



Disability Inclusion: Is your organisation Disability Confident?

Event host: Kerry Kirk, enei D&I Lead

11th January 2023





Introductions



Department
for Work &
Pensions



David Steeds

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Webinar Housekeeping

- You have entered the session on mute and off video
- Towards the end, David respond to questions – please log these in the Q&A function as we go (if there are similar questions or not enough time, we will respond by theme)
- If your preferred method of asking a question is verbally, please raise your hand by clicking on the toolbar at the top of your screen and we will switch on your microphone (Please note this will feature in the webinar recording)
- This session is being recorded and will be available in the Members Area (no other recordings are permitted)
- The event will close by 3.00pm
- As always, please be respectful of others

enei is dedicated to providing an inclusive event experience for everyone regardless of identity or background. We do not tolerate harassment of event participants in any form and will respond appropriately.



Context



- 22% of people in Britain have a disability
- 60% of people underestimate the number of disabled people in Britain
- 75% of people surveyed think disabled people need care for some or most of the time
- Disabled people are underrepresented on television, accounting for 6.5% of on-screen contributions





Making businesses Disability Confident?

David Steeds

DWP Group Partnership Manager

London & Essex

The aims for Disability Confident are to:

- engage and encourage employers to become more confident so they employ and retain disabled people
- increase understanding of disability and the benefits of employing or retaining disabled people
- make a substantial contribution towards getting 1 million more disabled people into work by 2027.



The Disability Confident Scheme

The aims for Disability Confident are to:

- **challenge misconceptions** and increase understanding of disability and the benefits of employing or retaining disabled people
- **increase the number of employers taking action** to be Disability Confident
- support the Government's commitment to **reduce the disability employment gap**.



Disability Confident replaced the Two Ticks Scheme.

Realising the potential of disabled people

- **1 in 5** of the working-age population are classed as disabled.
- Some employers are failing to recognise the **talents disabled people bring**.
- Disabled people are a **hugely diverse group of people**, with many amazing skills and experience.
- Employers that employ disabled people and see them as having **valuable skills could get that competitive edge** and have a positive impact potentially on their bottom line.

Missing out on the spending power of disabled people.

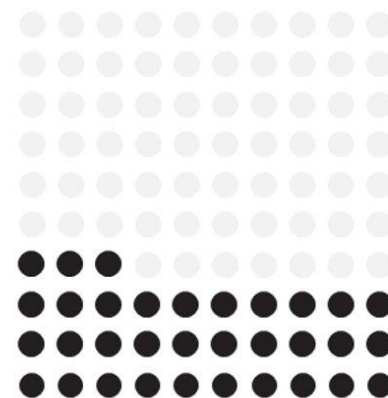
The spending power of disabled people and their families is estimated at £274 billion¹ a year. This figure is often referred to as the Purple Pound. As the population ages and the number of disabled people increase this figure will only increase.



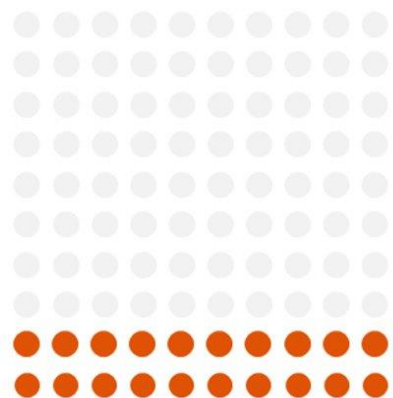
1. Source: Scope's analysis based on [Household Below Average Income \(2017 to 18\)](#)

Why becoming a Disability Confident employer matters?

