

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

4th September 2017

Report of the Head of Human Resources - Sheenagh Rees

Matter for Information

Wards Affected:

All wards

Disability Confident Employer Status

Purpose of the Report

1. The purpose of this report is to inform Members of the Council's recent accreditation to become a Disability Confident Employer.

Background

2. Disability Confident was launched as a campaign by the Government in July 2013. Its aim is to work with employers to challenge attitudes, increase understanding of disability, remove barriers, and ensure that disabled people have the opportunities to fulfil their potential and realise their aspirations

As reported to Personnel Committee, last September, the Council was previously a Positive about Disabled People 'Two Ticks' Employer, and as a result of the introduction of the Disability Confident Scheme the Council automatically transitioned to Level 2 to become a Disability Confident Employer. This accreditation lasted for one year to 8th August 2017 and the Council was required to carry out a self-assessment in order to continue our commitment to the Scheme.

Disability Confident

3. Disability Confident encourages employers to attract, recruit and retain disabled people who are eager to work and have the skills, talents and abilities that employers are looking for as there are over 7 million people (17.5%) of working age in the UK are disabled or have a health condition.

The aims of the Scheme 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;
- increase the number of employers taking action to be Disability Confident; and
- make a substantial contribution towards halving the disability employment gap.

Disability Confident Employer

The self assessment has been carried out and the Council has maintained its status as a Level 2 Disability Confident Employer. This accreditation will last for two years until 1st August 2019. This means that the Council can continue to use the Disability Confident Employer badge on our application form, recruitment documentation and website. We have also received a Disability Confident Employer Certificate (attached as Appendix 1).

The self-assessment was based around a set of statements grouped into 2 themes:

- getting the right people for your business; and
- keeping and developing your people.

By continuing our Disability Confident journey, the Council is ensuring that disabled people and those with long term health conditions have the opportunities to fulfil their potential and realise their aspirations.

Further information on being a Disability Confident Employer can be accessed via the website:-

<https://www.gov.uk/government/collections/disability-confident-campaign>

Financial Impact

4. There are no financial impacts associated with this report.

Workforce Impacts

5. Being a Disability Employer will have a positive impact on the workforce of the Council.

Legal Impacts

6. There are no legal implications in relation to this report.

Risk Management

7. There are no risks associated with this report.

Consultation

8. There is no requirement under the Constitution for external consultation on this item.

Recommendations

9. It is RECOMMENDED that Members NOTE this report.

FOR INFORMATION

Appendices

10. Appendix One - Disability Confident Employer Certificate

List of Background Papers

11. None

Officer Contact

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