



DISABILITY CONFIDENCE

It's good for business

SURVEY

Clare + Limerick



DISABILITY AWARENESS

Do you provide disability awareness training to line managers, HR staff and customer service staff?



Does staff induction include disability awareness?

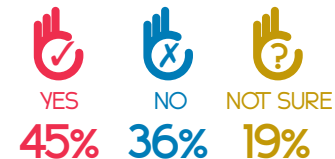


Does your company have a disability champion at board/senior management level?



HR & RECRUITMENT

Do you have a positive actions towards disability policy?



Are your mainstream recruitment processes accessible to people with a disability?



Do you set a target for a percentage of people with a disability in your workforce?



Does your company customise or redesign jobs for people with a significant disability?



WORKPLACE ADJUSTMENTS



Are you aware there are government grants available for workplace adjustments?



Do you routinely consult with staff returning from illness on their specific needs?



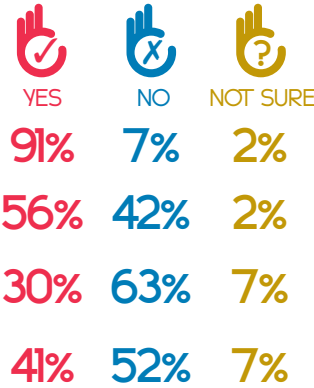
Has your company availed of a government employee retention grant?





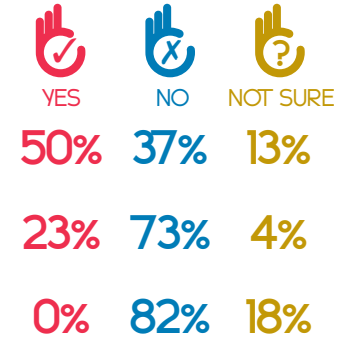
MENTAL HEALTH IN THE WORKPLACE

- Does your company promote wellbeing in the workplace?
- Do you monitor sick leave connected to mental health or stress?
- Do you provide mental health awareness training to all staff?
- Do you have specific supports for employees with mental health challenges and illness?



WORK EXPERIENCE OPPORTUNITIES FOR PEOPLE WITH A DISABILITY

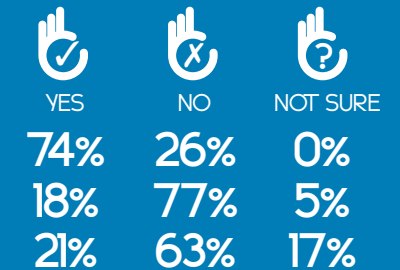
- Do you provide work experience opportunities/tasters for people with a disability?
- Have you ever hosted a job shadow for a person with a disability?
- Do you offer WAM (Willing Able Mentoring) placements for graduates in partnership with AHEAD?



CUSTOMER SERVICE

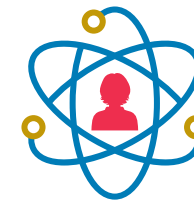
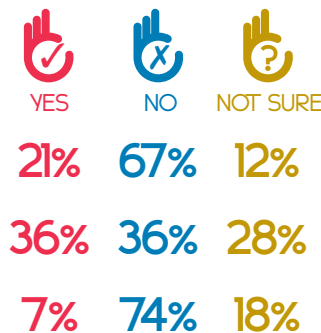


- Do you have disabled parking spaces at all of your sites?
- Do you provide welcoming customers with disabilities training to staff?
- Does your market research indicate the percentage of customers who have a disability or specific need



COMMUNICATION

- Do you use accessibility symbols to indicate how you communicate?
- Does your PR and marketing material reflect the equality and diversity for your company?
- Do you have staff who are proficient in Irish Sign Language (ISL)?



COMMUNITY INVOLVEMENT

- Do you partner with organisations and communities empowering or supporting people with a disability?
- Is one of your company's chosen charities a disability or health support organisation or programme?