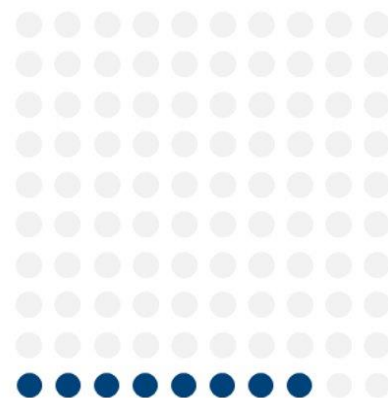
33% of the working-age population report having a long-term health condition



20% of the working-age population report having a disability



8% of the working-age population report having a severe disability



1.9m disabled people report a hearing impairment in the UK, which is 13% of disabled people.¹

7% of working age disabled adults report a visual impairment.²

1 in 3 employees with a long term health condition have not discussed it with their employer.

73% of employers who made work related adjustments said it was easy to do so

1. [Family Resources Survey: financial year 2019 to 2020 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/family-resources-survey-financial-year-2019-to-2020)
2. <https://www.gov.uk/government/statistics/family-resources-survey-financial-year-2020-to-2021>

What are the benefits to business of being Disability Confident?



- Recruit and retain high-quality staff
- Reduce sickness absence
- Improve staff morale by showing a commitment to treat all employees fairly
- Positively change attitudes, behaviours and cultures



- **Recruiting from the widest possible pool of talent** is good for business. Employing disabled people is not an act of charity, it's a reflection of a business that values difference and strives to be inclusive of everyone.
- **Reflecting your customer base** Good business reflects their consumer base in their workforce. **20% of the UK adult population** have a disability so why would business choose to ignore them and not want to tap into the pool of talent?
- **Reduced staff turnover** the costs to business of not holding on to staff can be considerable in lost productivity, recruitment costs and training.

Disability Legislation



Equality Act 2010

The Equality Act 2010 makes it unlawful to discriminate against employees (including workers) because of a mental or physical disability.

Under the Equality Act 2010 a person is disabled if they have a physical or mental impairment which has a substantially adverse and long-term effect on their ability to carry out normal day-to-day activities.

The Equality Act 2010 provides disabled people with protection from discrimination in a range of areas, including employment.

Equality Act 2010: guidance - <https://www.gov.uk/guidance/equality-act-2010-guidance>

Public Sector Equality Duty (PSED)

The Public Sector Equality Duty requires public bodies and others carrying out public functions to have due regard to the need to:

