

# ridi

Recruitment Industry  
Disability Initiative

AWARDS 2018

## CREATING DISABILITY CONFIDENT RECRUITERS



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# Ministerial foreword

Welcome to the 2018 RIDI Awards.

We have a shared vision for a society in which disabled people and those with health conditions are able to work in good jobs and achieve their full potential.



**Sarah Newton**  
Minister for  
Disabled People,  
Health and Work



Everyone has a part to play in creating this movement for change. Only by working together will we be able to ensure that everyone who wants to work, can work, while enjoying the social, economic and health benefits that good employment can bring.

That's why events like the RIDI Awards are so important.

There's a huge talent pool within the seven million working age people in the UK who have a disability or health condition. Skills shortages in the labour market mean that the competition for good people is high and disabled people can offer skills,

commitment and energy to help your organisation flourish. Reflecting your customer base in your workforce gives a powerful message that inclusivity means harnessing the skills and ideas of everyone, in order to provide the best services and products. It can also open up the estimated £249 billion of spending power that disabled people and their families can wield.

Despite the evidence that a diverse workforce brings benefits to business, some employers lack the confidence to employ disabled people, and some have misconceptions about what it will mean for their business.

To support employers, the Disability Confident scheme gives access to advice, guidance and quarterly workshops by Disability Confident leaders on themes such as workplace adjustments and mental health. Members can join our Facebook and LinkedIn communities, where businesses learn to become more Disability Confident together. The scheme has three levels of membership,

to recognise and reward companies that are making good progress on disability inclusion. And it's not just about supporting disabled people and individuals with health conditions to enter work. The Disability Confident scheme recognises that 83% of people will acquire a disability while already in work, so the scheme's support can help you put adjustments in place to keep staff and retain their valuable skills and experience.

During my regular discussions with business, what I find particularly motivating is meeting the people behind the numbers – disabled employees who are thriving in the workplace thanks to a supportive environment and small adjustments that help them to do their job.

Many companies at the awards tonight are already doing the right things, so enjoy getting the recognition you deserve for the changes you've already made.

Let's be Disability Confident together.

*Sarah Newton*

# Welcome

Welcome to the 2018 Recruitment Industry Disability Initiative (RIDI) Awards – the only event that exclusively celebrates organisations’ commitment to improving the prospects of disabled jobseekers. Our ceremony is the grand finale of an incredibly successful year-long campaign to extend the reach of our message, and I have no doubt the stories we are sharing will inspire you to continue to propel the agenda forwards.



**Kate Headley**

Chair of Judging Panel,  
The Recruitment Industry  
Disability Initiative



We’ve come a long way since our humble beginnings in 2011, when RIDI was borne out of a simple idea that we could change the face of the recruitment industry for the better by dispelling myths around disability in the workplace.

The past 12 months saw RIDI go on tour, with oversubscribed round-table events hosted by DWF in London, HS2 in Birmingham and the University of South Wales.

I’m incredibly proud that last year also saw the launch of a sell-out Annual Conference and over 300 new employers coming on board with the RIDI campaign.

This ‘snowball effect’ has, unsurprisingly, been firmly reflected in the diversity of this years’ entries, with submissions coming from organisations across the UK and from many new sectors including transport, engineering, retail and professional services. We’ve read entries from major retailers, construction companies and yet again the number of recruitment companies entering has doubled. Judging was challenging; they are all winners in our view and there are some fantastic learning points to be shared this evening.

I’d like to take this opportunity to thank the RIDI team for their tireless work in promoting the awards, as well as our generous partners, volunteer judges and entrants – without whom continuing this incredible journey would simply not be possible.

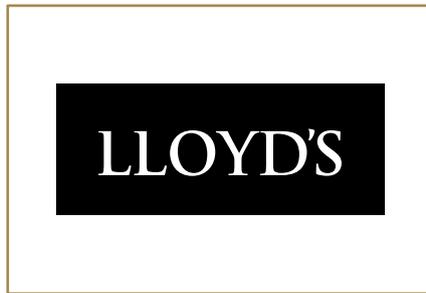
Since 2013, the number of disabled people in work in the UK has increased by over half a million, however, if we are to help the government reach its commitment to help a million more disabled people in employment by 2027, we still have more to do. I’m sure that after hearing the stories shared tonight you will agree that each one is truly inspirational and I hope that you come away from here empowered and buzzing with ideas of how to think and do things differently.



