



# Training and Workshops From Difference

## Difference NE

Challenging perceptions of disability



## Contents

<b>Our Training Offer</b>	<b>3</b>
<b>Workshops</b>	<b>4</b>
<b>Disability Equality, Awareness, and Etiquette</b>	<b>4</b>
Course Aims	4
Who is the Course for?	4
What the Course Covers	4
	5
<b>Disability Inclusion at Work</b>	<b>6</b>
Course Aims	6
Who is the Course for?	6
What the Course Covers	6
<b>Digital Accessibility Workshops</b>	<b>7</b>
<b>Inclusive Online Meetings and Events</b>	<b>7</b>
Course Aims	7
Who is the Course for?	7
What the Course Covers	7
<b>Accessible Online Content</b>	<b>8</b>
Course Aims	8
Who is the Course for?	8
What the Course Covers	8
<b>Inclusive Training Principles</b>	<b>10</b>
<b>Cost</b>	<b>11</b>

## Our Training Offer

Our primary purpose is campaigning to change perceptions of disability and achieve greater equality for disabled people in the North East. We also do this by offering specialist training and consultancy services. A major contributor to developing an inclusive culture in your organisation is by training your staff and managers.

At Difference, we offer in-depth training across a range of disability issues including developing inclusive recruitment practices, making your online content accessible, and developing an awareness of the fundamentals of disability politics and discrimination.

All our workshops are run by expert, disabled facilitators. They are highly participative whilst embedding inclusion and access at the very core of what we do.

We offer the following workshops:

- **Disability Equality, Awareness and Etiquette**
- **Disability Inclusion at Work**
- **Inclusive Online Meetings and Events**
- **Accessible Online Content**

# Workshops

## Disability Equality, Awareness, and Etiquette

Length: **2.5 hours**

An introduction to the key issues around disability equality and inclusion.

### Course Aims

- Challenge the way you think about and act towards disabled people
- Improve inclusion and accessibility for disabled customers, visitors, and colleagues
- Promote greater diversity within your organisation

### Who is the Course for?

This training is suitable for anyone wishing to improve their knowledge and understanding of disability issues and how to build a more inclusive culture.

### What the Course Covers

- Fundamentals of disability politics and models of disability
- The portrayal of disability in society
- Stereotyping, ableism, and implicit bias
- Disability discrimination and the law
- Common barriers to participation
- Disability etiquette – to help or not to help
- Language and terminology
- Planning for change

"I thought this session was really useful and was great to be facilitated from someone with lived experiences."

"Very good, informative, interactive session. The trainers were very knowledgeable."

"This was a very well thought out course, with great delivery and content."

Participants also rated their knowledge, skills and confidence in Disability Awareness as highly increased after the session.

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## Disability Inclusion at Work

Length: **2.5 hours**

Most employers aspire to have an inclusive working culture where colleagues' differences are respected and valued. However, the experiences of disabled people tell us that there are many barriers that prevent them from getting a job or enjoying equality in the workplace. Employers who are serious about inclusion will benefit from this interactive workshop.

### Course Aims

- Recognise what an inclusive workplace looks, sounds, and feels like.
- Practice non-discrimination to foster an inclusive employment culture for disabled people.
- Understand the relationship between equality, barriers, and workplace adjustments.

### Who is the Course for?

This training is suitable for anyone involved in the recruitment and managing of staff, including HR and leadership roles.

### What the Course Covers

- What an 'inclusive employment culture' is and how to achieve it
- Disability, the law, and reasonable adjustments
- Recruitment, Selection and On-boarding
- Managing Workplace Adjustments across the employee lifecycle
- Action Planning

## Digital Accessibility Workshops

We offer two different Digital Accessibility workshops. One covers how to make our online meetings and events accessible and inclusive. The other looks at how to create and develop accessible online content.

### Inclusive Online Meetings and Events

Length: **2.5 hours**

#### Course Aims

- Develop and facilitate accessible online meetings and events.
- Build an inclusive digital culture across the organisation

#### Who is the Course for?

This training is suitable for anyone across the organisation who takes part in online meetings or plans and deliver online events.

#### What the Course Covers

- Common barriers to inclusion and participation
- Preparing for your event – building in accessibility from the start
- Online meeting platforms – some pros and cons of different systems and how to use accessibility features
- Take-away top tips for inclusive meetings and events
- Language and terminology
- Planning for change

## Accessible Online Content

Length: **2.5 hours**

### Course Aims

- Understand the fundamentals of digital accessibility
- Improve awareness of digital accessibility so it can be embedded in practice
- Develop accessible and inclusive digital content

### Who is the Course for?

This training is suitable for everyone across the organisation, but particularly for those developing online or digital content, from webpages to blogposts and even social media.

### What the Course Covers

- Fundamentals of Digital Accessibility and meeting the guidelines
- Common barriers to inclusion
- Inclusive website design
- Accessible documents
- Multimedia accessibility and images, including social media
- Language and literacy

adjustments aren't  
just for changing  
things so that  
someone can do the job  
in the same way as  
someone without a  
disability - jobs can  
be done a different  
way.

## Inclusive Training Principles

At Difference we are committed to providing training that is accessible and inclusive. We use a set of Inclusive Training help us do this. We ask that all participants in our training commit to these too.

- **Respect and value difference** – we will try to ensure that everyone gets the same experience.
- **Safety and wellbeing** – feel free to attend to your needs, take a break if you want, turn camera off if you want. Let us know if you're having any issues.
- **Safe space for learning** – no question is a silly question.
- **All opinions count** – please bring your experience and share.
- **Listen and improve** – we will ask for your feedback too.

**'Really useful and thought-provoking workshops with @differencenorth. I'd highly recommend these' - Academic Health Science Network North East and North Cumbria**

## Cost

Please contact us to discuss pricing.

## Online Workshops

All workshops are 2.5 hours long

## Group Bookings, up to 20 people

We offer reduced rates for VCSE's

## Open Courses

We also periodically offer our training as 'open workshops' where individuals can attend. You can find out more about these on our website: [differencenorth.org.uk](http://differencenorth.org.uk)

We do have some scope to deliver workshops in-person. Please contact us to discuss whether this is a viable option:

[nic@differencenortheast.org.uk](mailto:nic@differencenortheast.org.uk)

or

[christopher@differencenortheast.org.uk](mailto:christopher@differencenortheast.org.uk)

# Allies Network

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Do you want to challenge ableism and broaden representations of disability in your work? You can support us in making the North East a fairer, more equal place for disabled people to live, work and study by [joining our Allies Network.](#)