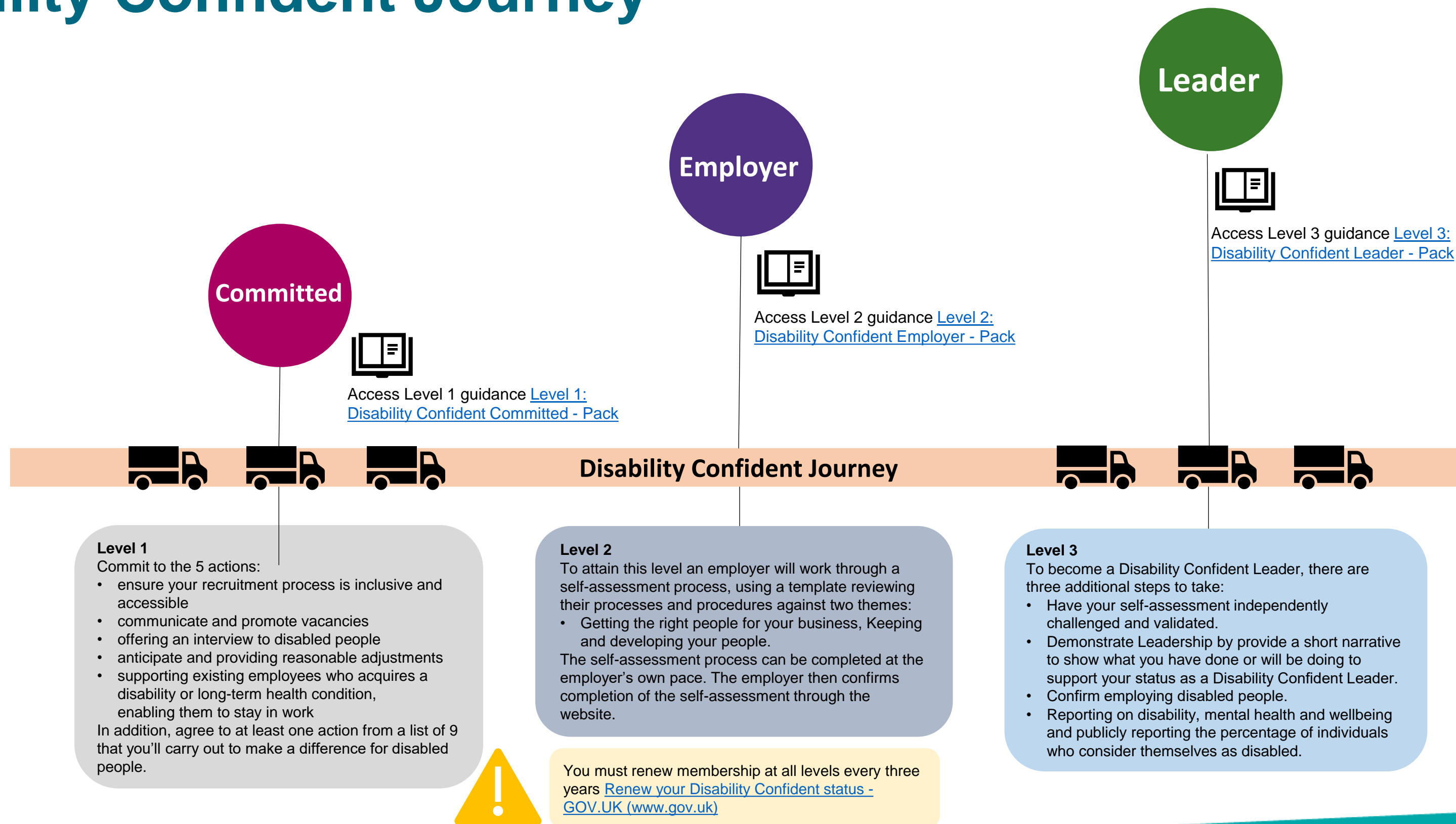
- eliminate discrimination,
- advance equality of opportunities and;
- foster good relations.

The Essential Guide to the Public Sector Equality Duty
[The Essential Guide to the Public Sector Equality Duty | Equality and Human Rights Commission](#)
(equalityhumanrights.com)



