



# The Disability Confident Scheme

## Local Government Association

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# Aims

## 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.



# Disability Confident - The case for action



## Level 1: Disability Confident Committed

Sign up to the Disability Confident commitments and identify at least one thing you'll do that will make a difference for disabled people.



## Level 2: Disability Confident Employer

Self-assess your business against the themes of getting the right people for your business, and keeping and developing your people.



## Level 3: Disability Confident Leader

Be seen as a champion in your local and business communities.

## Evidence shows that appropriate work is good for our health

Good work

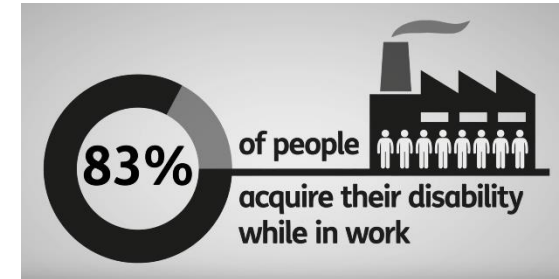


Good health

Worklessness

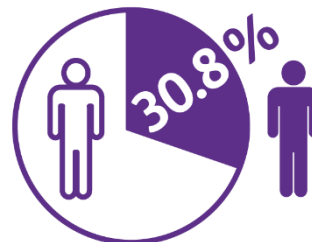


Poor health



of employers who made work-related adjustments for employees said it was "very" or "quite easy" to do so

There's currently a



employment gap between disabled and non-disabled people





Starting your Disability Confident journey

**5 Actions  
and at least  
1 activity  
that will  
make a  
difference.**



Sign-up through Gov.UK

[www.gov.uk/disability-confident](http://www.gov.uk/disability-confident)

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

**disability confident**  
COMMITTED

This is to certify that

XXXXX

is Disability Confident Committed

Period of award: August 2016 to August 2017

Issue date:

As a Disability Confident Committed Employer we have committed to:

- Ensure our recruitment process is inclusive and accessible;
- Communicate and promote vacancies;
- Offer an interview to disabled people;
- Anticipate and provide reasonable adjustments as require;
- Support 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/dwp/disabilityconfident](http://www.gov.uk/dwp/disabilityconfident)

#DisabilityConfident

Badge and certificate for 3 years  
 Must commit to 5 actions and  
 1 activity that supports disability  
 employment.  
 Employer receives Newsletter



Employer self-assessment two themes:

- Getting the right people for your business
- Keeping and developing your people.

Offering at least 1 activity that will make a difference.



## What happens next?

When you have completed level 2, you will need to [follow this link to Gov.UK](#) to confirm that you:

- have undertaken and successfully completed the Disability Confident self-assessment
- are taking all of 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

Must confirm that the self-assessment has been completed

Employer receives DC Newsletters



Outside  
challenge of your  
self-assessment  
and  
demonstration of  
your Leadership  
activity.

- 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
- Use the Voluntary Reporting Framework to report on disability employment and mental health



Badge and certificate for 3  
years  
Must confirm that the  
independent validation has been  
completed  
Employer receives DC  
Newsletters



# To support you on your journey there is a range of online information, guidance and resources available through [www.gov.uk/disability-confident](http://www.gov.uk/disability-confident) Search for Disability Confident.

## Information and guidance

The screenshot shows the 'Disability Confident guidance and employer scheme' page. It includes sections for 'Guidance and resources about employing disabled people and how the Disability Confident employer scheme can help your business', 'Benefits' (listing increased productivity, reduced absenteeism, etc.), 'How to become Disability Confident', and 'See how your business can benefit from being Disability Confident'. A prominent graphic states '83% of people acquire their disability while in work'.

## Videos



## Promotional materials

Promotional materials for the Disability Confident scheme. It features a large blue padlock icon with a keyhole, the text 'disability confident unlocking potential', and a list of benefits: 'We're all making efforts about disability. Leading employers are hiring more people who are disabled - and they're helping transform our culture, our customer relations and our performance. So it's time you unlocked the full potential of your business.' Logos for the Department for Work & Pensions and the Disability Confident logo are also present.

## Case studies

Case study for Paul Hill, founder of MarshEd. The title is 'Losing his eyesight was no barrier to Paul'. The text describes how Paul lost his eyesight due to Myopic Macular Degeneration and how he overcame this barrier to start his business. It mentions that he signed up to the Government's New Enterprise Allowance (NEA) scheme. A photo of Paul Hill is included. The bottom of the case study features the Disability Confident logo and the Department for Work & Pensions logo.

# Current Disability Confident Position

## Disability Confident Current Position:

- As of 31st October, over 20,000 employers have signed up to the Disability Confident scheme, covering over 11 million employees.



# Offering an interview to disabled people who meet the minimum criteria for the job

Disability Confident employers should make it clear in their recruitment material that **if a disabled applicant meets the minimum criteria for the job** (this is the description of the job as set by the employer) they will be given the opportunity to demonstrate their skills, talent and abilities at an interview.

- **To make interviews work well for disabled applicants, you will have:**
- Included clear information in the job advert/ specification that states: *“As a Disability Confident employer, we will ensure that a fair and proportionate number of disabled applicants that meet the minimum criteria for this position will be offered an interview.”*
- Identified the minimum criteria of the job and ensure this information is made available to disabled applicants in the job advert/ specification, making applicants aware of where they can access this information;
- Made sure that you do not include non-essential requirements which could inadvertently exclude a disabled person;
- Apply the commitment to all vacancies, internal and external, without exception.
- Provided an opportunity for disabled people to indicate that they are disabled or have a long-term health condition;
- Ensured that a fair and proportionate number of disabled people who meet the minimum criteria for the job are invited for an interview;
- Ensured that recruiters (internal or external) know how to support disabled applicants;
- Consider whether the minimum criteria could be met with the facilities available through [Access to Work](#);

# Voluntary Reporting Framework

- In 2018, we worked with large employers, and expert partners including leading disability charities, to develop a voluntary reporting framework (VRF) to support organisations to record and voluntarily report information on disability, mental health and wellbeing in the workplace. In November 2019 DWP introduced a requirement that new and renewing Disability Confident (DC) Leaders (Level 3) would report against the VRF.
- We believe that transparency and reporting can support the cultural change required to build a more inclusive society.
- We are strengthening and raising awareness take-up of the VRF through:
  - DWP social-media channels (Twitter and LinkedIn),
  - Jobcentre Plus networks, DC networks and DC newsletters.
  - Exploring use of other government department employer channels, for example through BEIS and HMRC
- Seeking support from employers that do publically report, asking them to provide case study examples of reporting.
- We are working with the Business Leaders Group, Professional Advisors Group (PAG) and leading disability charities to review the VRF in parallel with a review of the Disability Confident scheme.

# Sign-up and contact support

## Please contact:

[Julie-ann.williams1@dwp.gov.uk](mailto:Julie-ann.williams1@dwp.gov.uk)

07826 – 876291

## Support

- **Options for sign-up:** Go to Gov.UK or put your contact details in the conversation box and I will contact you directly.

## Further Support

- Support progression through the scheme from Level 1 to Levels 2 and 3

# Thank you!

