutions in job design.
- Awareness of recruitment and interview support available.

Wildcard Q + A and General Overview
- Open forum to ask questions and identify training needs.
- Understanding the disability employment gap.
- Understand the benefits of employing disabled people including reducing recruitment/ turnover costs, workforce loyalty and community benefit weighting for public tender contracts.
- Understanding the Purple Pound.

Steps to Inspiring Young People with ASN on Work Placements
- Raised awareness of Additional Support Needs.
- Raised awareness and confidence in how to make reasonable adjustments for young people with additional support needs
- Create a next steps action plan for getting involved
- Additional support needs and how these affect young people
- How employers can engage with school pupils who have ASN and what opportunities can be delivered.
- Advice for employers on how to facilitate reasonable adjustments in the workplace.

Rethinking Recruitment: Practical Interview Workshop
- Overview of inclusive recruitment practices and why these are important.
- Preparation and Planning
  - Reviewing job descriptions
  - Communicating with candidates
  - Task identification
- Job Carving.
- Mentoring/Coaching.
- Reasonable Adjustments and a Reasonable Adjustments Passport
- Ongoing Support: Access to Work.
- Case study review.

Disability at Work
- What is disability?
- Disability statistics and facts.
- The models of disability.
- Removing barriers.
- Disability related language.
- Disability and identity.
- Working in an inclusive way with disabled colleagues.

Inclusive Management
- Best practice in disability and management.
- Recognising when an employee may be facing a barrier.
- Planning and holding conversations about barriers and adjustments.
- Making adjustments for disabled employees.

This list is not exhaustive and our partners are keen to hear and develop other areas of support that you may require, please contact David at David.Stewart@susescotland.scot or 07305 064 282 if there is anything else you need that is not yet included on the list.