

Training and Consultancy at Leonard Cheshire

We equip you to remove barriers for disabled people in the workplace. We will work closely with you to provide a bespoke solution for lasting organisational change.

The client

Scottish Environment LINK is a forum uniting over 40 charitable environmental organisations across Scotland. These member organisations, representing a broad spectrum of environmental interests, share a common goal: promoting a more sustainable society. Scottish Environment LINK acts as a central hub and collaborative voice for the sector, fostering knowledge sharing, best practices, and advocacy efforts in pursuit of environmental sustainability.

The brief

Scottish Environment LINK aimed to equip their staff and member organisations with the knowledge, skills, and confidence to create an inclusive and functional work environment for disabled employees. This included identifying potential workplace barriers, fostering open communication about disability, and implementing adjustments to create a more inclusive work environment. As their members operate in locations throughout Scotland, Scottish Environment LINK sought a flexible and accessible training solution with the potential to reach a wider audience and ensure maximum impact.

The solution

Leonard Cheshire partnered with Scottish Environment LINK to deliver two virtual 'Disability Confident Managers' training sessions to provide the learning that managers from both the organisation and its member organisations need to recruit and retain disabled employees. These training sessions ensured that managers understood disability and how to remove barriers in the workplace. This interactive online format ensured maximum participation from

employees and member organisations across Scotland. It fostered a deeper understanding of disability through interactive elements like group discussions, barrier analysis activities, and case studies based on the lived experiences of disabled people.

The outcome

The two Disability Confident Managers training delivered strong results. Attendees from both sessions were surveyed for their feedback and reported significant knowledge gains in managing disabled employees, fostering inclusive communication, and removing workplace barriers. Feedback praised the course accessibility, valuable content, and the trainer's engaging style.

"Leonard Cheshire facilitated training on Disability Confident Managers to some members of our internal staff team at Scottish Environment LINK as well as staff from 13 of our member organisations. We had a fantastic trainer whereby she provided detailed, but easy to follow, information with real life examples to make it comprehensible to the entire audience. We learnt lots in terms of disability and the law, as well as where to make improvements in our own organisations."

Leigh Abbott, Equality, Diversity and Inclusion Officer, Scottish Environment LINK

To find out more:

Visit: leonardcheshire.org/get-support/working/training-and-consultancy

Email: training@leonardcheshire.org

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