

Provider Resource Guide:

Supporting people with ASN on EF and MA Programmes

Inverclyde

September 2017

A large, abstract graphic on the right side of the page. It consists of several overlapping teal-colored rectangular shapes with a white dotted border. The shapes are arranged in a grid-like pattern, with some overlapping others, creating a sense of depth and movement. The overall effect is a modern, geometric design.

Introduction

Skills Development Scotland (SDS) works with partners to ensure the National Training Programmes (NTPs: Modern Apprenticeships and Employability Fund Provision) are attractive and accessible to all.

This Resource Guide has been developed to help our partners working with young people who have Additional Support Needs (ASN), to identify the support available to enable them to enter, sustain and progress on National Training Programmes (NTPs).

The guide contains information and signposting to nationally available resources. It also includes a tailored section which identifies resources available in 32 Local Authority areas. The information within this guide has been taken from websites of other organisations and is correct as per the date on the cover of the document.

The Guide contains:

Section 1: General Information

- Access to Work & Reasonable adjustments
- Customer Intervention Fund and Travel Aid
- EF ASN Access Fund
- Scotland's Employer Recruitment Incentive (SERI)
- Community Jobs Scotland
- Work Choice
- Youth employment Action Plans
- Disability Confident

Section 2: National Provision

- General, employability and supporting a range of conditions, disabilities and needs
- Learning disabilities including Autism, Aspergers and Dyslexia
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SECTION 1: General Information

Access to Work

This is an option for employers recruiting an MA (or possibly a trainee on EF). An Access to Work grant helps pay for reasonable adjustments and other practical support, which employers must make to ensure disabled workers are not seriously disadvantaged when doing their jobs.

For advice on reasonable adjustments contact the [Disability Employment Advisers](#) (DEA) at a [local Jobcentre Plus office](#), or Remploy.

Applicants must be 16 or over, have a disability, health or mental health condition and either be:

- about to start a job or work trial
- already in a paid work or self-employment (not voluntary work)

There is no set amount for an Access to Work grant. It depends on the circumstances. The money can pay for things like;

- adaptations to the equipment used
- special equipment
- fares to work if the individual cannot use public transport
- a support worker or job coach to help in the workplace
- a support service if the individual has a mental health condition and is absent from work or finding it difficult to work
- disability awareness training for colleagues
- a communicator at a job interview
- the cost of moving the person's equipment if changing location or job

To claim help from Access to Work individuals must;

1. Contact Access to Work.
2. Print the [Access to Work eligibility letter](#) and take it to their employer or to a job interview.
3. When an adviser contacts the person and her/his employer, she/he must tell them about the help and support you needed

For more details on the Access to Work scheme see [Access to Work Overview](#).

Customer Intervention Fund and Travel Aid

SDS Work Coaches can access some very limited funds to help young people into work or training.

The **Customer Intervention Fund** provides resources for those clients aged 16-19 to help remove identified barriers preventing them from taking up an opportunity by providing, for example; photo ID, specialist clothing, birth certificate, SQA certificates. It is a last resort fund and limited to £25.00.

The **Travel Aid** scheme was established to improve access to positive and sustainable destinations for unemployed 16-19 year olds. It provides funds to support travel to: interviews; partner interventions which are designed to support employability and access to employment, training and learning; first day of training/employment.

SDS encourages young people to make use of the [Young Scot National Entitlement Card](#) which enables young people to get travel discounts on buses and rail travel.

EF ASN Access Fund

This discretionary Additional Support Needs (ASN) Access Fund has been established to support participation by people with additional support needs in the Employability Fund.

The aim is to provide funding to resource additional requirements for people who have been assessed as ready for EF Stage 2-4 provision. This ASN Fund will not be used to compensate for an individual's lack of suitability/readiness for the Strategic Skills Pipeline stage to which they are referred.