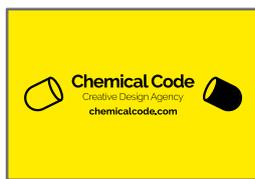
# Our partners

RIDI and the RIDI Awards are not possible without the ongoing commitment and generosity of our partners:

## Gold partners



## Silver partners



## Bronze and supporting partners



# Judges panel

The Recruitment Industry Disability Initiative (RIDI) has one purpose, which is reflected in everything we do – break down the barriers facing disabled people in the recruitment industry. RIDI is flourishing, with more best practice events and strategic partnerships and reaching a broader range of recruiters and employers than ever before.

**Executive Board / Judges:** Our thanks go to the Executive Board who have been the driving force and inspiration behind the RIDI Awards 2018 and served on the judging panel.



**Kate Headley**

Director of Consulting, The Clear Company



**Paul Awcock**

Head of Talent Sourcing, Lloyd's



**Simon Blockley**

MD, Guidant Group



**Melanie Forbes**

MD, Contingent Workforce Solutions at Alexander Mann Solutions



**Tom Hadley**

Director of Policy & Professional Services, REC



**Jane Hatton**

Director, Evenbreak



**Janet Hill**

Director, Civil Service Disability Inclusion Team



**Mark Lomas**

Head of Equality, Diversity & Inclusion, HS2 Ltd



**Bridgette Wilcox**

Head of International Commercial Team, Eversheds Sutherland

**Judges:** The judges had a significant task at this year's judging panel with the high calibre of entries. We thank them for the fantastic set of finalists and winners for 2018.



**Pamela Hutchinson**

Head of Diversity & Inclusion EMEA, Bloomberg



**Julian John**

MD, Delsion



**Morgan Lobb**

CEO, VERCIDA



**Sharon Pegg**

Group Inclusion & Diversity Manager, Co-Operative Group



**Simon Fawkes-Underwood**

Head of Talent Acquisition, E.ON



# This year's categories

Our awards recognise that it is often the little things that make the biggest difference when it comes to recruiting disabled talent. This year organisations across the private, public and third sectors entered the following categories:

- Getting Started
- Extending the Reach
- Individual Choice
- Disability Confident
- Supply Chain Management
- Training & Development
- Reasonable Adjustments in Recruitment
- Disability Specialist

Thank you to all our category sponsors who have made the 2018 awards possible.



RIDI's Chair Kate Headley, Director of Consulting at the Clear Company said:

// The RIDI awards are part of a year-long campaign to create disability confident recruiters. From small beginnings in 2011, 2018 has seen the broadest ever spread of entries which now include major retailers, construction companies and yet again we doubled the number of recruitment companies entering. Judging was challenging; they are all winners in our view and there is some fantastic learning to be shared beyond awards night. //

# Congratulations to our 2018 finalists



# Getting Started

This award encourages all in-house recruitment teams and recruitment agencies to get started on their journey to disability confidence and it celebrates the time, determination and perseverance put into getting started and making progress. It recognises the different stages organisations are on when they commence their journey towards inclusive recruitment best practice and celebrates the small, as well as the large steps taken over recent years.

## Winner: John Lewis Partnership



Sponsor:



In 2016 the John Lewis Partnership embarked on a journey to make its recruitment process more accessible for disabled candidates. 12 months later the organisation achieved its initial aim of becoming a Disability Confident employer.

The Partnership worked with the Business Disability Forum to undertake a thorough review of its processes in order to assist with identifying changes. This has improved both the accessibility of the Partnership's recruitment process and the candidate experience. Significant changes have already been made, such as changes to its external recruitment website ([www.jlpjobs.com](http://www.jlpjobs.com)), training for the resourcing team, improvements to the reasonable adjustments process, and work on its recruitment policy.

Other practical steps the Partnership has taken include partnering with Evenbreak to advertise all external roles on its disability jobs site, plus using Evenbreak's Best Practice Portal, which provides invaluable resources for the Partnership's resourcing team. As part of the project, the changes the Partnership has made include increasing the additional time given to dyslexic candidates for testing/assessment from 20% to 25%.

This year there is further work planned. This includes formal training for the resourcing team (120 Partners), hiring manager training and additional amendments to the Partnership's recruitment website ([www.jlpjobs.com](http://www.jlpjobs.com)). These will include a Partner profile where disabled Partners can share their journey.

