

Widening Inclusion of Disability in Employment (WIDE) Leaders Programme Introductory Handbook

September 2026



Welcome

Welcome to the WIDE Leaders Programme. This handbook has been designed to help you get started, providing an overview of the programme and the guidance, resources, and information you need throughout your journey.

The WIDE Leaders Programme supports employers across the island of Ireland to take a structured and practical approach to reviewing workplace disability inclusion. Through undertaking a WIDE Review, you will assess your current practices, identify opportunities for improvement, and develop a meaningful action plan to help create a more inclusive workplace for disabled people.

The WIDE Framework platform and the WIDE Leaders Programme have been developed through a partnership between AHEAD and Employers for Change, with funding provided from the Department of Social Protection. Together, these organisations are committed to supporting employers to build more inclusive, accessible, and equitable workplaces across the island of Ireland.

Prior to starting the course, it is recommended that both WIDE Leaders:

• **Read** this handbook
• **Save the programme dates** in your work calendar. You will receive 10 Leaders Session calendar invites, from the WIDE Team. Accept these invites. These are the sessions that you should attend.
• **Complete** the pre-course exercise located in Section 3



A note on some terminology we'll use in this programme

The WIDE Framework is an acronym for Widening Inclusion of Disability in Employment Framework, supports organisations to hire, retain, and promote more disabled people and create a more inclusive workplace. It is built on academic literature and significant consultation with disabled people, employers and disability organisations.

The WIDE Framework Platform refers to the literal online platform where the suite of supports is available i.e., the WIDE Framework itself, the Review Tool, the Supplier Directory, and the Resource Library etc.

The WIDE Framework Review Tool refers to the tool only available when an organisation has created an organisation profile, where they have access to a Dashboard to control the review process and where they can assign reviewers who can review their organisation's practice against each action's guidance note.

Administrators – is the technical term used on the WIDE Platform Review Tool to describe the individual/s who create your organisational profile and who invite colleagues also join as reviewers. They have full permissions and control of the organisation's profile and are the only people who can assign specific colleagues to review specific actions. You can have multiple administrators linked to an organisations WIDE profile if you wish. This role is likely to be taken by the WIDE Leaders for each organisation during this programme, meaning the WIDE Leaders and Administrators are the same individuals.

Reviewer – is the technical term used to describe the individuals given permissions to review actions on the WIDE Framework Review Tool. In this instance, these roles are going to be given to every other member of your Internal WIDE Review Team (see below). This means that the Internal WIDE Review members and the Reviewers are the same individuals.

The WIDE Leaders Programme is a 10-month programme specifically designed to support employers to take a structured approach to review their practice across the WIDE Framework and to develop Review Report with recommendations for improvement arising from the review.

The WIDE Project Team consists of three professionals from AHEAD and Employers for Change who have developed and lead this national project. These professionals include



Catherine Murray (WIDE Project Officer, AHEAD), Anna Boda (Programme Manager, Employers for Change) and Dara Ryder (CEO, AHEAD).

The WIDE Leaders Group consists of 16 individuals representing 8 organisations. Each organisation is represented by two members of staff. This group is designed to act as a supportive space to learn about conducting a WIDE review, share challenges and learnings through the review process, and network with others also working through the process.

The WIDE Leaders representatives (reps) are the two members of staff who are representing their organisation and coordinating their organisation's effort to complete a WIDE Review. These individuals have responsibility to create the Internal WIDE Review Team within their organisation, to ensure all reviews are completed and with support from the programme, draw together the findings in a review report with recommendations for improvement.

Internal WIDE Review Team is the 10 -14-member committee WIDE Leaders will set-up within each organisation. Each member will have responsibility to review actions in the WIDE Framework Review Tool.

Leaders Sessions are specifically between the WIDE Project Team and the WIDE Leaders and are important to attend. These are where AHEAD and Employers for change give guidance and advice to the Leaders and create space for dialog and discussion between employers.

Review Team Meetings are specifically between the WIDE Leaders and their Internal WIDE Review Team. They are organised by the WIDE Leaders and the AHEAD/EFC team are not involved in any way, although we will provide you with templates and meeting structures to support your work in hosting these meetings.