Sign up to the Disability Confident Scheme
www.gov.uk/disability-confident

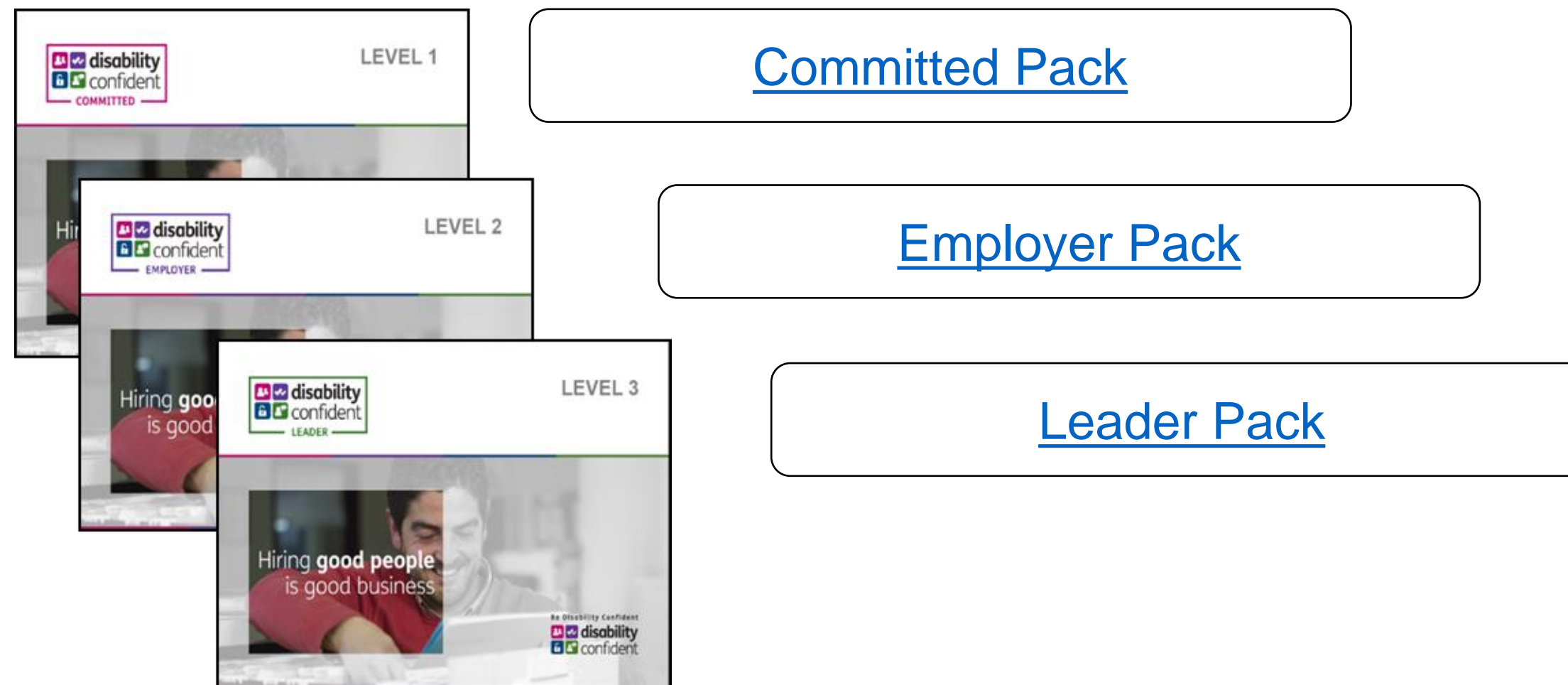
Disability Confident Journey



Where can I find out more about the scheme?

You can sign up to the scheme by visiting GOV.UK at [Disability Confident \(dwp.gov.uk\)](https://www.gov.uk/disability-confident).

The links below provide the detailed guidance that will inform you what is required at each level of the scheme and provide information and support.



Level 1 - Start your Disability Confident journey


Signing up to the commitments:

1. Ensure your recruitment process is inclusive and accessible
2. Communicate and promote vacancies
3. offering an interview to disabled people
4. Anticipate and providing reasonable adjustments
5. supporting existing employees who acquires a disability or long-term health condition, enabling them to stay in work

Agreeing to at least one action from a list of 9 that you'll carry out to make a difference for disabled people.



Department for Work & Pensions



Disability Confident employer

Fill in this form to confirm you have completed your self-assessment as a Disability Confident employer.

About your business


Business name (required)

Contact name (required)

Business email (required)

Business phone

Badge and certificate for 3 years



This is to certify that

DCS00

is Disability Confident Committed

Period of award: XX/05/2021 to XX/05/2024

Issue date: XX/05/2021

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
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people

Find out more about Disability Confident at:
www.gov.uk/disability-confident

#DisabilityConfident

How easy is it to sign up?

Agree to the 5 commitments

Select at least 1 action

This can be done online or there is a printable form that can be completed and someone else can enter it for employers

disability

confident

Signing up to be Disability Confident

Please fill in this form to sign up to being a Disability Confident Committed employer and hand it back to a member of DWP or Jobcentre Plus staff.

Alternatively, you can sign up directly online at:
gov.uk/disability-confident

About your business

Employer Details

Business name:

Contact name:

Business contact number:

Business email:

Address (inc. postcode):

.....