John Lewis Partnership now aims to become a Disability Confident Leader before the end of 2018. It is continuing to work with the Business Disability Forum and Department for Work and Pensions to help achieve this goal.



### Judges' Comments

The judges felt this was a great, rounded entry. It told the story of how John Lewis partnership has taken a mix of small and big steps to make its recruitment process more accessible for disabled candidates over a relatively quick period. This work is supported and embraced throughout the business from top down and vice versa. The judges were particularly impressed with how the organisation presented the case to the board internally and gained unanimous backing from the board for the budget and the sponsorship for the work.



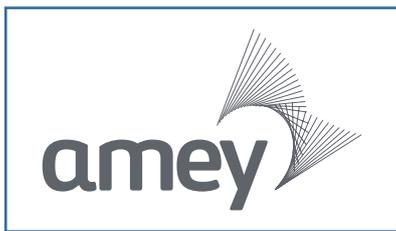
### The finalists for this category were:

E.ON, West Yorkshire Police and Equal Engineers.

# Extending The Reach

Opening your doors to the widest possible talent pool is a key component to finding the right person for the job. This award recognises excellence in candidate sourcing and organisations that have a proactive and inclusive candidate sourcing strategy to attract disabled talent.

Winner: Amey



Sponsor:



In 2016 Amey launched its supported disability-internship, Amey Streets Ahead, which is inspired by the National Grid's employability programme. The programme supports Amey's wider programme for inclusive social impact and efforts to increase diversity in its workforce.

Amey began to work in partnership with Sheffield College, National Grid and other employers to deliver the disability-internship for six further education students in Sheffield, which lasted for one academic year. The internship combined real-life work experience with work-ready skills and basic skills training, all in a supportive environment. Over the year the interns completed work placements in Amey's offices, depots and workshops. They were also supported by an employability coach from Sheffield College and an Amey key employee. They gained real-world experience which we helped them to add to their CV, and perhaps most importantly, they gained confidence in their own potential.

The programme also drove a noted change in perception amongst employers and employees. Unconscious biases about disability were broken down and employees became more confident in interacting with people with learning difficulties and disabilities.

Since the course finished, Amey has received positive feedback from the interns and their families that has highlighted how the programme has changed their lives for the better. And the changes are not just felt by the interns: Amey employees who took part in the programme found the experience beneficial and are now more confident and more comfortable about disability in the workplace.

Two of the six students who took part in the internship went on to gain permanent employment with Amey. The disability-internship is being repeated for 2017-8, and expanded to Amey's Liverpool office for 2018.

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## Judges' Comments

The award goes to Amey for this excellent, sustainable initiative. The Amey Streets Ahead disability-internship programme focused on building long-term relationships between educating candidates through internships and developing them into employment. The judges were particularly impressed with how Amey reached young disabled people in order to help them gain vital experience, which lead to two of them gaining jobs with Amey. Amey Streets Ahead has had a massive impact on the candidate experience of young disabled people and it's great to see the programme is expanding in 2018.

//

**The finalists for this category were:**

Civil Service Fast Stream, Department for Transport.



# Individual Choice

Disabled job seekers were invited to nominate the agency that has provided them with the most positive candidate experience. The award recognises that actions speak louder than words and it highlights the work done by the recruiter to create a positive impact for the candidate.

**Winner:** Carmichael UK



Sponsor:



**Nominated by** Jamie Winter

Jamie Winter is an accomplished Civil Engineer who has worked on many major UK projects including the redevelopment of Blackfriars Bridge and Crossrail.

He has been a Carmichael UK contractor for a number of years. In 2011, Jamie began to feel unwell and was unable to continue his role as an Engineer due to his ongoing health problems.

After being away from work for a number of years, Jamie began to apply for work in construction again. But due to his health and the employment gap in his CV, he experienced difficulties finding suitable roles.

Jamie approached Carmichael UK to look for a new role and Penelope Ware, a business manager for the company, worked brilliantly to support him and helped him get a new job as an Engineering Administrator working on the A14 road project.

"I had worked with Penelope Ware at Carmichael UK on various different sites before starting at the A14 Project. I had encountered some difficulties which led to me being out of work for five years, and I didn't really know how I was going to get back into the construction industry.