Contents

Welcome 2
A note on some terminology we'll use in this programme 3

Section 1 – An Overview of the WIDE Leaders Programme 7
Objectives 7
Benefits and Responsibilities for Individuals and Organisations 7
What you will gain 7
Expectations and Responsibilities of WIDE Leaders 8
Group Membership 8

Section 2 - The Programme Timeline 10
Working lifecycle - Frequency of Leaders Sessions 10
Structure of Leaders Sessions 10
Location & Time of Leaders Sessions 10
Dates for the diary 11

Section 3 – Pre-Course Exercise Excel 13
What is it? 13
Guidance - How do I complete the task? 13
Who should be involved in an organisations WIDE Review Team? 14
Where can I find this pre-course exercise excel? 16

Section 4 - An Overview of the WIDE Framework Platform 17
What is the WIDE Framework platform? 17
Who can use it? 17



What is the WIDE Framework Review Tool? 18
What is the Resource Library? 19
What is the Supplier Directory? 19
Why was the WIDE Framework Platform developed? 19
How was the platform developed? 20
A note about our co-creators 20

Section 5 – Supporting Resources 22
Training Courses 22



Section 1 – An Overview of the WIDE Leaders Programme

Objectives

The objectives of the WIDE Leaders Programme are to:

- Support organisations to self-review their organisation against best practice in disability inclusion utilising the WIDE Framework.
- Support organisations to develop a WIDE Review Report with recommendations to address gaps identified during the review process.
- Gather feedback to improve the WIDE framework and support its dissemination.

Benefits and Responsibilities for Individuals and Organisations

What you will gain

Throughout the initial 10 months of participation, your organisation will benefit from the following 3 supports:

1. The exclusive opportunity to gain free expert guidance on undertaking a whole organization WIDE review and creating a WIDE Review Report with recommendations to make incremental but impactful changes which advance disability inclusion in your workplace.
2. Opportunities for shared learning with other employers in the group about challenges and varying approaches to disability inclusion and the implementation of the WIDE framework.
3. A WIDE Leader digital badge on completion of the process, recognising the contributions of group members to advancing disability inclusion within their organisation and beyond.

Crucially, at the end of this process, all organisations who take part will have two key outputs – an evidence based self-review of disability inclusion in their organisation, and a self-review report with recommendations for improvement arising from the review.



Following the initial 10 months, you can benefit from a further two optional opportunities:

1. Ongoing support and advice from the WIDE Project Team
2. National recognition as a WIDE Leader, gaining recognition and credibility for your organisation as an inclusive employer, with the opportunity to share your knowledge and experience via appearances at public events, involvement in our planned 'WIDE Good Practice Spotlight Series', and opportunity to mentor an organisation embarking on their own WIDE review.

Expectations and Responsibilities of WIDE Leaders

Organisations who have applied for this programme must ensure that the requisite buy-in/support has been gathered from senior figures in the organisation to undertake this review, with an understanding that it is a significant collaborative effort requiring input from a variety of functions in the organisation.

Throughout the initial 10 months:

1. Each organisation will is represented by two members (WIDE Leader reps) in the Programme. With training and guidance from AHEAD and Employers for Change, the WIDE leader reps will establish and oversee the work of an Internal WIDE Review Team in their organisation. AHEAD and Employers for Change will provide guidance, materials, and training to support group members to manage the review process in their organisations.
2. Both WIDE Leader reps are expected to attend and engage fully in all Leaders Group sessions and discussions, and to openly share learnings and challenges with other group members to facilitate shared learning. Where it is not possible for one or more organizational member to attend a session, you should keep abreast of key actions emailed afterword and complete any tasks agreed and communicated within the Leaders Group.

Group Membership

The WIDE Project Team and Co-Chairs of the WIDE Leaders Group:



- Dara Ryder – CEO and Research and Policy Manager of AHEAD
- Catherine Murray – WIDE Framework Officer, AHEAD
- Anna Boda – Programme Manager, Employers for Change

The WIDE Leaders Group are made up of 8 organisations, represented by 2 WIDE Leaders Representatives:

1. Allianz – represented by Natalie Keogh and Lauren O'Hara
2. Enterprise Ireland – represented by Raychel O'Connell and Elaine Wright
3. Gas Network Ireland – represented by Mary White and Farhan Ali
4. Kilkenny and Carlow Education and Training Board – represented by Martha Bolger and Gillian Ryan
5. Rehab Group – represented by Daniel Kelly and Cara Murphy
6. Teagasc – represented by Aine Coady and Tanya Egan
7. Trinity College Dublin – represented by Jen O'Connor and Joel Mc Keever
8. Waterford City and County Council – represented by Hilda Fitzgerald and Donal O Murchadha



Section 2 - The Programme Timeline

Working lifecycle- Frequency of Leaders Sessions

The WIDE Leaders Group will meet approximately every 6 weeks throughout the 10-month working lifecycle (full schedule later in this document). These meetings will begin in September 2026 and run till June 2026.

