

Course outline

Disability-Smart Performance 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. The course will provide an overview of best practice and whole organisational approaches to managing and measuring the performance of disabled employees.

This workshop addresses performance and conduct management issues 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 performance management and whole organisation approaches to removing barriers
- Learn how to apply best practice in adjusting performance expectations in order to avoid disadvantaging staff
- Discuss data collection tools, performance management systems and policies and how HR teams might review them through the lens of disability
- Explore the principles and value of determining what is reasonable when making reasonable adjustments
- 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
