

# BECOME AN INCLUSIVE EMPLOYER



## 1 DAY WORKSHOP FOR ALL BUSINESSES

As one of three national Centres for Excellence in SEND, we are delighted to launch a brand-new and innovative training workshop:

- Delivered by our highly skilled and experienced neurodivergent employment specialists.
- Receive an introduction to becoming an inclusive employer; providing you with the knowledge and skills required to support neurodiverse employees and customers.
- Learn how to access untapped talent through an inclusive recruitment process.
- See greater productivity, higher staff retention and increased income for your business with a higher retention of diverse employees.

***"It was relatable, practical and showcased achievable steps we can take as an employer"***  
***Weston Town Centre Team***

***"The amount of knowledge shared and challenging the "norm" was superb"***  
***Puxton Park***

***"Informal, Informative"***  
***Thrings***

***"The workshop was massively useful - informative and full of eye opening facts. Having the data as well as the 'human experience' is really important for us and you gave us both. I also really appreciated attending an in-person training"***

***Wilmott Dixon***

**£99 PER PARTICIPANT**  
**INCLUDES A COMPLIMENTARY AND BESPOKE CONSULTATION WITH OUR EXPERIENCED TEAM.**

**CONTACT**

 <https://www.weston.ac.uk/become-an-inclusive-employer>  
 [employers@weston.ac.uk](mailto:employers@weston.ac.uk)



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## PROGRAMME

### Understanding Neurodiverse Minds

The concept of neurodiversity aims to reduce stigma around learning and thinking. Neurodiversity considers the whole range of human minds and discourages viewing one style of brain functioning as right or normal.

### Inclusive Recruitment and retention of staff

Inclusive recruitment minimises barriers and presents your organisation as inclusive and welcoming, enabling you to attract anyone with the right skill set, regardless of need. This session focuses on the touch points in the recruitment process that are barriers to inclusion and diversity.

### Reasonable Adjustments and Ongoing Support

Employers have a duty under the Equality Act 2010 to make 'reasonable adjustments' in the workplace where a person could otherwise be put at a substantial disadvantage compared with their colleagues. By making reasonable adjustments (such as changes to working patterns, adaptations to premises or equipment and provision of support packages) can ensure that workers are not disadvantaged when applying for and doing their jobs. This includes contract workers, trainees, apprentices and business partners.

### Signposting and Q&A

On completion of the course we encourage employers to sign up to the Disability Confident scheme and change behaviour and cultures in their own businesses. There will be an opportunity for Q&A where specialist staff can provide answers to further enhance your business.

The training is accompanied with the offer of a free consultation of your business to support the design of bespoke training packages around inclusion and how to achieve the national level 2 disability confident scheme.

Following this we can arrange for training to be carried out on a range of specialist areas including; Communication, Dyslexia, Dyscalculia, Physical disabilities, Language, Autism, Mental Health, British Sign Language and many, many more.

**A range of Face to Face and Virtual Training dates are available (contact us for dates)**

**10am-4pm**

**University Centre Weston**

**Tea and Coffee will be provided.**

**Introduction training £99 per person.**

Individually delivered and tailored support for businesses is available face to face or virtually.

Contact our team to discover how we can tailor make a programme for your business  
[employers@weston.ac.uk](mailto:employers@weston.ac.uk)



**INVESTORS IN PEOPLE**  
We invest in people Platinum

**WE WORK**  
for Everyone