Project staff will be available to touch base with WIDE Leaders Reps in the group on a one-to-one basis where additional support is required throughout the 10-month cycle.

Structure of Leaders Sessions

- Sessions will be co-chaired by AHEAD and Employers for Change.
- An agenda and supporting documentation will be circulated one week in advance of meetings by the project team.
- A session summary, key action points and other relevant documentation will be circulated to the group following each meeting.
- Sessions will be recorded to facilitate the collation of notes and action points. Recordings will be deleted and destroyed upon completion of notes.

Location & Time of Leaders Sessions

Most Sessions will be held online though a maximum of 2 meetings (first and last) will be held in person based on the preferences of the group. With the exception of the first and last sessions which will be a little longer, Leaders Sessions shall be approx. 90 minutes.



Dates for the diary

Attend the following Leaders Sessions hosted by the WIDE Project Team

Date	Location	Time	Session
23 September	In Person	11 – 3.30pm	Leaders Session 1
11 November	Online	11.30 - 1	Leaders Session 2
16 December	Online	11.30 - 1	Leaders Session 3
13 January	Online	11.30 - 1	Leaders Session 4
24 February	Online	11.30 - 1	Leaders Session 5
7 April	Online	11.30 - 1	Leaders Session 6
28 April	Online	11.30 – 12.30	Drop-in clinic (optional)
19 May	Online	11.30 - 1	Leaders Session 7
23 June	In -Person (WIDE Leaders) + Online (Reviewers)	(Time TBC)	Completion Workshop & Celebration
19 July	Email		Programme Evaluation

Schedule/Host Internal Review Team Meetings (one Review Team meeting on a date that suits within each of these weeks) – we'll provide draft agendas, and materials to support you to host these meeting in due course. We anticipate that Team meetings would last around 1 hour each.

Date	Session
Week beginning 19 October	Review Team Meeting 1
Week beginning 16 November	Review Team Meeting 2
Week beginning 18 January	Review Team Meeting 3
Week beginning 1 March	Review Team Meeting 4
Week beginning 12 April	Review Team Meeting 5
Week beginning 24 May	Review Team Meeting 6
23 June (attend on this date)	Invite Reviewers to online Completion workshop & Celebration



Send relevant members of your Internal Review Team email reminders about meetings and review deadlines – we'll provide templates for these emails throughout the course.

Date	Reminder Email Content
Week beginning 12 October	Team meeting 1 next week on (date)
Week beginning 9 November	Team meeting 2 next week on (date)
Week beginning 30 November	"2 Weeks to Go" to complete Domains 3 & 4
Week beginning 7 December	"1 Week to Go" to complete Domains 3 & 4
Week beginning 11 January	Team meeting 3 next week on (date)
Week beginning 1 February	"2 Weeks to Go" to complete Domains 2 & 5
Week beginning 8 February	"1 Week to Go" to complete Domains 2 & 5
Week beginning 22 February	Team meeting 4 next week on (date)
Week beginning 15 March	"2 Weeks to Go" to complete Domains 1 & 6
Week beginning 22 March	"1 Week to Go" to complete Domains 1 & 6
Week beginning 5 April	Team meeting 5 next week on (date)
Week beginning 17 May	Team meeting 6 next week on (date)
Week beginning 14 June	Reminder for Reviewers to attend online completion workshop on 23 June



Section 3 – Pre-Course Exercise Excel

What is it?

The two WIDE Leader Representatives from each selected organisation are responsible for establishing their organisation's Internal Review Team.

The pre-course exercise is designed to help you (the two WIDE Leaders Reps) identify and approach colleagues who are best placed to be part of your organisations Internal Review Team.

Guidance- How do I complete the task?