Only SDS contracted Providers can apply to this fund. The application can only be made once a Needs Assessment has been undertaken by the Provider. The application form is then submitted to SDS. Full details of the Needs Assessment process including supporting materials and the application form are published in [Provider Central](#); document entitled "Needs Assessor Handbook and application form".

Scotland's Employer Recruitment Incentive

SERI targets support at unemployed young people with the greatest barriers to employment to enable them to obtain and remain in sustainable employment (including Modern Apprentices).

It offers employers up to £4,000 when their company commits to a new job or new MA. The funding is available as a contribution toward the additional costs of recruiting and sustaining a young person during their first 52 weeks of sustainable employment.

If the company pays the young person the living wage there will be an additional payment of £500.

The incentive is fully funded by the Scottish Government and is managed and delivered by Local Authorities. Skills Development Scotland administers the programme on behalf of the Scottish Government.

Funding is available to private business or third sector organisations of any size recruiting someone who is 16-29 years old, fitting one or more of the eligible groups, providing they can demonstrate the capacity to offer sustained employment. This can include recruitment into a Modern Apprenticeship. Public sector employers are not eligible to apply.

For more information, visit [**Our Skillsforce**](#).

Additional in-work support

A package of additional in-work support is available to young people participating in SERI and the following young people:

- Those who are about to be recruited but who may not be able to receive SERI
- Those young people already in employment (since 1 July 2015) where the employer considers additional support to sustain their first 52 weeks of employment is required.

To be eligible for in-work support all participants must meet at least one of the SERI Eligibility Groups

This is funded by the Scottish Government, managed by SDS and delivered by an extended Open Doors Consortium.

SDS will make available funding of up to £500 per young person to the organisations within Open Doors Consortium which deliver the support. This additional in-work support will be tailored to the needs of the individual and offers specialist employer services such as:

- Accredited training
- Enhanced monitoring and in-work support
- Independent travel training
- Job coaching and workplace reviews
- Purchase of basic workplace clothing and equipment
- Mentoring employers and staff in support strategies
- Information on benefit/in-work benefit checks.

For more information download the [**Open Doors Consortium Factsheet of in-work support**](#).

Community Jobs Scotland (CJS)

[Community Jobs Scotland \(CJS\)](#) is a partnership between the Scottish Government and SCVO that creates work opportunities for young unemployed people across Scotland; providing meaningful paid work experience in the third sector with additional training to help participants progress into sustainable employment.

CJS also includes Wage Incentive jobs targeted at 16-24 year olds with a disability or long term health condition; these are part time (minimum of 16 hours per week) and last 18 months. (Referrals are made only by Disability Employment Advisers (DEAs) Jobcentre Plus). There were a total of 1099 jobs filled out of 1100 for 2015/16.

To view vacancies and apply; CJS opportunities are posted on [SCVO's vacancy website](#); only SDS and JC+ can submit to vacancies.

Work Choice

This is a DWP programme for disabled people who find it hard to find and keep a job. It is voluntary; the type of support depends on the help needed and this can include:

- training
- confidence building
- finding a suitable job
- interview coaching
- developing skills

Eligibility; participants must;

- be of working age ie 16+
- need support in work as well as to find a job
- be able to work at least 16 hours a week after Work Entry Support
- have a recognised disability
- need specialist help unavailable from other government programmes or schemes

For more details: <https://www.gov.uk/work-choice/overview>. Referral is via a Disability Employment Adviser at Jobcentre Plus.

Youth Employment Action Plans (YEAPs)

YEAPs are part of Scottish Governments "Opportunities for All" which aims to realise a guaranteed offer of a place in education, training or employment for all school leavers. The YEAPs ensure local service provision is aligned to meet the needs of young people.

The Youth Employment Action Plan details the range of opportunities and resources available in each local authority linked to the different stages of the Employability Pipeline.

http://www.employabilityinscotland.com/media/522965/inverclyde_yeap_digital.pdf

(<http://www.employabilityinscotland.com/policy-and-partnership/local-employabilityinformation/>)

Disability Confident

The [Disability Confident](#) scheme aims to help employers make the most of the opportunities provided by employing disabled people. It is voluntary and has been developed by employers and disabled people's representatives.

