

# Disability Awareness for the Workplace *Spring 2025*



***This answer book will only be marked and certificated if this is completed by the learner AND prison staff***

## **Learner Statement of Authenticity**

By returning this answer book you are confirming that the work contained is entirely your work and does not include any work completed by anyone other than yourself. You also confirm that you have completed the assignment/portfolio in accordance with the instructions given by your establishment.

**Learner Prison No. in CAPITAL LETTERS**

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**Prison:**

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**Learner's Initials:**

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**Date:**

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## **Establishment Confirmation of Authenticity**

I confirm that the above-mentioned learner, to the best of my knowledge, is the sole author of this completed answer book.

**Staff Name:**

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**Signed:**

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**Date:**

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## **STAFF USE ONLY**

Date Issued	Date Marked	Assessor Initials	Result	
			<input type="checkbox"/> PASS	<input type="checkbox"/> REFER

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## How it works

### Welcome to your Way2Learn course.

This course is designed to enable access to education for all – whether in-cell or in your establishment's education facility.



To complete this course, you will need to watch all of the episodes. Times for each episode are provided on the next page.



You can request a copy of the episode transcript from your Distance Learning Coordinator or Learning and Skills Manager if you need to revisit any of the information.



If you have any difficulties in completing this course, please speak to a suitable peer mentor or member of staff for some help.



Once completed, return your answer book to the appropriate member of staff. After it has been received, it can take up to 3 weeks to be assessed and issued a certificate.



You can ask a member of staff for a copy of our policies and practices for further details.

## Episode Guide

# Disability Awareness for the Workplace



**Friday/Sunday**

Content Guide	Friday/ Sunday	Friday/ Sunday
<b>Ep 1: Empathy and Understanding</b> This episode introduces the concept of disability awareness in the workplace, highlighting the significance of empathy and understanding. Through engaging exercises, you are encouraged to imagine the everyday challenges faced by individuals with disabilities.	<b>10:00 (am &amp; pm)</b>	<b>4:00pm</b>
<b>Ep 2: The Spectrum of Disability</b> Episode 2 delves into the diverse spectrum of disabilities, addressing both visible and invisible conditions.	<b>10:05 (am &amp; pm)</b>	<b>4:05pm</b>
<b>Ep 3: The Social Model of Disability</b> Episode 3 explores the impact of long-term disabilities on individuals' lives and challenges common misconceptions, fostering a more nuanced understanding of disability.	<b>10:14 (am &amp; pm)</b>	<b>4:14pm</b>
<b>Ep 4: Legal Frameworks and Employer Responsibilities</b> The final episode focuses on The Equality Act 2010, outlining legal protections for individuals with disabilities and the responsibilities of employers.	<b>10:22 (am &amp; pm)</b>	<b>4:22pm</b>

## Learning Outcomes



1. Understand the impact of living with a disability.
2. Identify legal safeguards and support systems.
3. Understand the challenges and diversity in living with disabilities.
4. Recognise and dispel misconceptions about disabilities.
5. Recognise the Social Model of Disability and understand what Ableism is.
6. Understand the Equality Act and workplace responsibilities.

## Starting Out

Consider the learning outcomes above.

On a scale of 1 -10, how would you rate your knowledge of '**Disability Awareness**' before starting this course?

*(Please tick the appropriate box)*

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
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Low

High

At the end of this course, you will have the opportunity to rate your knowledge once more.

## Knowledge Check

To pass this course you will need to correctly answer **80%** of the questions.  
This equates to **26** correct answers out of the 33 marks available.



### Episode 1

#### Question 1

**Which of the following is a key benefit of empathy-building exercises in disability awareness training?**

*(Please tick the appropriate box)*

<b>A</b>	They help people understand different perspectives	
<b>B</b>	They encourage exclusion	
<b>C</b>	They reinforce disability stereotypes	
<b>D</b>	They make no difference in understanding disability	

#### Question 2

**What is the purpose of Disability Awareness and Inclusion training?**

*(Please tick the appropriate box)*

<b>A</b>	To exclude certain individuals	
<b>B</b>	To promote understanding and inclusivity	
<b>C</b>	To discriminate against people with disabilities	
<b>D</b>	To enforce strict rules	

### Question 3

Describe three ways different disabilities could affect a person's day-to-day life and well-being. Provide specific examples of challenges they may face in everyday activities that others could take for granted

1.