1) Read the “Content Reference” to gain a better understanding of the topics covered in the actions and associated guidance notes/indicators of progress. Individuals within your Internal Review Team be tasked with reviewing your organisations practice in relation to each of the six domains of the WIDE Framework.

2) Read the “Internal Review Team Planner”.

    - Note the suggested business areas to draw from and the knowledge of how the organisation operates in those areas required to contribute effectively.
    - Read the notes/comments to get more context for why they need to be involved. Ultimately, it’s up to you to choose the right people based on the knowledge of individuals/team strength in the knowledge of how various areas of the organisation operate.
    - Members of the Team do not need to have any expertise in the area of disability inclusion to participate. A big part of the programme involves building their capacity - They will learn more as they read the WIDE Framework guidance notes for the actions that relate to their roles and review/reflect on the organisations current practice.



3) Together (the two WIDE Leader Reps) should complete the names and email addresses of colleagues you consider to be best placed, in the "Internal Review Team Planner" page.

4) Each organisation should complete one spreadsheet only.

5) Set the Internal Review Team Meeting Schedule (6 meetings in total), based on the suggested schedule in the Dates for Your Diary in Section 2 of this document (see pink table).

6) Prior to attending WIDE Leaders Session 1 on 23 September, approach and confirm as many of those potential Review Team Members as possible.

7) Once confirmed, ensure they are added to the calendar invites. This will ensure, you have time to organise meetings and start the course on a strong footing.

Who should be involved in an organisations WIDE Review Team?

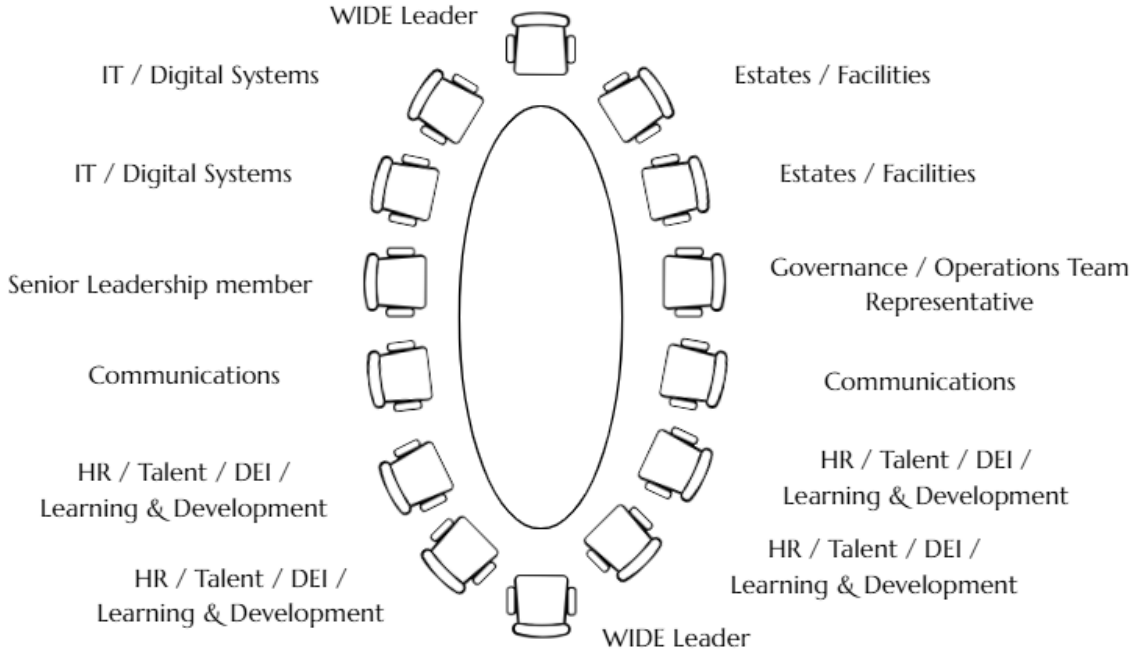
Ultimately, this depends on the size and scale of the organisation, and it's up to you to make a final judgement on who needs to be involved based on planning exercise.