The scheme has 3 levels that have been designed to support companies on their Disability Confident journey. Employers must complete each level before moving on to the next. It is free to sign up and use their guidance.

It is important for employers to find the best person for the role and they can benefit hugely from recruiting and retaining disabled people and people with health conditions. Over 7 million people (17.5%) of working age in the UK are disabled or have a health condition. Being Disability Confident can help an employer discover talent they potentially would not have utilised previously.

Being Disability Confident can also benefit an employer by:

- enabling them to draw from the widest possible pool of talent
- enabling them to secure high quality staff who are skilled, loyal and hard working
- saving time and money on the costs of recruitment and training by reducing staff turnover
- helping them keep valuable skills and experience
- reducing the levels and costs of sickness absences
- Improving employee morale and commitment by demonstrating that they treat all employees fairly.

By building a reputation as a Disability Confident employer that actively seeks out and hires skilled disabled people, an employer will be helping to positively change attitudes, behaviours and cultures, not just in their immediate business but in their networks, supply chains, and the communities around them.

Disability Confident is working with employers to:

- challenge attitudes towards disability
- increase understanding of disability
- remove barriers to disabled people and those with long term health conditions in employment
- ensure that disabled people have the opportunities to fulfil their potential and realise their aspirations

The scheme is made up of 3 levels: Committed, Employer and Leader. An employer must work through each level to progress to the next.

To become a Disability Confident employer, they will need to self-assess their business against a set of statements grouped into two themes, getting the right people for the business and keeping and developing their people.

When Disability Confident receive an employer's validated assessment, they'll send a badge to use on the business' website and other materials for 3 years.



SECTION 2: National Provision

General, employability and supporting a range of conditions, disabilities and needs

AbilityNet; supports disabled people by helping them to use digital technology at work, at home or in education. Provides services including supporting digital accessibility, workplace assessment services, a team of consultants and testers who help design and maintain accessible websites, and free specialist support through advice and information services.

Telephone; 0800 269 545 or 01926 312 847

[AbilityNet](#)

Apex Scotland; Helps ex-offenders and young people at risk realise their potential through employment. **Telephone**: 0131 220 0130

[Apex Scotland](#)

Big Plus; a campaign to promote the free help available across Scotland for people who have difficulty with reading, writing or using numbers.

Telephone: 0808 100 1080

[The Big Plus](#)

Barnardo's; works to give disadvantaged children help to build their future. It runs local projects, including those for families of children with additional needs, fostering and adoption services and support, helping children break free from sexual exploitation, support young carers and helping children living in poverty.

[Barnardos](#)

Capability Scotland; campaigns with, and provides education, employment and care services for disabled children and adults across Scotland.

Telephone; 0131 337 9876

[Capability Scotland](#)

Carers Trust; work to improve support, services and recognition for anyone living with the challenges of caring, unpaid, for a family member or friend, through a network of carers' centres, Crossroads Care schemes and young carers services. They provide access to respite breaks, information and advice and education, training and employment opportunities.

[Carers Trust](#)

Children 1st; Supporting children and young people to recover from the trauma of physical, sexual, domestic and emotional abuse, and of neglect, and engaging with communities to help keep children safe. **Telephone**: 0131 446 2300

[Children 1st](#)

CraigOwl; provides learning opportunities, training, qualifications, guidance and support to people who want to improve their circumstances. It works with people who want to get into employment, need financial advice or are looking for help to get or to keep a roof over their heads.

Telephone; 01382 315700

[CraigOwl](#)

Cyrenians; works with people in danger of becoming excluded from family, home, work or community, and supporting people who find themselves excluded.

Telephone; 0131 475 2354

[Cyrenians](#)

Epilepsy Scotland; provides information about epilepsy and how to cope with the condition through a helpline, outreach services, support groups and support for families and carers.

