

Course outline

Disability-Smart Attendance Management



About this course

This training module is designed to provide HR professionals with the knowledge and skills to provide disability-related guidance and support to organisational stakeholders on sickness and absence practices. The course will provide an overview of best practice and whole organisational approaches to managing sickness absence of disabled employees.

This workshop addresses barriers and adjustments through practical learning activities and the exploration of case studies, legal cases and scenarios that are common to the workplace.

Learning Aims

Delegates who attend this course will:

- Understand disability and the legal requirements to support disabled employees in the workplace
- Learn how to spot changes in an employee's performance and/or behaviours that may be disability related.
- Identify barriers to sickness and absence policies and whole organisation approaches to removing barriers
- Learn when and how to apply best practice in adjusting trigger points in order to avoid disadvantaging staff
- Discuss common barriers to sickness/absence policies and how HR teams might review them through the lens of disability
- Learn key considerations in advising People Managers on how to support disabled employees
- Understand key considerations for reviewing and recording adjustments
- Know where to go for further information and support

Further details:

Recommended learning audience:

- HR Business Partners
- Diversity & Inclusion Leads
- Disability Champions/Networks

The workshop will run for 3.5 hours and will include breaks

Cost: £850 for Members £1000 for Non-members