Number of employees (estimated):

Select all the areas you have employees in:

<input type="checkbox"/> National	<input type="checkbox"/> North West	<input type="checkbox"/> Yorkshire & Humber
<input type="checkbox"/> North East	<input type="checkbox"/> West Midlands	<input type="checkbox"/> East of England
<input type="checkbox"/> East Midlands	<input type="checkbox"/> South East	<input type="checkbox"/> South West
<input type="checkbox"/> London	<input type="checkbox"/> Wales	<input type="checkbox"/> Northern Ireland
<input type="checkbox"/> Scotland		

Employer signature: Date:

.....

gov.uk/disability-confident

Level 2 – Disability Confident Employer



Employer self-assessment two themes:

- Getting the right people for your business
- Keeping and developing your people.
- Offering at least one activity that will make a difference.

What happens next?

When you have completed level 2, you will need to **follow the link to Gov.UK** (<https://disabilityconfident.dwp.gov.uk/s elf-assessment.php>)

to confirm that you:

- have undertaken and successfully completed the Disability Confident self-assessment
- are taking all the core actions to be a Disability Confident employer
- are offering at least one activity to get the right people for your business and at least one activity to keep and develop your people.

Badge and certificate for 3 years



Level 3 – Disability Confident Leader



Being a Disability Confident Leader means:

- Acting as a champion within your local and business community
- Engaging your supply chain and your networks
- Showing disabled people that you are serious about leading the way
- Helping other businesses to become Disability Confident.

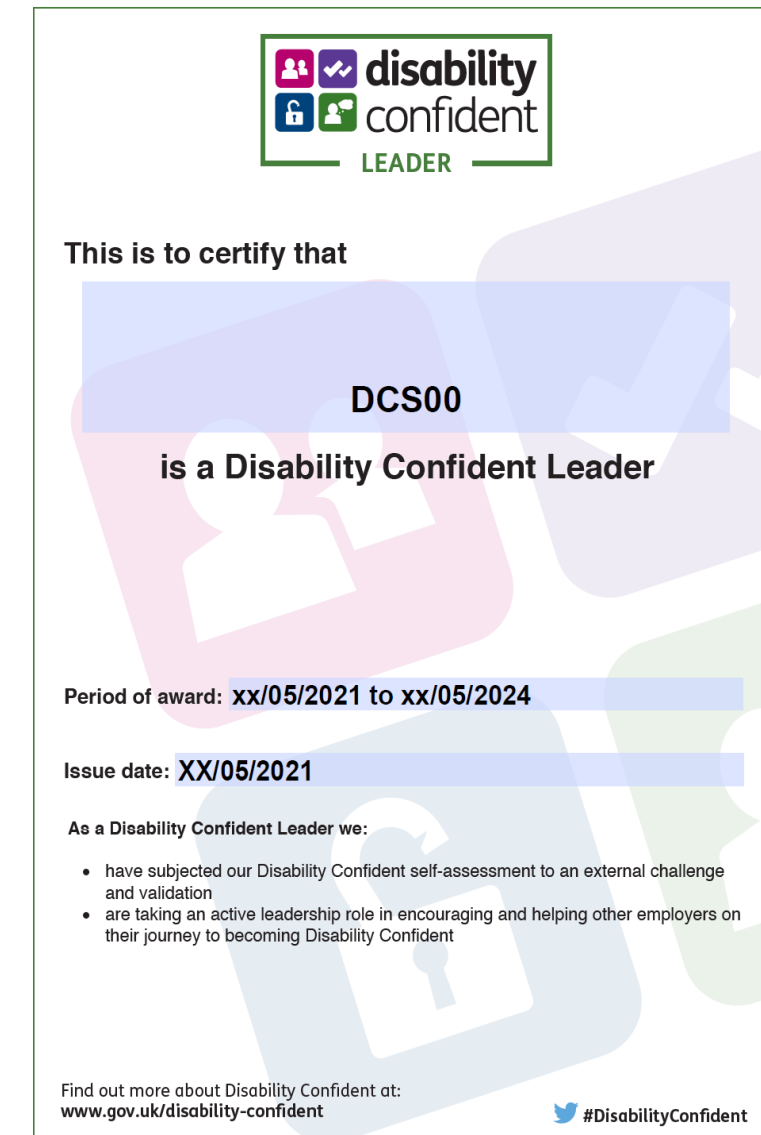
What happens next?