Telephone; 0808 800 2200

[Epilepsy Scotland](#)

Jobcentre Plus - Disability Employment Support; [Disability Employment Advisers](#) are based in Jobcentre Plus centres across Scotland. They also provide information about Work Choice, Residential Training and Access to Work opportunities.

[Jobcentre Plus](#)

Lead Scotland; a voluntary organisation set up to widen access to learning for disabled young people and adults. They offer free information and advice to disabled learners and carers (or those supporting them) and support access to learning or to overcome barriers to learning.

Telephone; [0131 228 9441](tel:01312289441)

[Lead Scotland](#)

Quarriers; specialise in giving children and families and young adults the opportunity to succeed and the support to overcome their problems. They also provide help in dealing with epilepsy or adult disability. **Telephone;** 01505 612222

[Quarriers](#)

Remploy; provides specialist training and support to help individuals to secure and sustain employment. Services include: confidence building; job search; applying for work; interview preparation; job coaching; BSL interpreters.

[Remploy](#)

Sense Scotland; supports disabled people and their families, through projects across the country. They offer a wide range of services, representation and regular events.

Telephone; 0300 330 9292

[Sense Scotland](#)

Shaw Trust; supports disabled and disadvantaged people towards employment through either Work Choice or the Work Programme in the following areas: help in preparing for work; help with employment; and managing a disability.

[Shaw Trust](#)

WEA; is a charity and the UK's largest voluntary sector provider of adult education, with classes in almost every local authority area in Scotland. Courses include maths, English, skills for employment, health and wellbeing courses, cultural studies and community engagement programmes. **Telephone;** 0131 226 3456

[WEA](#)

Learning disabilities including Autism, Aspergers and Dyslexia

Cornerstone; provides care and support services for adults, children and young people with disabilities and other support needs. Support is based on four key areas – increased social inclusion, improved health, improved independence and improved wellbeing.

[Cornerstone](#)

Dyslexia Scotland; supports people affected by dyslexia, campaigns on their behalf and provides and promotes high quality services to people with dyslexia; including influencing and achieving change at a national and local level, giving dyslexic people an individual and collective voice.

Helpline; 0844 800 8484

[Dyslexia Scotland](#)

Enable Scotland; ensures that people who have learning disabilities have the same choices and opportunities in life as everyone else. They campaign to fight discrimination and inequality and provide a wide range of person centred services designed for people who have learning disabilities. **Telephone;** 0300 0200 101

[Enable Scotland](#)

Scottish Autism; is the largest provider of autism services in Scotland. They are an authority on, and advocate for, good autism practice. They help those diagnosed with autism to lead full and enriched lives and they share knowledge and expertise with parents, carers and other professionals in order to support the development of skills and strategies needed to provide the best care and support for people with autism.

[Scottish Autism](#)

Scottish Consortium for Learning Disability; is a consortium of partner organisations who work together to encourage best practice in the support of people with learning disabilities through training, information, research and public education.

Telephone; 0141 559 5720

[Scottish Consortium for Learning Disability](#)

The National Autistic Society; provides information, support and a wide range of services for people with autism (including Asperger syndrome) and their families. [The National Autistic Society](#)

Values into Action Scotland: VIAS promotes rights, choice and control for people with learning difficulties and individuals on the autistic spectrum. www.viascotland.org.uk

Autism Network Scotland: Autism Network Scotland facilitates the Autism and Employment Network which aims to provide a forum for sharing information and good practice, highlight common challenges and promote the benefits autistic people can bring to the workplace. <http://www.autismnetworkscotland.org.uk/>

Concept Northern: Concept Northern specialise in supporting people with disabilities and learning difficulties in employment, education and privately <http://www.conceptnorthern.co.uk/>

PAMIS; provides support for people with profound and multiple learning disabilities (PMLD), their family and carers and interested professionals. They aim to ensure that people with profound and multiple learning disabilities are valued both as individuals and receive all the support needed to participate fully in everyday life. **Telephone; 01382 385154** [PAMIS](#)

