



SUPPORT  
FOR  
**EMPLOYERS**  
AND  
**JOBSEEKERS**

# Being a Disability Confident Employer

Krystyna Frampton

Senior Economic Regeneration Officer

*Leicester*  
**EMPLOYMENT**  
*Hub*



European Union  
European  
Social Fund



**Leicester**  
to Work

# Disability Facts and Figures

- There are 13.3 million disabled people living in the UK (Just over 20% of the UK population).
- Disabled people are twice as likely to be unemployed than non disabled people.
- The employment rate of disabled people of working age is 49.2%, compared to 80.6% for non-disabled people.
- Disabled people in employment often face a significant pay gap. Full-time disabled workers earn on average 12.6% less a week (£75) and part-time disabled workers an average of 14.1% less a week (£30).
- The spending power of families with at least one disabled person is estimated by the government to be over £200 billion a year.
- Disability is strongly linked with poverty. 30% of people in families with disabled members live in poverty, compared to 19% of those who do not.

2



# The benefits of employing disabled people

- Proactively seeking applications from disabled people gives a wider choice of potential employees with a good range of skills and a positive attitude towards work.
- Keeping an employee who becomes disabled generally costs less than recruiting and training someone new – the Post Office estimates that medically retiring an employee costs around £80,000
- Only 4 per cent of reasonable adjustments made to facilitate employing a disabled person cost money, with grants and expert support available from Government and voluntary agencies
- Showing a positive approach towards disability issues helps foster good relations with all employees
- A positive and proactive approach helps develop a good image and reduces the risk of potentially costly litigation and adverse publicity – last year the average payment for a claim under the DDA at an Employment Tribunal was £13,000

3



# What can you do to become 'Disability Confident' – Reasonable Adjustments

- You must make reasonable adjustments to support disabled job applicants and employees. This means ensuring disabled people can overcome any substantial disadvantages they may have doing their jobs and progressing in work (Equality Act 2010).
- Many reasonable adjustments involve little or no cost and could include:
  - making changes to a disabled person's working pattern
  - providing training or mentoring
  - making alterations to premises
  - ensuring that information is provided in accessible formats
  - modifying or acquiring equipment
  - allowing extra time during selection 'tests'

4

# What can you do to become 'Disability Confident' - Recruitment

- Making adaptation to your recruitment process
  - make job adverts accessible to all those who can do the job, whether or not they are disabled.
  - Ask applicants if they need an adjustment to the interview process to allow them to be considered for the job.
  - When interviewing a disabled applicant, help them to perform to the best of their ability
  - Offer a guaranteed interview to disabled applicants

5

# What support is there for employing an individual with a disability?

- You may be eligible to for the Leicester Jobs Fund. A grant for £2500 is available to every employer who:
  - Employs an individual with a disability, has been in care, is an ex-offender or a NEET
  - Pays the national minimum wage
  - Employs them for a minimum of 30 hours for 6 months or 12 months if doing an apprenticeship or 16 hours for 12 months.

6



# What support is there for employing an individual with a disability?

- Access to Work can help towards the costs of making reasonable adjustments and usually provides a grant to pay for the cost of the support. For example it can provide funds towards:
  - aid and equipment in your workplace
  - adapting equipment to make it easier for you to use
  - money towards any extra travel costs to and from work if you can't use available public transport, or if you need help to adapt your vehicle
  - an interpreter or other support at a job interview if you have difficulty communicating
  - other practical help at work, such as a job coach or a note taker or lip speaker
- Access to Work also has a Mental Health Support Service. This can offer support to individuals with a mental health condition who are absent from work or finding work difficult.
- If you're a business with 25 or fewer employees, you can get extra support through Jobcentre Plus to help you recruit and retain staff with a disability or health condition. Contact Jobcentre Plus to speak to a Small Employer Adviser.