- Have your self-assessment independently challenged and validated
- Demonstrate your Leadership by provide a short narrative to show what you have done or will be doing to support your status as a Disability Confident Leader

Confirming you are:

- Employing disabled people
- Reporting on disability, mental health and wellbeing,
- publicly reporting the percentage of individuals who consider themselves as being disabled.

Badge and certificate for 3 years



Disability Confident provides access to guidance & support

To support you on your journey there is a range of online information, guidance and resources available through GOV.UK

Employing disabled people and people with health conditions [Employing disabled people and people with health conditions - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/employing-disabled-people-and-people-with-health-conditions)

How to sign up to the Disability Confident employer scheme [How to sign up to the Disability Confident employer scheme - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/how-to-sign-up-to-the-disability-confident-employer-scheme)

Disability Confident Campaign [Disability Confident – Are you disability confident? \(campaign.gov.uk\)](https://campaign.gov.uk)

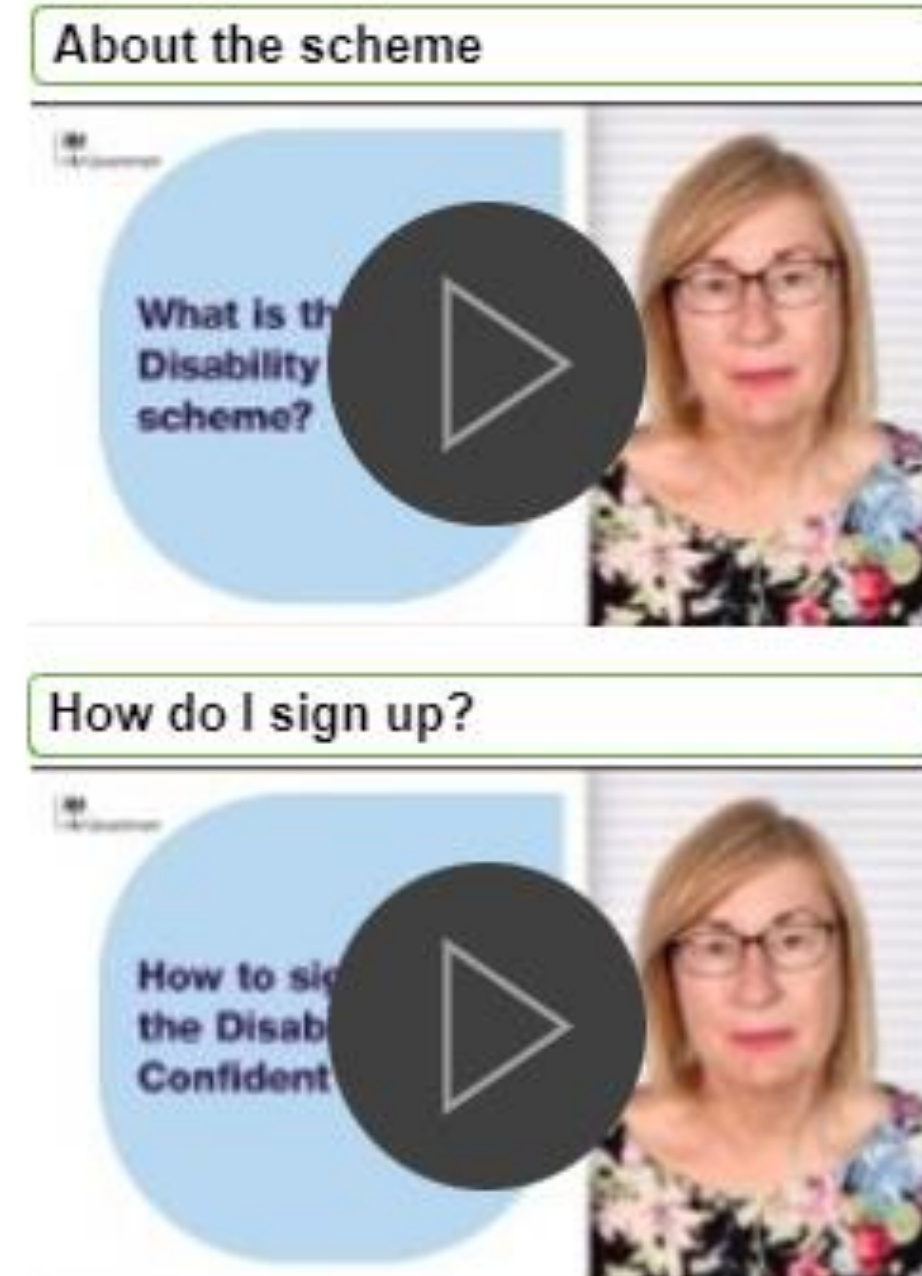
Access to Work factsheet for employers [Access to Work factsheet for employers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/access-to-work-factsheet-for-employers)