Mental Health

Penumbra; works to promote mental health and well-being; prevent mental ill health for people who are 'at risk' and to support people with mental health problems. They provide a range of services which offer practical steps towards recovery, they work to influence national and local government policy, and to increase public knowledge and understanding about mental ill health. **Telephone; 0131 475 2380** [Penumbra](#)

Scottish Association for Mental Health (SAMH); provides community based services for people with mental health problems, national programmes and undertakes policy and campaigning work. **Telephone; 0141 530 1000** [SAMH](#)

Turning Point; provides person centred support to adults with a range of complex needs, including learning disabilities, substance misuse, mental health, criminal justice, homelessness, autism, early onset dementia and Huntington's Disease. [Turning Point](#)

Sensory Impairment

Action on Hearing Loss; works with people who are deaf or have diagnosed hearing loss or tinnitus; providing support services, championing rights and accessibility, awareness raising and providing information. **Telephone; 0141 341 5330** [Action on Hearing Loss](#)

Deaf Action; delivers a range of services to individuals with sensory support needs, including those who are blind, partially sighted, deaf, deafblind and hard of hearing. Provision includes communications support, money advice, multimedia translation, adult learning, a youth service, advice services and sensory services. Services vary across Scotland. [Deaf Action](#)

RNIB; works with people affected by sight loss; those losing their sight, blind or partially sighted. They offer practical and emotional support, advice on staying in work, using technology, or emotional support to help people come to terms with sight loss. **Helpline; 0303 123 9999 Telephone; 0131 652 3140** [RNIB](#)

Advice and Advocacy

Citizens Advice; independent advice network offering help and support for a range of issues, working out of 61 bureaux across Scotland.

Telephone; 0808 800 9060

[Citizens Advice](#)

Contact a Family; provides support, advice and information to families with disabled children. The CaF Directory online contains details of specific medical conditions and rare disorders.

Telephone; 0808 808 3555.

[Contact a Family](#)

Disability Rights UK; produce information, products and services developed by and for disabled people. Partner with the private and public sector, with the aim of improving business practices.

[Disability Rights UK](#)

Enquire; Scottish advice service for additional support for learning. They can advise if a young person needs extra help to get the most from their learning, provide practical advice and information about the education and additional support needs system, and advise on possible ways forward.

Helpline; 0845 123 2303

Telephone; 0131 313 8800

[Enquire](#)

Equality and Human Rights Commission; Information and advice on legislation and rights in relation to protected groups including disabled people and their carers.

[EHRC](#)

Gov.UK; direct access to information on services including benefits, citizenship, disability, visas and immigration, employment law, housing etc.

[Gov.UK](#)

Money Advice Service; an independent service set up by the government for young people, provides free, unbiased money advice online, on webchat, over the phone, in printed guides and face to face. They also developed a savings app, Wishfund, for 16-19 year olds which is available to download from iTunes and Google Play.

Telephone; 0300 500 5000

[Money Advice Service](#)

Volunteer Scotland; the national centre for volunteering. They research, demonstrate and measure the impact made by volunteers, offer a one stop digital gateway for volunteer opportunities, support organisations to post and advertise volunteer opportunities, provide an expert disclosure service for voluntary organisations etc.

Telephone; 01786 479 593

[Volunteer Scotland](#)

Who Cares? Scotland; provides a range of advocacy, advice and support services across Scotland for children and young people with experience of care up to the age of 25.

