



Where to find us

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Disability Equality Training

Cedar's **Vision** is a society in which disabled adults and children are fully included citizens

Our **Mission** is to provide quality support, care, accommodation and training services to enable disabled adults and children to participate in all aspects of community life



www.cedar-foundation.org

What is Disability Equality Training?

The Cedar Foundation's Disability Equality Training aims to raise participants' awareness of disability issues in the context of equality and the achievement of a community in which people with disabilities are valued and participate as equal citizens in the economic, social and cultural life of that community. It also aims to assist organisations to look at how their policies and procedures can be adjusted in relation to people with disabilities. It does this by:

- Identifying barriers both physical and social encountered by disabled people in society and challenges these negative barriers, lack of accessible information, access and traditional Image of disabled people;
- Demonstrating practical application of equal opportunities policies for disabled people within the participants area of work and encouraging the understanding of disability issues and their implications;
- Enunciating a human rights based approach to participation in society;
- Outlining the requirements of current legislation in relation to disability (e.g. Disability Discrimination Act); and
- Equipping participants with practical understanding of the participation needs of people with various disabilities including those with a hidden disability. Supporting their rights, opportunities and choice of realising their potential as fully functioning citizens.

Training is deemed to be effective when it achieves attitudinal change at an organisational level so that disability equality is embedded in all policies, procedures and practices.

The Cedar Foundation's Commitment

The Cedar Foundation's primary impact on society is the level of social inclusion it supports and it is therefore committed to providing high quality professional disability training to other organisations thereby supporting inclusive practice.

Reasons for Training

The Cedar Foundation's Disability Equality Training seeks to support companies and organisations to comply with legislation and it is tailored to the objectives and needs of the organisation, departments and individuals.

Many employers or service providers whilst being aware of their increased responsibilities under the Disability Discrimination Act may not have considered the many benefits to their business or service of becoming more inclusive. Organisations that promote disability equality will see improved employee and customer satisfaction. Existing employees who acquire a disability will be more comfortable in disclosing their disability and discussing possible requirements, if the organisation promotes equality.

Disabled people make a huge contribution to the economy therefore treating them equally makes good business sense. Disability Equality should be built into the thinking of the organisation whether in service delivery, policies and procedures or recruitment practices.

Organisations who have a commitment to disability equality will have the added impact of contributing to a more equal and inclusive society. Technological, social and legislative advances are providing increased opportunities for those with disabilities and by taking part in Disability Equality Training organisations can provide their staff with the information they require to ensure that the service they provide is accessible to people with disabilities.

Legal Reasons

The Disability Discrimination Act 1995 is designed to end discrimination against disabled people. It also meets the needs of small to medium sized businesses because it is flexible enough to take account of a business's individual circumstances.

The Disability Discrimination Act 2005 extends and builds upon earlier disability discrimination legislation, principally DDA 1995.