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2.

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3.

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### Question 4

True or False:

A disability can impact a person's daily life and work?

*(Please tick the appropriate box)*

<b>A</b>	True	
<b>B</b>	False	

### Question 5

True or False:

Disability awareness is **NOT** important in the workplace?

*(Please tick the appropriate box)*

<b>A</b>	True	
<b>B</b>	False	

## Episode 2

### Question 1

**Which legislation safeguards the rights of people with disabilities in the UK?**

*(Please tick the appropriate box)*

<b>A</b>	Equality Act 2010	
<b>B</b>	Discrimination Act 2005	
<b>C</b>	Unfair Treatment Law 2015	
<b>D</b>	Inclusion Rights Act 2012	

### Question 2

**Why might it be difficult to recognise if someone has a disability?**

*(Please tick the appropriate box)*

<b>A</b>	People with disabilities always use mobility aids	
<b>B</b>	You can tell if someone has a disability just by looking at them	
<b>C</b>	Disabilities are not always visible	
<b>D</b>	Disabilities only affect older people	



### Question 3

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**True or False:**

**Blue Badges are limited to people with visible disabilities?**

*(Please tick the appropriate box)*

<b>A</b>	True	
<b>B</b>	False	

### Question 4

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**Under the Equality Act 2010, what must employers do to support employees with disabilities?**

*(Please tick the appropriate box)*

<b>A</b>	Offer them a guaranteed job placement	
<b>B</b>	Pay them more than other employees	
<b>C</b>	Allow them unlimited time off	
<b>D</b>	Make reasonable adjustments to accommodate their needs	

## Episode 3

### Question 1

**What does the Social Model of Disability focus on?**

*(Please tick the appropriate box)*

<b>A</b>	Medical conditions causing disabilities	
<b>B</b>	Barriers in society causing disability	
<b>C</b>	Discrimination by individuals with disabilities	
<b>D</b>	Ignoring disabilities in society	

### Question 2

**According to the Social Model of Disability, what is the main cause of disability?**

*(Please tick the appropriate box)*

<b>A</b>	Barriers in society that prevent inclusion	
<b>B</b>	Genetic and medical conditions alone	
<b>C</b>	Lack of personal motivation	
<b>D</b>	Government funding shortages	

### Question 3

The unfair treatment of people with disabilities by people without disabilities is called what?

(Please tick the appropriate box)

<b>A</b>	Disabilism	
<b>B</b>	Disability	
<b>C</b>	Ability	
<b>D</b>	Ableism	

### Question 4

True or False:

Disability can be a fixed state according to the Social Model?

(Please tick the appropriate box)

<b>A</b>	True	
<b>B</b>	False	

### Question 5

Which of the following is an example of ableism?

(Please tick the appropriate box)

<b>A</b>	Ensuring that all employees receive disability awareness training	
<b>B</b>	Assuming that someone with a disability cannot perform certain tasks	
<b>C</b>	Providing reasonable adjustments for employees with disabilities	
<b>D</b>	Making workplaces accessible for everyone	

## Episode 4

### Question 1

**What is the purpose of the Equality Act 2010?**

*(Please tick the appropriate box)*

<b>A</b>	Promoting inequality	
<b>B</b>	Safeguarding against discrimination	
<b>C</b>	Encouraging exclusion	
<b>D</b>	Ignoring diversity	

### Question 2

**True or False:**

**Disability discrimination is unlawful under the Equality Act 2010?**

*(Please tick the appropriate box)*

<b>A</b>	True	
<b>B</b>	False	

### Question 3

**True or False:**

**Employers must ensure that their workplaces are physically and digitally accessible for employees with disabilities?**

*(Please tick the appropriate box)*

<b>A</b>	True	
<b>B</b>	False	

### Question 4

**What is direct discrimination?**

*(Please tick the appropriate box)*

<b>A</b>	Talking about people privately	
<b>B</b>	Treating everybody equally	
<b>C</b>	Being short-tempered with a person	
<b>D</b>	Treating people less favourably because of their disability	

