

Agenda item 7: Disability Confident (Victoria Jameson, Recruitment Manager)

The aim of the Disability Confident scheme is to encourage organisations to systematically consider how they can attract, recruit and retain disabled people, whilst demonstrating commitment, action and progression to people who have a disability. The Council recently successfully completed a self-assessment process to reaccredit at Level 2 as a 'Disability Confident Employer' for a further three years (having initially been accredited in 2017). This assessment covers the following themes:

- Providing an inclusive and accessible recruitment process
- Communicating and Promoting Vacancies
- Offering an Interview to Disabled People who meet the minimum criteria for the role
- Being flexible when assessing applicants and anticipating and providing reasonable adjustments as required
- Supporting any existing employee who has or acquires a disability or long-term health condition, enabling them to stay in work
- Getting the Right People for the business encouraging suppliers and partner firms to be Disability Confident
- Ensuring that staff have sufficient disability equality awareness training

Over the last year the proportion of disabled applicants decreased as well as the proportion of disabled applicants recruited. The Council wants to discuss with the Panel what more it can do to improve on this, including in light of the impact the coronavirus pandemic has had on disabled people. A short presentation shall be delivered on some of the main actions relating to Disability Confident that the Council is taking, and then Panel members will be offered an opportunity to ask questions and provide feedback.