"People see a careers gap and my age, even though I have a degree, and they're put off. But I sorted out my CV and I was contacted by Carmichael UK. Penelope has made it her life mission to get me back into the industry I love and I can't thank her enough.

"It's easy to see the companies that care and are genuine, and Carmichael UK and the A14 Integrated Delivery Team are both true to that. It's becoming less of a stigma in the construction industry, which has perhaps not always been seen as the most supportive environment. The whole industry needs more people like those at the A14 and Carmichael UK."

**Jamie Winter**

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## Judges' Comments

This is an amazing example of breaking down barriers to help a talented person back into work after experiencing health problems. Carmichael UK is not a disability specialist agency yet they didn't give up and continued to think outside the box to support Jamie Winter, the candidate. A special mention must go to Carmichael UK's Penelope Ware, who worked tirelessly to support Jamie and did a brilliant job of helping him back into work, whilst also giving him ongoing support in his new role.

//

**The finalists for this category were:**  
Wells Tobias, Care Plus.

# Disability Confident

Supporting the government's Disability Confident campaign can be the first step to becoming a disability confident organisation. This award recognises organisations that have supported the campaign with tangible action and have worked to dispel myths and increase disability confidence in their own organisation.

## Winner: Civil Service



Partner:



The Civil Service has led the way in supporting the Government's new Disability Confident Scheme, with all main Government departments achieving Disability Confident Leader (level 3) status.

The commitment to embed disability inclusion into all aspects of its business is led from the top. It has announced an ambition to be the UK's most inclusive employer by 2020. Sir Philip Rutnam, Home Office Permanent Secretary and Civil Service Disability Champion, has identified and published six disability priorities, underpinned by a comprehensive transformation change programme.

To oversee the programme and provide rigorous challenge, The Civil Service has established two key governance groups; Disability Champions comprising Department Champions at Director level; and a Disability Expert Advisor Panel comprising external representatives from leading disability organisations such as BDF, Disability Rights UK, and The Clear Company.

There is clear evidence of strong employee engagement through feedback from Disabled Employee Networks. This includes:

- Increasing numbers of disabled colleagues wishing to share their personal disability stories
- Hard data on increasing representation of disabled staff across all grades
- Strong disabled representation on internal talent schemes and main recruitment routes (fast stream, fast track apprenticeships and volume recruitment)
- A narrowing of engagement gap between disabled and non-disabled staff.

Overall, The Civil Service has established robust foundations to drive continuous improvement and sustainable change.

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### Judges' Comments

The judges were greatly impressed by The Civil Service's commitment to the Disability Confident campaign and how it has promoted disability confidence within the organisation. The Civil Service is a shining example of what is possible when there is buy-in from all levels of an organisation, from the top down and the bottom up. The evidence of the positive change in improving disability confidence and increasing opportunities for disabled employees is great news. This is exactly the kind of positive change that the RIDI Awards try to highlight.

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The finalists for this category were: Purple, HS2, DWF.



# Supply Chain Management

This category is open to employers managing their supply chain and recruiters managing their second and third tier supply chains. This award looks for organisations setting the standard and measuring the success of their entire supply chain to actively attract and confidently recruit disabled talent, whilst recognising the business case in doing so.

## Winner: Guidant Group



Sponsor:

**SKANSKA**

Guidant Group is a Disability Confident (Level 3) Leader, as well as a former RIDI Award winner and holder of Clear Assured status.

The company has worked proactively to lead and influence its clients and supply chain on disability confidence and shown that it takes its responsibility to grow disability inclusion very seriously.

It works with an impressive portfolio of clients, plus a wide range of recruitment suppliers and job-seekers across multiple disciplines and sectors, which puts it in a position to drive change and make a real difference.

An increasing number of Guidant Group's clients are asking them to seek out partnerships with staffing firms who are also on the Disability Confident journey, and it's vital that Guidant Group responds to this.

Therefore, it has taken a proactive approach to building Disability Confidence within its supply chain and it understands that their support is vital if Guidant Group is to attract and engage more disabled talent for its clients.

To date 38 of its suppliers (and 17 of its clients) have signed up to the government's Disability Confident scheme, but Guidant Group wants to do more and keep improving the prospects for disabled job seekers. That's why it continuously strives to lead by example, share best practice and set out the business case for Disability Confidence.