### Question 5

**According to the Equality Act 2010 what must happen with information about a person's disability?**

*(Please tick the appropriate box)*

<b>A</b>	Shared with loyal customers	
<b>B</b>	Kept confidential	
<b>C</b>	Used for marketing purposes	
<b>D</b>	Shared on the company's social media	

### Question 6

**True or False:**

**Disability discrimination can become a legal issue for employers?**

*(Please tick the appropriate box)*

<b>A</b>	True	
<b>B</b>	False	

### Question 7

**Which of the following workplace adjustments could be considered a reasonable adjustment under the Equality Act 2010?**

*(Please tick the appropriate box)*

<b>A</b>	Requiring all employees to work set hours with no flexibility	
<b>B</b>	Providing an accessible entrance for wheelchair users	
<b>C</b>	Avoiding hiring employees with disabilities to prevent complications	
<b>D</b>	Expecting employees with disabilities to arrange their own adjustments	

### Question 8

**What does the Equality Act 2010 protect against?**

*(Please tick the appropriate box)*

<b>A</b>	Unfair treatment	
<b>B</b>	Discrimination	
<b>C</b>	Exclusion	
<b>D</b>	Ignoring diversity	



## Workplace Scenarios

### Question 1 (Episode 1)

**Scenario:** You have recently started a new job, and a colleague mentions that they "don't see why the company needs to focus so much on disability awareness." They believe that if people with disabilities need help, they should "just ask for it."

**How would you respond to your colleague to explain why disability awareness in the workplace is important, and how a more inclusive environment could benefit everyone?**

**Word Count:** 50-100 words, (2 marks available)

### Question 2 (Episode 2)

**Scenario:** A manager is reviewing job applications and notices a candidate has disclosed a disability. They comment, "I'm not sure if they'll be able to handle the workload. Maybe we should hire someone without extra needs."

**What misconceptions might the manager have, and how would you explain the legal and ethical responsibilities of employers when hiring people with disabilities?**

**Word Count:** 50-100 words, (2 marks available)



### Question 3 (Episode 3)

**Scenario:** Your workplace is holding an event, but it is being hosted in a room that can only be accessed by stairs. A colleague says, "I don't think we have anyone who uses a wheelchair, so it's probably fine."

**Using the Social Model of Disability, how would you explain why this decision could still be a barrier, and what steps should be taken to make the event more accessible?**

**Word Count:** 50-100 words, (2 marks available)

### Question 4 (Episode 3)

**Scenario:** A colleague with dyslexia tells their manager they are struggling with reading dense policy documents at work. The manager replies, "I understand, but we can't make special exceptions—everyone has to work with the same materials."

**What legal responsibilities does the employer have under the Equality Act 2010, and what reasonable adjustments could they provide in this situation?**

**Word Count:** 50-100 words, (2 marks available)

## Learning Evaluation

You must comment on the three most important things you have learnt and complete distance travelled.

1.....

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2.....

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3.....

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## Distance Travelled

Now that you have completed this course, on a scale of 1 -10, how would you rate your knowledge of Disability Awareness?

(Please tick the appropriate box)

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
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Low

High

## End of Knowledge Check

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## Course Feedback – Disability Awareness for the Workplace

**TO QUALIFY FOR A MUG OR WATER BOTTLE YOU MUST COMPLETE IN FULL, THE LEARNING EVALUATION. THIS IS A VOLUNTARY SUBMISSION. IF YOU DO NOT COMPLETE THIS YOUR WORKBOOK WILL STILL BE MARKED AND CERTIFICATED, BUT YOU WILL NOT BE ELIGIBLE FOR ANY OF OUR INCENTIVISED GIFTS.**

Please clearly write your full name here:

We value your feedback. Please rate each aspect on the scale below:

### 1. The quality, style and tone of the videos.

1      2      3      4      5      6      7      8      9      10

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Low

High

### 2. The clarity of the answer book.

1      2      3      4      5      6      7      8      9      10

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Low

High

### 3. Your enjoyment of this course.

1      2      3      4      5      6      7      8      9      10

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Low

High

Please tell us what you enjoyed most about this course

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Please give us one suggestion to improve this course

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