
Facilitating a Positive Culture for Disability

This series of four 60 minute lunchtime seminars will introduce co-workers and managers to the social model of disability and how this impacts on the working lives of disabled people. Issues such as *ableism* and *unconscious bias*; declaring a disability; reasonable adjustment; and supporting the disabled person at work will be discussed.

A total of 4 seminars will be delivered by Dr Malcolm Day from the School of Health Sciences. Malcolm was previously Chair of the University's Disabled Staff Network and is currently a UCU Equality Officer for disabilities. He is also a member of the national standing committee for disabled UCU members. Malcolm can be contacted at: Malcolm.Day@nottingham.ac.uk

Weds 8th February 1pm L&SS A2 *Supporting the disabled person at work*

The UN Convention on the Rights of Persons with Disabilities states that: “...*disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others.*” This seminar will explore the ways in which the UoN and the Disabled Staff Network is working to reduce barriers within the workplace for disabled staff.

Weds 8th March 1pm L&SS A2 *Disclosing a disability*

The university's 2014 annual diversity report reveals that the number of staff declaring a disability is 2%. This is 50% less than the target referenced in the university's strategic plan for 2010-2015. Further, this figure has remained constant for the past 3 years. This workshop will explore the factors that enhance and inhibit the declaration of a disability within the work place.

Weds 5th April 1pm Trent B40 *Reasonable adjustment*

When an employer knows or reasonably ought to know of a disabled person's disability, they are under a duty to make “*reasonable adjustments*”. This seminar will discuss personal experience and case study relating to reasonable adjustments that have been made within the work place and will identify what is regarded as best practice in this area.

Weds 10th May 1pm Trent B40 *Disability Discrimination:*

The public sector equality duty states that public bodies must: eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by, or under the Equality Act. The concept of unconscious bias and how this may contribute to ableism within the workplace is explored during this seminar.