

Supporting disability and inclusion

The 3rd December commemorates all people living with a disability. It's a chance to highlight our commitment to a workplace where everybody feels empowered to reach their full potential.

By understanding each other's needs and raising awareness of all types of disability, we can help everyone at <Company> come to work feeling safe, respected and valued.

What is a disability?

A disability can be a physical, cognitive, sensory or developmental condition. For some people, it could mean they need to adapt to how they approach a task. They might also need a little extra support from those around them. It's important to remember that not everyone who legally has a disability will consider themselves to have a disability.

Non-visible disabilities

It might not always be obvious that somebody has a disability. For example, some conditions will cause symptoms such as pain, fatigue or problems with memory. Neurodiverse conditions such as dyslexia, and sensory impairments such as hearing loss, are also examples of non-visible disabilities.

Why it's important to understand and support disability at work

Discrimination or prejudice against disabled people is called disablism. It's important to recognise all forms of disablism and challenge it, both in your own behaviour and in the people around you. By creating a respectful, inclusive and supportive culture, we can strengthen our collective potential.

Here's what Dr Robin Clark, Medical Director for Bupa UK Insurance, has to share:

"Celebrating difference helps us understand and relate to each other. With unique skill sets and different points of view, we can all benefit from encouraging diversity and inclusion at work.

"Employers need to engage and listen to disabled employees to help build a supportive, inclusive culture where everyone can thrive."

Where can I get support?

As your employer, it's our duty to make sure that reasonable adjustments are made for you if you need them. Your line manager is there to support you. Please let them know how we can better support you at work.

For health and wellbeing support, Bupa can help. Speak with <manager/HR representative> to see what healthcare services are available to you.

You'll find lots of support at [Scope](#), [Sense](#), [Mind](#) or [Samaritans](#).