**Long-term Disability and Ill Health Module Summary**

Organisations that support employees with long-term disabilities or ill health demonstrate inclusivity, fulfil legal obligations under the Equality Act 2010, and foster a positive workplace culture. Proactively providing support, such as flexible work arrangements, reasonable adjustments, and awareness initiatives, helps employees manage their health while remaining productive and engaged.

Gaining the Thrive at Work Long-term Disability and Ill Health Module showcases an organisation’s commitment to inclusivity, enhances employee wellbeing, and strengthens its reputation as an employer of choice.

**Key Areas and Actions**

**Inclusive Recruitment**
*Creating an equitable hiring process ensures accessibility and attracts diverse talent.*

* Adapt Job Roles: Tailor roles to be adaptable and focus on strengths, including flexible hours, remote working options, and assistive technologies.
* Inclusive Job Advertisements: Use accessible formats and inclusive language. Engage with specialist recruiters to reach diverse candidates.
* Unconscious Bias Training: Train hiring managers to make fair, skill-based decisions and reduce biases.

**Monitoring Data and Supportive Procedures**
*Clear procedures and tools empower employees to request adjustments and foster inclusivity.*

* Commitment to Support: Sign the Disability Confident Pledge and share an internal statement demonstrating dedication to inclusivity.
* Safe Disclosure Processes: Provide employees with tools like the Health Adjustment Passport to facilitate requests for reasonable adjustments.
* Manager Training: Build manager confidence to handle disclosures sensitively and assess and implement adjustments effectively.

**In-Work Support**
*Ongoing support helps employees thrive while managing long-term conditions or disabilities.*

* Accessible Health Resources: Provide pathways to occupational health, mental health services, and physical therapy.
* Signposting and Advice: Offer guidance on workplace adjustments, such as Access to Work support.
* Career Growth: Promote skills development through inclusive training programmes, mentorships, and opportunities for career progression.
* Awareness Campaigns: Educate staff about disabilities and create an environment where affected employees feel supported and valued.

**Why This Matters**

* Promotes legal compliance and fosters inclusivity.
* Enhances employee satisfaction, loyalty, and engagement.
* Reduces absenteeism, turnover, and associated costs.
* Boosts organisational reputation, productivity, and appeal to diverse talent.