Guidant Group has set itself an ambitious target to ensure that 100 of its top suppliers achieve Disability Confident Level 2 status in 2018 and will support them throughout the year to ensure that together they collectively hire more disabled talent.

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### Judges' Comments

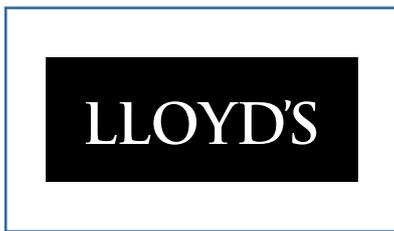
The judges were deeply impressed by this great entry. Guidant Group are a brilliant example of an organisation following the RIDI journey. After first getting involved with RIDI, Guidant group signed-up to the Disability Confident Employer scheme, and continued its journey to become a Disability Confident leader. It is now taking great strides to spread disability confidence within the recruitment process and this award recognises the wonderful success Guidant Group has achieved in helping more disabled people into work.

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# Training & Development

It's essential that your recruitment team are trained on what is expected of them by your clients or the law. This award recognises the contribution that good training can make to the level of confidence of recruiters and how that can contribute to the candidate experience.

## Winner: Lloyd's of London



Sponsor:



Lloyd's of London employs circa 1,000 people across the globe, and is deeply proud of the fact that tradition remains a key feature of working in the market. Against this backdrop of tradition, Lloyd's recognised that its recruitment process was not delivering a broad diversity of talent.

Specifically, none of its candidates were disclosing a disability through its selection processes and it became aware of a significant capability gap across the organisation in inclusive hiring. Disability confidence and making adjustments was highlighted as a priority for Lloyd's and the organisation took immediate and decisive action.

Lloyd's worked with The Clear Company to create an accredited inclusive recruitment workshop to develop disability and diversity confidence at every stage in the hiring process. This two day programme was a major cultural step for managers at Lloyd's: managers who had not successfully completed this programme could not hire for themselves.

Comprising a unique mix of skills based and behavioural learning, the workshops successfully integrate recruitment, diversity and specifically disability confidence and making adjustments. In 2016/17 over 200 Lloyd's managers successfully completed this programme. As a result, the disability

confidence of Lloyd's as an organisation and as a Market has grown considerably. The results include:

- Lloyd's now attracts increased numbers of disabled job seekers who are comfortable and confident in sharing information about their disability
- The number of reasonable adjustments requests Lloyd's received and responded to rose from zero to 117 in 2017
- Lloyd's extended the inclusive hiring workshops across the Lloyd's market supporting 15 market organisations to become inclusive recruiters.



### Judges' Comments

This was a great entry by Lloyd's of London, which is on this journey of becoming more disability confident because of its efforts to engage with organisations like RIDI. The judges admired how Lloyd's set and achieved its objectives through high-quality training and development. The entry also showed excellent evidence of the impact on the candidate experience, for example, by greatly increasing the number of requests for, and responses to reasonable adjustments in the workplace.



The finalists for this category were: Carmichael UK, Sopra Steria.



# Reasonable Adjustments In Recruitment

Making adjustments to all aspects of the recruitment process is not only the law, it is vital to the successful attraction and selection of disabled talent. This award recognises innovation in the provision of reasonable adjustments that make a big difference to the candidate experience.

## Winner: Manpower Group



Manpower enjoys a close working relationship with its client, JLR. When JLR HR manager, Zoe Miller met Enable at a local event aimed at improving employment opportunities for disabled people, she subsequently asked Manpower to work in collaboration to make opportunities at JLR more accessible.

Manpower liaised with Enable to inform them about roles available in JLR's Engine Manufacturing Centre (EMC) and the recruitment process, including the manual assessments and competency based face-to-face interviews.

Shortly afterwards, Enable identified several deaf candidates who successfully completed the online application with appropriate support. Manpower held a meeting with Enable to discuss what adjustments would be required for the first candidate, Gareth. With British Sign Language (BSL) being his first language, an interpreter would be required for all stages of the recruitment process. Manpower was subsequently made responsible for communications and organising appropriate adjustments.

Support for Gareth from Manpower included managing adjustments to the training and on-boarding process,

such as arranging a pre-employment occupational health assessment to ensure a safe working environment for him. Manpower also ensured that there was appropriate British Sign Language interpretation support when and where it was needed after the initial hiring process.

