



What is *disability*?

The term disability refers to people living with long-term physical, mental, intellectual or sensory impairments, such as hearing loss, chronic health conditions and neurodivergence. Anyone can become disabled at any time.



How should we view disability?

Instead of perceiving disability as a problem, the social model of disability looks at disability as a social creation, arising from a failure by society to consider and respond to variations. By removing barriers in spaces, programmes, and mindsets, society enables disabled people to lead full and meaningful lives. Instead of seeking to fix or change an individual, the social model asserts that it is our collective responsibility to collapse the disabling barriers present in society.

Myth busting

Myth: Disabled people don't want to or can't study or work.

Reality: 1 in 4 people are disabled, and most can and want to study and work, but face barriers and discrimination when applying and completing training and jobs.

Myth: You can always tell if someone is disabled.

Reality: Many impairments are invisible, and lots of people don't share because of judgement and stigma.

Myth: Employing disabled workers is time consuming and expensive.

Reality: Only 10% of disabled workers reported that they had modifications or specialist equipment in their workplace.

Myth: Disabled employees are a greater health and safety risk.

Reality: Most disabled people are very aware of health and safety risks, which can help reduce risks for everyone.



It's not hard to be inclusive!



- Build your own capability, and then support others around you to learn.
- Understand and use the social model of disability.
- Complete the short online training '[Disability Confidence 101](#)'.
- Watch this fun and informative [video](#), and share it with others.
- Ask all employees 'what do you need to thrive working here?'
- Use this [toolkit](#) for recruitment and retention of disabled people.
- Establish support systems for all employees to ensure retention and career advancement.
- Work with local disability organisations to learn more and find talented employees.
- Make regular space to share stories and normalise disability inclusion.
- Share success stories of disabled people working in your industry: [Building Abilities](#).
- Learn more about disabled peoples' experiences in the trades: [Let's Level Up](#).