

# International Day of Persons with Disabilities (IDPD)

Lambert  
Smith  
Hampton

**TOGETHER**

Today (Friday 3rd December) is the **International Day of Persons with Disabilities (IDPD)**.

First proclaimed in 1992 by the UN, the day aims to promote an understanding of disability issues and mobilise support for the dignity, rights and well-being of persons with disabilities.

The theme for IDPD 2021 is "Leadership and Participation of Persons with Disabilities Toward an Inclusive, Accessible, and Sustainable post-COVID-19 World."

In recognition of this years theme, we are pleased to announce that LSH was recently confirmed as a **Disability Confident Committed Employer** by the DWP.



## What is Disability Confident Committed?



As a Disability Confident Committed Employer, we have committed to;

- ensure our recruitment process is inclusive and accessible.
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments where required.
- supporting any existing employee who acquires a disability or long terms health condition, enabling them to stay in work.
- at least one activity that will make a difference for disabled people.

We are actively working towards achieving Level 2 - Disability Confident and look forward to sharing our progress with you all.

## Workplace Adjustments

As an employer, we have a legal obligation to make reasonable workplace adjustments to meet our employees' needs. This could be anything from providing modified equipment to training, mentoring and introducing adapted emergency evacuation procedures.

The costs of making simple adjustments to accommodate those with disabilities are often low and outweighed by the considerable benefits of retaining skilled and experienced real estate professionals.

Contact a member of the HR Team if you would like to find out more about how we can support a colleague with disabilities within our workplace.



## Hidden Disabilities



Not all disabilities are visible, in fact, 80% of disabilities are hidden. There are hundreds of hidden disabilities, from anxiety disorders to visual impairments.

To help raise awareness and breakdown barriers to inclusion within our workplace, we would like to share this video with you.

[Video: What is an invisible disability?](#)

If you would like to find out more about how LSH can support colleagues living with a disability, or help us to raise awareness, please contact Kirsty Wilkojc.

Get in touch

**LSH Together**

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