In med-large organisations, the ideal makeup of the Team will likely consist of between 10-14 people, in total, including the two WIDE Leaders Reps. There should be representation from senior management and key functions. Below is a suggested makeup aimed to balance knowledge of the business areas needed, and ability to distribute the review workload more evenly across the review team:

1 x Senior Leadership Team member (member)
1 x Governance / Operations Team representative
2 x IT / Digital Systems
2 x Estates / facilities
2 x Communication team
4 – 6 x HR / Talent / DEI / Learning & Development

Note that we suggest more members from the 'HR / Talent / DEI / Learning & Development' area than others – this is to ensure more distributed effort in the review process, as large chunks of the framework require knowledge of these areas to effectively review the actions within. By selecting more members of this profile, you distribute the review load across more staff members, making the process easier on all and building capacity in more individuals through process.

Example of your Internal WIDE Review Team makeup



Where can I find this pre-course exercise excel?

You can find this exercise, attached within the welcome email. Within the excel spreadsheet, you will find three pages – Guidance, Content Reference, and the Internal Review Team Planner.

Content Reference screenshot

WIDE Framework - Content Reference

Theme	Domain	Area of Effort The numbers in brackets indicate how many actions are included within each Area of Effort. As each action takes approximately 45 - 60 minutes to review, this may help when planning workload and deciding how many colleagues (for example, from HR) should be involved in the review.	Guidance in these areas and the indicators of progress you'll be reviewing against include
Organisational Culture	Domain 1 - Policy & Strategy	1.1 Diversity and Inclusion Efforts (5) 1.2 Disability Policy (4) 1.3 General Policies and Procedures (3)	Published commitment to Inclusion, Inclusive Leadership, Inclusion Targets, Employee Resource Groups, Disability Partner Organisations, Targeted Recruitment, Reasonable Accommodations Policy, Assignment of Support Responibility, Disability Related Leave, Accessibility in Key Policies, Flexible Working Arrangements, Discrimination
	Domain 2 - Environment	2.1 Technology (3) 2.2 Physical spaces (4) 2.3 Organisational communications (3)	Accessibility in IT Procurement, Digital accessibility audits, accessibility features and AT use, accessibility in project procurement, buidling accessibility audits, sensory av are work spaces, accessible meeting spaces, communication of availability of supports, accessible organisational communications, inclusive public communications
	Domain 3 - Training & Development	3.1 Universal Design & Digital accessibility (2) 3.2 Inclusive Recruitment & Disability Inclusion (4)	Universal Design, Role Based Accessibility Training, Training Providers, Hiring Managers and Inclusive Leadership
Organisational Practice	Domain 4 - Recruitment & Selection	4.1 Application & Advertisement (4) 4.2 Recruitment & Selection Process (4) 4.3 Onboarding & Induction (3)	Commitment to inclusive recruitment, job descriptions, accessible application processes, communications about receiving accommodations, predetermined assessment criteria, communication of availability of accommodations, inclusive assessment methods, progress updates, pre-employment checks, support for managers to inclusively onboard, accessibility proof induction plans
	Domain 5 - Workplace Supports	5.1 Universally available supports (3) 5.2 Supportive information sharing environment (2) 5.3 Supports for supportive employees (4)	General supports, mentoring, support acquisition process and support continuity, communicaiton of accessibility supports, disclosure of disability, needs assessments, action plans, funding for supports
	Domain 6 - Performance & Progressio	6.1 People & Performance Management (2) 6.2 Career Advancement (2)	Line management guidance, performance management, promotion, Equitable career and skill development