Telephone; 0141 226 4441

[Who Cares? Scotland](#)

SECTION 3: Local Provision – Inverclyde

Circles Network; works with people of any age who are isolated or at risk of isolation by supporting disabled and disadvantaged adults, helping children, young people and families and developing communities. **Telephone;** 01788 816 671 [Circles Network](#)

Halfpenny Development; offer bespoke training and guidance on understanding and supporting dyslexia and co-occurring differences for organisations and individuals. They also provide dyslexia training and consultancy services including expert advice on inclusion, reasonable adjustments and dyslexia. [Halfpenny Development](#)

Inverclyde Community Healthcare Partnership; provides a range of service such as speech and language therapy, addiction services, mental health support, services for carers, advocacy services etc. [Inverclyde CHCP](#)

Inverclyde Council Community Learning and Development; covers a range of activities including adult learning, literacy and numeracy, and youth work. [CLD](#)

Inverclyde Council Positive Pathways; provides opportunities and services for young people and adults with learning disabilities including learning, training, employment, leisure and recreation etc. [Positive Pathways](#)

Parklea Branching Out; help individuals with support needs to fulfill their potential. They use horticulture as a vehicle to provide a variety of different training, work experience, supported employment, recreational and social facilities for clients including adults and children with learning and/or physical disabilities, those with mental health problems, school leavers, young and long term unemployed, and community groups. Telephone; 01475 744516 [Parklea](#)

Tomorrow's People; run programmes that help young people who are out of work and out of school or college; including customised programmes, helping young people in rural settings connect with employers, and confidence and motivation support for unemployed young people. **Telephone;** 0141 445 8996 [Tomorrow's People](#)

Your Voice Inverclyde Community Care Forum; set up to ensure that the widest range of local people have the opportunity to be involved in community engagement / consultation processes. They build the capacity and the empowerment of local people to influence and inform the planning, development and provision of local services, with a specific focus on individuals and under represented groups who face discrimination and social exclusion. **Telephone;** 01475 728628 [Your Voice](#)

SECTION 4: Case Studies

Modern Apprenticeship Case Study: Stephanie McDonald



Stephanie McDonald of Drumchapel is sowing the seeds of success in the final year of a horticulture Modern Apprenticeship with Glasgow City Council. Stephanie is currently grounds keeping at Scotstoun Leisure Centre, but has also worked in the glasshouses at the Botanic Gardens. The 20-year-old, who has learning difficulties, enjoys the variety of her job.

The former Abercorn Secondary pupil had her initial training at the Council's Daldowie training centre. She has found her Modern Apprenticeship – which is delivered by Skills Development Scotland - very enjoyable, occasionally challenging, and is on track to complete it later this year. "One of the things that I have with my learning difficulties is that I am dyslexic. My work has been good, they give me help when I need it, so it has been fine," explained Stephanie.

Andrew Crosbie

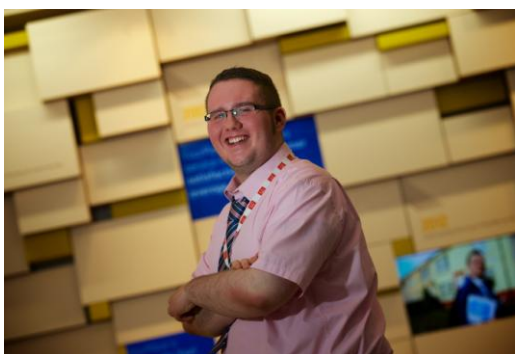


A Glasgow teenager who has autism has beaten bullies by becoming a Modern Apprentice. Andrew Crosbie enjoyed his time at school but sometimes found it stressful due to bullying by some classmates. The 18 year old, from Sandyhills, was hoping to get a job in the administration sector and build on his Higher qualifications.

He worked with Skills Development Scotland's (SDS) Career Coach Graeme Barrett Andrew on his employability skills including CV preparation and interview techniques. He said he was always able to access support quickly and easily from Graeme and his colleagues at SDS's Parkhead centre. This led to a Modern Apprenticeship in Business Administration with the SQA where Andrew is currently based in their finance department.

He believes the Modern Apprenticeship works well for him because it allows him to combine the practical elements with college. "By going to college for one day each week I am learning more about financial transactions as well as personal development planning, which has allowed me to identify areas that I need to work on," he added.