Employers: preventing discrimination [Employers: preventing discrimination: Discrimination during recruitment - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/employers-preventing-discrimination-discrimination-during-recruitment)

Reasonable adjustments for workers with disabilities or health conditions [Reasonable adjustments for workers with disabilities or health conditions - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/reasonable-adjustments-for-workers-with-disabilities-or-health-conditions)

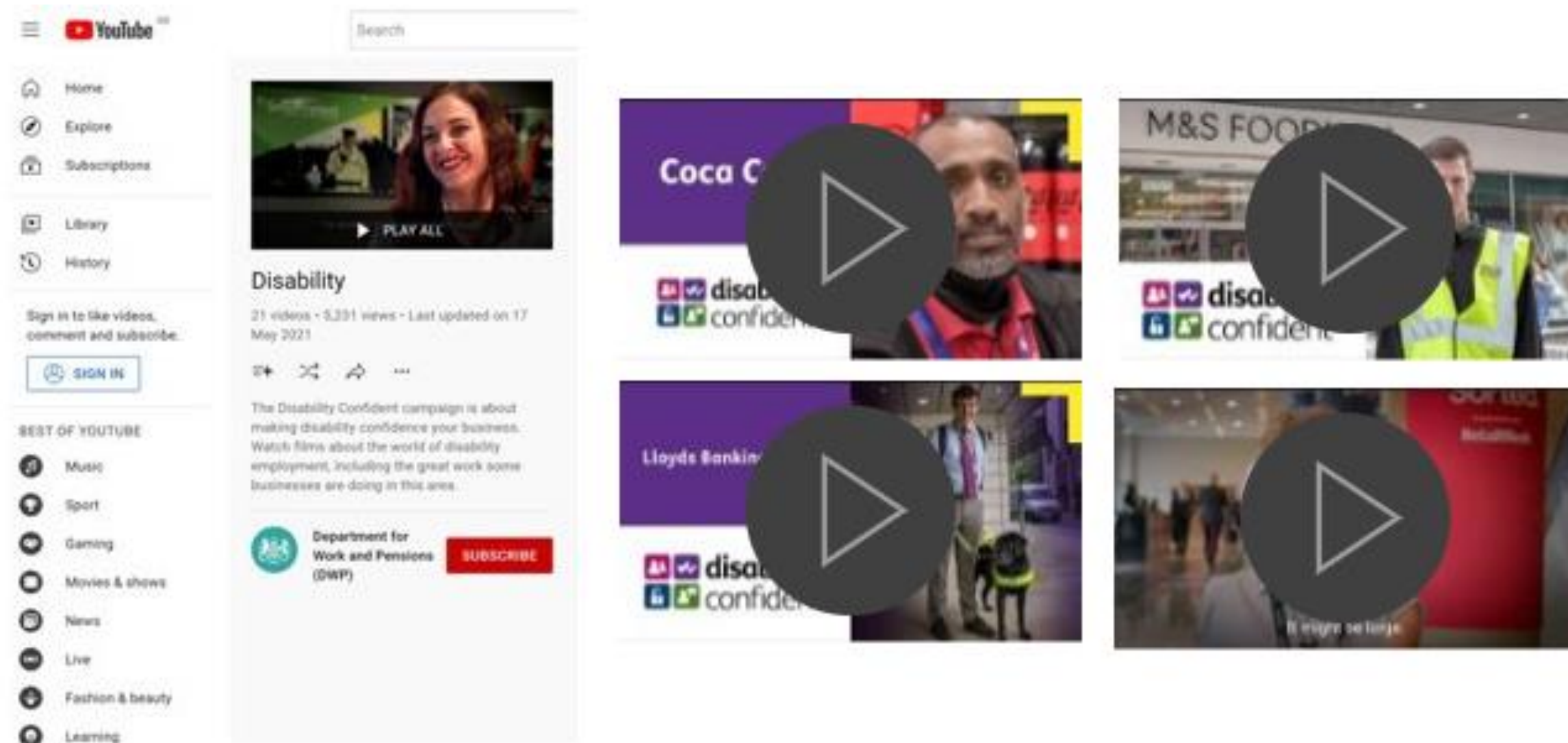
YouTube videos

