



Are you a
**disability
confident
employer?**

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Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled employees.

Sign up at:

gov.uk/disability-confident

or complete one of our sign-up forms.



“Becoming a Disability Confident employer means we are making the most of the talents disabled people can bring to our company.”

Mark Thurgood, Co-founder and Director, eXPD8 Field Marketing

“Being Disability confident is just good business sense.”

Kate Nicholls, UKHospitality

The Disability Confident scheme

We want to help you find and keep the right people for your business. This is why we've worked with employers and disabled people to design a scheme that supports and recognises businesses that are actively inclusive in their recruitment and retention.

WHY EMPLOY DISABLED PEOPLE?

Attracting, retaining and valuing disabled employees and those with long-term health conditions can benefit your business by:

- **Recruiting from the widest possible pool of talent.** There are over 7 million people of working age with a long-term health condition or disability in the UK. They can bring unique skills and a fresh perspective to an organisation.
- **Saving time and money on recruitment and training** by reducing staff turnover. A 2014 report¹ from Oxford Economics found that the cost to some employers of replacing a single employee can be more than £30,000.

Employing disabled staff could help you access the **spending power of disabled people** and their families, which is estimated at £249 billion a year. This figure is often referred to as the Purple Pound. As the population ages and the number of disabled people grows this figure will only increase.



The spending power of disabled people and their families is

£249bn

Department for Work and Pensions

1. The Cost of Brain Drain: understanding the financial impact of staff turnover, February 2014.



SO WHAT DO I GET FROM DISABILITY CONFIDENT?

Access to free resources:

- **Guidance and support** on removing any barriers to employment (workplace adjustments, impairment-specific information)
- **Peer support groups** on social media for Disability Confident members where you can ask questions and learn from other organisations
- **Information about potential funding** through Access to Work
- **Best practice case studies and videos** to learn from
- **Webinars and workshops** on key topics like mental health and recruitment delivered by Disability Confident Leaders
- **An accreditation certificate** and Disability Confident logo to use on your website and recruitment ads. This provides a signal that you recruit fairly and gives you the opportunity to promote your involvement via Public Relations and CSR initiatives

It's free to sign up

Getting started - Disability Confident Committed employer (Level 1)

The Disability Confident scheme has three levels, so you can achieve the level that's right for your organisation.

Everyone starts as a **Disability Confident Committed** employer. When you've signed up you'll agree to take the following actions:

1. Sign up to the 5 commitments below:

- 1 Ensure your recruitment process is inclusive and accessible
- 2 Communicate and promote vacancies via a range of channels
- 3 Offer an interview to a disabled person if they meet the minimum criteria
- 4 Anticipate and provide reasonable adjustments as required
- 5 Support any existing employee who acquires a disability or long-term health condition, enabling them to stay in work



2. Commit to offering a disabled person at least one of the opportunities below:

- Work experience
- Job shadowing
- Internships
- Apprenticeships
- Work trial
- Traineeships
- Paid employment
- Student placements
- Sector-based work academy placements

Moving on - Your Disability Confident journey

Once you have committed to Disability Confident, you will have three years' membership. After that you will need to renew your commitment or consider taking the opportunity to progress to the level of Disability Confident Employer. You can progress up the levels of the scheme at any time, to Employer and even Leader.



Disability Confident aims to help your business:

- challenge attitudes towards disability
- increase understanding of disability
- remove barriers to employment for disabled people and those with long-term health conditions
- ensure that disabled people have the opportunity to fulfil their potential and realise their aspirations
- make a substantial contribution towards getting 1 million more disabled people into work by 2027



2. Dewson, S. Williams, C. Aston, J. Carta, E. Willison, R. and Martin, R. Organisations' responses to the Disability Discrimination Act 2009 study. DWP Research Report 685

For more information about Disability Confident go to
gov.uk/disability-confident
or email **disabilityconfident.scheme@dwp.gov.uk**



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