

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

9th September 2019

Report of the Head of Human Resources - Sheenagh Rees

Matter for Information

Wards Affected:

All wards

Disability Confident Employer Status

1. Purpose of the Report

The purpose of this report is to inform Members of the Council's continued accreditation to the Disability Confident Employer Scheme.

2. Background

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.

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. We have had this accreditation for three years and in order to continue our commitment to the Scheme a self-assessment has to be carried out before the accreditation is awarded for a further period.

3. Disability Confident Employer

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.

4. Self - Assessment

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 6th August 2021. 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>

5. Financial Impact

No implications.

6. Integrated Impact Assessment

There is no requirement to undertake an Integrated Impact Assessment as this report is for information purposes.

7. Valleys Communities Impact

No implications.

8. Workforce Impacts

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

9. Legal Impacts

No implications.

10. Risk Management

No implications.

11. Consultation

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

12. Recommendations

It is RECOMMENDED that Members NOTE this report.

FOR INFORMATION

13. Appendices

Appendix One - Disability Confident Employer Certificate

14. List of Background Papers

None

15. Officer Contact

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