Internal Review Team Planner screenshot

Internal Review Panel Planner

Position/ Number	First Name	Family Name	Email	Approached	Confirmed	Business Area / Profile	Knowledge / Experience Needed	Most Suitable for Review Assignments to Consider	Additional Notes / Comments
1						Senior Leadership Team Member (Sponsor)	Organisational strategy, operations of Senior Team, decision making structures	1 - Policy and Strategy	**1 member** from this ora-ty profile recommended. Having a direct line to the senior team in your area is one of the WIDE review pressure and increase opportunity for the Internal Review Panel. Remuneration is also supported by the organisation. Depending on their relationship with the senior team, some WIDE Leaders may decide to approach this person to chair the Internal review panel rather than be in the review.
2						Governance/Operations Team Rep	Policy making pressure, organisational compliance efforts, organisational strategy, KPI measurement	1 - Policy and Strategy	**1 member** from this ora-ty profile recommended. Understanding how organisations change (for example, structure etc) is crucial and mentioned, as well as how policy development and policy review cycles work in the organisation, will support the review process. Having a strong understanding of procurement procedures and criteria would also be beneficial.
3						IT/Digital Systems	Awareness of the organisation's digital estate, organisational technology, centrally run services, security settings, IT procurement criteria.	2 - Environment	**2 members** from this ora-ty profile recommended. While they may only be in the review of one or two Areas of Effort under this domain, colleagues may consult them on matters related to their role/ come up in other Areas.
4									
5						Estates/Facilities	Awareness of the physical estate, base buildings and facilities and manage dimensions in the organisation, and the processes around specifying existing buildings and communications from them to you/ your.	2 - Environment	**2 members** from this ora-ty profile recommended. While they may only be in the review of one or two Areas of Effort under this domain, colleagues may consult them on matters related to their role/ come up in other Areas.
6									
7						Comms Team	Awareness and understanding of key internal (i.e. specific communicate organisational HR regulatory tasks etc) and external Comms (publicity, social media) platforms, procedures and mechanisms.	2 - Environment 5 - Workplace Supports	**2 members** from this ora-ty profile recommended. If internal Comms are handled by another unit, consider adding a member from there to this unit. While they may only be in the review of one or two Areas of Effort under this domain, colleagues may consult them on matters related to their role/ come up in other Areas.
8									
9									
10									
11						HR/Talent/DEI/Learning and Development	Awareness and understanding of organisational approach and procedures in relation to learning and development, recruitment and selection, onboarding, employee supports, HR procedures, career development and promotion practices.	1 - Policy and Strategy 3 - Training & Development 4 - Recruitment & Selection 5 - Workplace Supports 6 - Performance & Progression	**If available in your organisation (depending on size/scope), 4-6 member** from this ora-ty profile are recommended. Balance in terms of the numbers across the board is the aim so it is likely (including those who have many of ops-related areas of recruitment and selection, learning and development, HR/Support procedure and performance management. By including many members of this profile, you distribute the work related across many staff members, making the process easier on all and building capacity through process.
12									
13									
14									



Section 4 - An Overview of the WIDE Framework Platform

What is the WIDE Framework platform?

The WIDE Framework is a free information platform and online self-review tool, supporting organisations to hire, retain, and promote more disabled people and create more inclusive workplaces. The WIDE Framework offers a range of supports for organisations of all sizes, in all sectors, globally and more locally, for organisations with a base on the Island of Ireland.

WIDE is intended to be your roadmap to an inclusive workplace.

Who can use it?

There are four features which are open access, whereby no account is needed. These include:

1. The WIDE Framework (Domains, Actions and Guidance notes) (Global use)
2. The Supplier Directory (Island of Ireland Specific)
3. The Resource Library (Island of Ireland Specific)
4. Information of Funding and Legislation (Republic of Ireland specific)

There are a further five features available for organisations who have a base on the Island of Ireland and have created a free organisational account. These include:

1. Individual accounts and a company login
2. Administer and Reviewer permission levels with review assignment features
3. The self-scoring tool to measures progress against actions
4. The progress dashboard with insights at a glance
5. Exportable summary reports



What is the WIDE Framework Review Tool?

The Framework consists of six Domains (see below), each one featuring "Areas of Effort" containing related "Actions". Every Action comes with guidance, resources, and links to relevant legislation. The platform is designed to be used in different ways by different sizes of employers. Some will simply dip in to get guidance in specific Areas, while others (like your organisation) sign up for an account and use the self-review tools to systematically evaluate themselves against all 53 actions.

The six Domains your Internal Review Team will review your organisations culture and practices against:

The organisational culture:

Domain 1 – Policy and Strategy
Domain 2 – Environment
Domain 3 – Training and Development

Organisational practices:

Domain 4 – Recruitment and Selection
Domain 5 – Workplace Supports
Domain 6 – Performance and Progression

Visit the User Guide to learn more about getting the most from WIDE. Don't worry too much about reading everything before you start, as we'll train you on how to get the most from the platform in Leaders Session 1.

For colleagues who want to quickly learn more about it, you can share this video which provides a useful 4 min overview.



What is the Resource Library?

