

# Disability Confident Consultancy



## Supporting your organisation at any stage of your Disability Confident journey

### Why be a Disability Confident employer?

More people are reporting a long-term health condition or disability now than eight years ago.

#### Did you know:

- **33%** of the working-age population report having a long-term health condition
- **20%** of these report having a disability and 8% report having a severe disability.\*

It is highly likely that you currently have a number of people with a long-term health condition or disability in your workforce. Anyone can acquire a disability throughout their working life.

However, people with disabilities are far less likely to be in employment compared to nondisabled people. The disability employment rate is 52.7%, compared to 81% for non-disabled people.\*

Removing potential barriers for people with disabilities can bring many benefits to your business.

### The benefits of becoming a Disability Confident employer

Recruit and retain great people

Widen and diversify your talent pool

Make workplaces more accessible

Improve workforce moral and commitment by demonstrating equality

Help identify your organisation as a great place to work

Positively change attitudes, behaviours and cultures

\* UK Gov, Feb 2022

## What is Disability Confident?

Disability Confident is a UK Government employer scheme. It's designed to help your business become a more inclusive and diverse workplace.

You can join thousands of other businesses across the UK that are aiming to change.



There are three different accreditations of this programme, which are:



Level 1



Level 2



Level 3

No matter the size or type of your business, we can guide you through this journey and help get you to where you want to be.

## Being Disability Confident is more than a badge.

The Disability Confident scheme can help improve your workplace for existing and new employees. Making your workplace better for people with disabilities can benefit your whole company.

We've been successfully supporting organisations with their Disability Confident accreditation for over five years.

Our support goes beyond helping your business get accredited. Our consultancy expertise can help you make real changes throughout your organisation.

Joining the Disability Confident can help improve life within the workplace. It can also enhance the reputation of your business amongst potential consumers and public sector organisations.

It is estimated that there are 11 million people with disabilities in the UK, and their spending power (the “purple pound”) is worth between £212 and £249bn to the economy. By becoming an organisation that employs and supports people with disabilities, you’re able to appeal to a wider customer base.

Also, by following the Disability Confident journey you can make your business stand out with potential stakeholders, as it shows that your organisation takes inclusivity seriously.

## Why work with us?

- Access our tailored support - online or over the phone
- Adaptable services to suit the unique needs of your business
- Expert assistance, guidance, training, and coaching.

**We don’t just help you to tick boxes, as we believe participation in this programme is more than earning a badge. Our main areas of focus are:**



Policy and process



User experience



Disability Awareness

## Our Disability Confident services include:

- Support to achieve any or all Levels in the scheme
- Guidance on collecting required evidence
- Help with completing paperwork and processes
- In depth business analysis report
- Recognising and recording existing best practice
- Identifying gaps or actions needed within your organisation
- Validation of your business to Disability Confident Leader Level 3

## Additional, complimentary, services include:

- Surveys and data reviews
- Focus groups and interviews
- Mystery shopping the application process
- Review recruitment and hiring process through a disability lens
- Disability training
- Bespoke webinars and resources on disability related topics
- Review and analysis of training materials / resources about disability

## About us

Our expert team have been delivering workplace training to organisations from all sectors for decades, helping to shape culture and inclusivity of workplaces across the UK. We specialise in helping both employers and employees to develop the knowledge, confidence and capacity to effectively support colleagues and individuals with a disability or health condition.

All our training is delivered by a team of experienced consultants, who have extensive knowledge and a practical understanding of workplace issues.

## Get in touch

To find out more about how we can help you, contact us:



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