Employability Fund Case Study: Samuel Rennie



A Glasgow teenager with Aspergers Syndrome has achieved what education professionals did not believe was possible, thanks to employability support aimed at helping young people into work. Samuel Rennie, 16, expected it would be a challenge to get a job when he left school because he believed many employers would be put off by his autism.

Samuel was referred to the Employability Fund by Glasgow City Council's Commonwealth Apprenticeship Initiative. He took part in a series of training and group-

working sessions as well as completing a placement with Glasgow Housing Association (GHA) in Business Administration. Trainer Mairi Hindmarsh said: "Samuel had a clear idea of what he wanted to achieve right from the start, and although he struggled with some aspects of the training programme at first, he gradually grew in confidence." Samuel impressed the employer during his placement and as a result, was the first in his group to be offered a Modern Apprenticeship with GHA.

Samuel said: "I love my job and without the support of the Employability Fund and the training officers, who taught me how to behave in the workplace and gave me lots of advice, I would not be where I am today. There is nothing wrong with people with autism – we are just a bit different - but as willing to work and help as everybody else. GHA saw that and I cannot thank them enough for this opportunity and hope to gain full-time employment with them after my apprenticeship."

Samuel's family have noticed a major change in him since he began the training programme and secured his Modern Apprenticeship. His mother Audrey said: "Samuel leaves for work every morning highly motivated, enthusiastic and proud of the work he undertakes. This position is not only an emotional boost to his confidence, it has allowed him to develop self-worth and respect as well." Samuel's mentor at GHA, Alex Glass, added: "Samuel is very sociable, great to work with and impressed right from day one. To us he's no different to any other sixteen year old."

Funding from Skills Development Scotland's Employability Fund was used to provide Samuel with the tailored support he needed to land his first job.

Disability marketing campaign apprentice videos – all available with subtitles (CC button)

[Stewart](#) (deaf)

[Murrie](#) (learning difficulties and learning disabilities)

[Hannah](#) (Mental Health)

[Amy](#) (Dyslexia)

[Rachel](#) (Autism)

[Bethan](#) (mobility impairment)



SECTION 5: Resources

Free online courses and information

General online resources

Microsoft diversity training	https://www.microsoft.com/en-us/diversity/training
Unconscious bias online test	http://race.bitc.org.uk/all-resources/toolkits/five-5-points-progress-toolkit-know-yourself-unconscious-bias-tool https://www.mslearning.microsoft.com/course/72169/launch
Acas Learning Online Equality & Diversity module	http://www.acas.org.uk/index.aspx?articleid=2113
Why diversity is good for business	https://www.ourskillsforce.co.uk/help-with-recruitment/our-recruitment-checklist/why-diversity-is-good-for-business/

Gender, sexuality, sexual orientation online resources

LGB and Trans training toolkit	http://www.lgbt-training.org.uk/resources.html
TUC gender equality pages	https://www.tuc.org.uk/equality-issues/gender-equality
Deadnaming and misgendering	https://www.youtube.com/watch?v=aRG0Qp0jWNE

Race, religion, culture online resources

Open Learn module "Religion today: Themes and issues"	http://www.open.edu/openlearn/history-the-arts/culture/religious-studies/religion-today-themes-and-issues/content-section-0
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Care experienced online resources

Laura Beveridge Glasgow Tedx Talk	https://www.youtube.com/watch?v=E-wp7HN9Zvs
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Disability online resources

Understanding the social model of disability	https://www.youtube.com/watch?v=0e24rfTZ2CQ
Learn Basic Sign Language online	http://www.schoolofsignlanguage.com/learn-online/learn-online-free-only/
An Employer's Guide to Autism	https://www.youtube.com/watch?v=zQOEfqL877g
What not to do...	http://www.channel4.com/programmes/what-not-to-do
Mental Health at Work	http://www.mind.org.uk/workplace/mental-health-at-work/
Health and Safety and Disabilities	http://www.hse.gov.uk/disability/
Epilepsy in the workplace	https://www.tuc.org.uk/sites/default/files/EpilepsyInTheWorkplace.pdf