

Commencement

This training program which is focused on sensitizing persons to the needs of persons with disabilities officially commenced in 2006 with the first **Disaster Preparedness for Persons with Disabilities for Disaster Emergency Management Personnel**.

Objective

The project which originated from the Barbados Council for the Disabled is a continued training program, aim at sensitizing service providers, to the needs of Persons with Disabilities

Training Rationale

Noting certain inadequacies which impact Persons with Disabilities, the Barbados Council for the Disabled has witnessed the continuous growth of the Disability Sensitivity Training Program:

Lack of knowledge regarding Persons with Disabilities (PWD)

- Preconceived notions of disabilities present barriers which creates uncertainty when approaching PWD.
- Understanding the vulnerability of PWD
- The emotions of Independence, fear, privacy, etc. of PWD are usually overlooked.
- Lack of physical access

Methodology

As the Barbados Council for the Disabled seeks to address the need for this specialised training, the modules were designed to provide the knowledge and awareness of the methods required when dealing with the needs of PWD in daily living, as well as when persons are dealing with every day issues as well as their inclusion in other areas of society.

"The Greatest Strength of the training is the instructors, who are Persons with Disabilities and are highly educated and versed in what they are doing"

–*Caribbean Airways Group of Companies*



The training sessions are usually facilitated for ½, or 1 day or period with negotiable times. Training accommodates a maximum of 20 persons, per session.

Each module is conducted by a number of professionals including Sign Language Interpreters, Therapists and Persons with Disabilities.

Training Modules

The Training addresses:

- **Communication**
 1. Identifying & Understanding Disabilities (Intellectual/Physical)
 2. Myths/realities
 3. Brief Introduction to Sign Language Techniques
- **Handling**
 1. Guiding and reassuring persons who are blind
 2. Basic guidelines on interacting with the intellectually challenged
 3. Lifting and transferring persons who are mobility challenged
- **Negotiating Barriers to Access**
 1. The Importance of having (a) Fully Accessible Barbados (FAB)

Module 1:

Identifying Disabilities

Components

- What is a Disability
- Disability as a Human Right
- Signs and symptoms
- Pediatric Disabilities
- Identifying different Disabilities
- Characteristics of Disabilities
- Debunking the myths about the Disabled
- How to address Persons with Disabilities

Module 2:

Communication – An Insight Into The World Of The Blind

Components

- Identifying different eye diseases which could lead to blindness
- Techniques in assisting (guiding, etc.) the Blind

Module 3:

Communication – Introduction To Sign Language

Components

Theoretical Framework

- Origins of Sign Language
- A look into the Culture of the Deaf

Practical Framework

- Communication through basic Sign Language

Module 4:

Lifting & Handling Techniques

Components

Theoretical Framework

- Environmental Assessment–Physical, Personal
- Benefits of developing proper lifting techniques – Developing a comfort zone

Practical Framework

- Demonstrating lifting techniques
- Transporting wheelchairs users - via ramps and steps. Maintaining a "Balancing Act"

Module 5:

Expanding Your Knowledge About Persons With Intellectual & Cognitive Disabilities

Components

- Reassuring your fears towards persons who are mentally ill
- Autism around us

Module 6:

Negotiating Barriers to Access

Components

The Framework For Access In Barbados

- Origins of the **Fully Accessible Barbados - FAB Program**
- How FAB Impacts upon the citizens of Barbados Why we need a Fully Accessible Barbados
- FAB and the Law Facts you need to know

"I look forward to being able to apply the knowledge learnt to my everyday life and interactions with Persons with Disabilities" –*Caribbean Airways Group of Companies*



Training Beneficiaries

- ▶ Barbados Fire Service
- ▶ Caribbean Airways Group of Companies
- ▶ Elayne Scantlebury
- ▶ Gildan Activewear SRL
- ▶ JAYCEES
- ▶ Ministry Of Tourism–Tourism Industry Workers
- ▶ St. James Central District Emergency Organisation
- ▶ Royal Barbados Police Service
- ▶ Seawell Air Services
- ▶ Urban Development Commission

Cost Factor

A nominal fee is charged for our 6 Facilitators and for the production of a Manual and other training materials, presented in a Training Kit to Participants.

“I look forward to being able to apply the knowledge learnt to my everyday life and interactions with Persons with Disabilities”
–Caribbean Airways Group of Companies

Client Testamonal

“The Barbados Council for the Disabled has provided us with excellent awareness and practical training in Disability Sensitivity.

Caribbean Aircraft Handling Co. Ltd. has been working with the Barbados Council for the Disabled for well over a year.

Through this partnership, participants in the program leave enriched, through activities, dialogue with each other, and knowledge gained from speakers with wide and varied expertise in implementing best practices to support inclusive opportunities for persons traveling with disabilities...

I strongly recommend this training program to all companies who are interested in sensitivity awareness simply because where ever we are in life we have to at some point in time interact with person with disabilities. This is a powerful tool to use in our efforts to satisfy our customers when offering products or services.”

Hugo Williams

Training Officer
 Caribbean Airways Group of Companies
 Grantley Adams International Airport



The Barbados Council for the Disabled is a national grouping of organizations for and of people with disabilities, dedicated to the health and well-being of its members and all others with disabilities in our society.

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DISABILITY SENSITIVITY TRAINING



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