There are currently over 110 external resources in the WIDE Resource Library, which have been curated to support implementation of the WIDE framework and beyond. You will find guidance publications, research, self-directed training and more on a variety of topics.

Our aim is that over time, the Resource library becomes a centralised hub for resources in relation to disability and employment on the Island of Ireland.

What is the Supplier Directory?

Our Supplier Directory is the go-to place to quickly find a great range of services across the Island of Ireland which can support the implementation the WIDE framework.

Our aim is that the Supplier Directory becomes the hub for all suppliers offering services in relation to disability and employment on the Island of Ireland. It means that if you need to hire accessibility auditors, needs assessors, or support professionals for example, you can go there and search for option. Suppliers can apply for free to have their services included in the directory, as long as they meet the criteria outlined for inclusion. Since the Framework is relatively new, we are still building this directory, but the numbers of suppliers is growing steadily.

Why was the WIDE Framework Platform developed?

Disability inclusion is fast becoming a strategic advantage—and forward-thinking business leaders are driving it, fuelling business innovation, growth, and long-term sustainability through inclusive employment.

There are three key reasons to get involved:

- **The Ethical Case** – Disability inclusion means embedding equity and is just the right thing to do.
- **The Business Case** – Inclusive businesses are more productive, innovative, profitable, and sustainable.
- **The Legal Case** – Failure to uphold human rights can lead to legal liability and regulatory action.



You can read more and find out the facts about why it's good that your organisation is getting involved here.

How was the platform developed?

Funded by the Department of Social Protection between 2023-25, the development of the WIDE framework was coordinated by AHEAD in collaboration with Employers for Change.

The development process was guided by a 21-member national advisory group which included representatives from Disabled Persons Organisations (DPOs), non-governmental organisations (NGOs), business representative groups, unions, HR networks and government agencies (see 'Who's Involved?').

You can find out more about how it was developed and the main findings here.

The WIDE framework team, commissioned an in-depth literature review by esteemed researcher Dr Joanne Banks, and built on this by undertaking a consultation and development process involving:

- 6 advisory group meetings
- 7 design consultations with 72 co-creators (disabled people, employers and disability organisations)
- 31 post consultation surveys
- 6 drafts of the WIDE Framework (reviewed prior to the final version)
- 4 months of thematic analysis
- 3 rounds of functionality and accessibility testing (with employers and disabled people (conducted by HEX Productions, our accessible design contractors)
- Ongoing dissemination group meetings

A note about our co-creators

We were supported by 72 consultation contributors (our co-creators) who played a crucial role in shaping the framework through their expertise, lived experience, and organisational insight. These co-creators were chosen as representative samples via a selection criterion to participate in 7 design consultations and included:

- 25 individuals with lived experience of a range of disabilities, reflective of the intersectionality of Irish society (including those with various educational and



employment backgrounds, genders, race, sexual orientation, language, Irish travellers, various religions and geographical location)

- 14 employers of varying sizes from a range of industries and geographical locations
- 33 national organisations featuring Disabled Persons Representative Organisations (DPROs), non-governmental organisations (NGOs) and other national organisations with a remit in HR/employment.

Section 5 – Supporting Resources

Training Courses

Free - Disability 101 - Awareness, Inclusion and Equity

This AHEAD 2-hour self-directed short course is designed for self-access. It should take around 2 hours to complete. You can complete it in any order you like, but we recommend working through sequentially. There are inbuilt reflections and tasks to help you embed the learning into your day-to-day work. By the end of the course, you should:

- Understand the range and nature of disabilities, as well as alternative 'models' of disability,
- Understand the impact that disabilities can have in education and/or the workplace,
- Be aware of relevant legislation to protect the rights of disabled people,
- Consider how improved processes, practices and policies within your organisation could create better working or learning environments for all, including those with disabilities.

Book - Disability Awareness, Equality and Inclusion - Building Disability Confidence

The session, delivered by Employers for Change, aims to equip you with basic knowledge to be more confident and comfortable around the topic of Disability in the workplace and beyond. This training has been accredited by CPD The Certification Service.

Topics covered will include:

- Disability in the Irish Context
- Diversity of Disability
- Reasonable Accommodations and Disclosure
- Bias
- Medical vs Social Model of Disability
- Equality and Disability Acts
- Appropriate Language