

Disability confidence – the power of collaboration

5 steps to disability confidence:



1

MAKE THE CASE FOR CHANGE

Your colleagues need to know why employing disabled people is relevant to your organisation, customers and stakeholders in order to engage them to think differently and remove some of the fear.

“The ‘disabled pound’ is worth £212 billion in the UK”

BACK TO BASICS

Review each stage of the recruitment and employment cycle from job descriptions, advertisements through to assessment centres and the interview and appointment processes. Don't overcomplicate it, the simpler the better.

“20.8% of working age adults have a disability – that's over 8 million people”



2



3

RECRUITERS ARE CONFIDENT ON DISABILITY

Does your team know what questions to ask and when to ask them; are all your candidates confident that they can talk about their disability?

“83% of Clear Assured recruiters feel confident on disability”

DISABLED TALENT

The key here is your suppliers. If you are working in partnership with trusted and disability confident talent suppliers, disabled people will apply for roles you advertise.

“74% of disabled candidates will not tell you they have a disability”



4



5

REASONABLE ADJUSTMENTS

Make sure you know how to make an adjustment for a disabled candidate or employee, who is going to fund it and be confident that it is in place when it is needed.

“Only 13% of candidates say that adjustments are always offered”

There are lots of partners, suppliers, initiatives, tools and sources of information available to help you take the 5 steps to disability confidence. It's all about finding the best fit for your organisation - and the power of collaboration!

Is your organisation already following the 5 steps? If you are proud of your work on disability, don't keep quiet about it, enter the RIDI Awards! www.ridiawards.com