Link to a range of Disability Confident videos on the [DWP YouTube channel](#).



Disability Confident case studies

A range of Disability Confident case studies on the DWP YouTube channel demonstrating the benefits of employing disabled people and how this can be done by employers.





Thank you for your time today. Are there any questions?

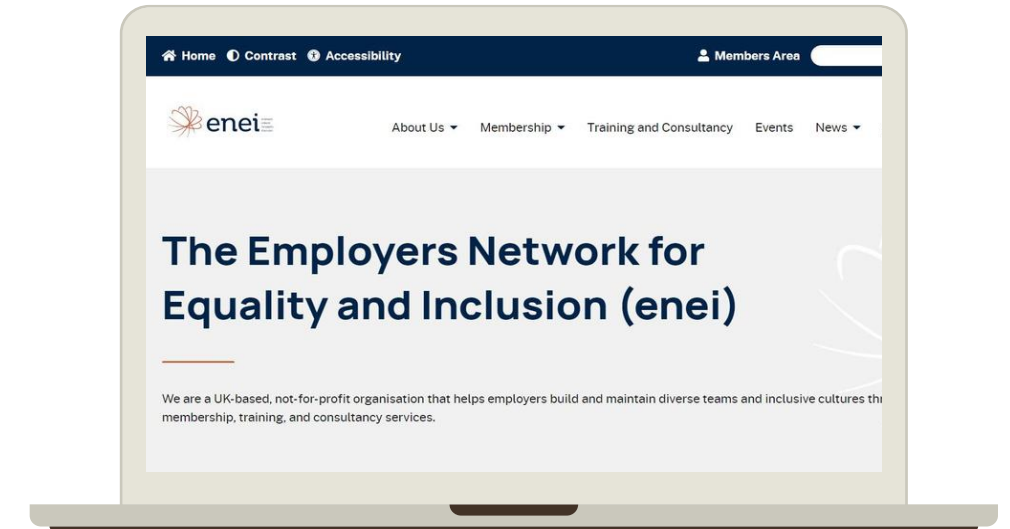
References/resources

[enei Infographic - Disability](#)

[enei Employer Guide - Disability and Employment](#)

[enei Quick Guide - Disability](#)

[enei Quick Guide - National Disability Strategy 2021](#)



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