Through adjustments in the assessment, the training delivery, and in-job support, Manpower was able to place the first deaf candidate (Gareth) into a role at the EMC in June 2017. A further three hearing impaired candidates were placed in November 2017 and another hearing impaired candidate will be starting shortly.

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### Judges' Comments

Manpower demonstrated that they go the extra mile to help candidates and repeat it as required. They took an impressive approach to planning and implementing a number of reasonable adjustments throughout the recruitment process, which had a great impact on the candidate experience. Manpower showed good evidence of the sustainability of their approach, including making further adjustments to the assessments to make them more accessible to hearing impaired applicants, based on previous candidate feedback.

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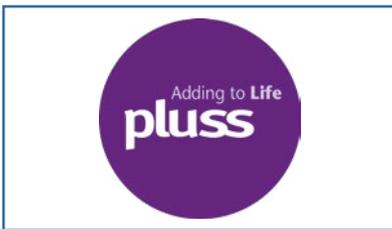
### The finalists for this category were:

Civil Service Workplace Adjustments Team, Kelly Services.

# Disability Specialist

From supported employment programmes to workplace schemes with employers, there are a wide variety of disability recruitment specialists in the UK. This award is for organisations that specialise in providing inclusive recruitment and employment services for disabled people as a core part of their activities.

## Winner: Pluss



Sponsor:



Pluss is a Social Enterprise that inspires thousands of people with disabilities to achieve their true employment potential. In the next five years, Pluss will help over 75,000 people move towards and into employment.

It believes that people of all abilities are inspired to achieve a career and helps them do this through a range of innovative employment programmes and social enterprises. Pluss is the UK's largest Social Firm, which means that half of its employees have a disability.

With 45 years' experience in disability employment, its frontline employees and supply-chain partners are extremely knowledgeable and passionate about supporting disabled candidates to achieve sustainable work. They are specifically trained to work with candidates with a range of complex disabilities and health conditions.

Pluss has just won the Work and Health Programme contract in Southern England and sub-contracts in London, Manchester and North-East England (co-financed by European Social Fund). It also delivers Work Choice in South and North England.

Pluss is the largest provider of 'Building Better Opportunities' programme that inspires thousands of people to rebuild their lives,

and return to education, training and work (funded by Big Lottery / European Social Fund).

It runs Project SEARCH in South-West England, which is an innovative internship programme that helps people with learning disabilities find work (run in partnership with a large local employer and training provider) with a 70% job outcome rate. It also delivers specialist employment services that inspire people with learning disabilities, autism and mental health issues to find work.

Pluss works with over 3,000 employers and is a national partner in the Government's Disability Confident campaign.

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## Judges' Comments

The judges loved the innovative programmes and projects Pluss is involved in, delivering jobs for disabled people, with a high success rate. This award highlights a great example of a disability recruitment specialist that is thriving in its aim to get significant numbers of disabled people into work. Pluss has a highly commendable determination to set a wonderful example to others by demonstrating that employing disabled people can positively help a company to grow and deliver outstanding results.

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## The finalists for this category were:

Enable - IPS Mental Health Employment Service, Equal Approach, Ways Into Work.





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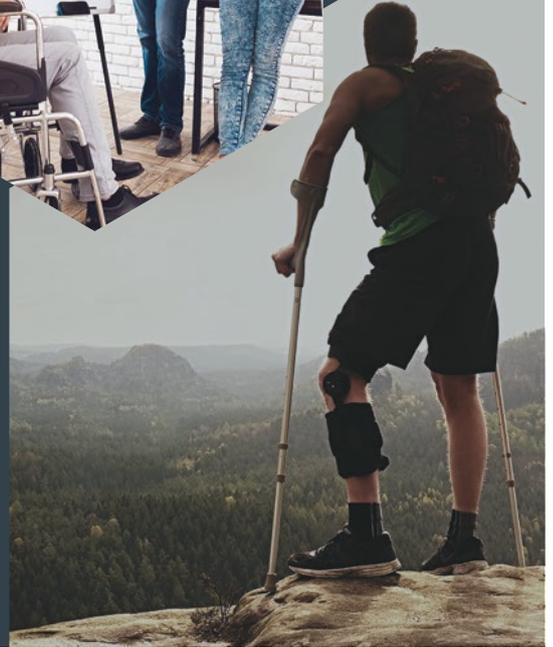
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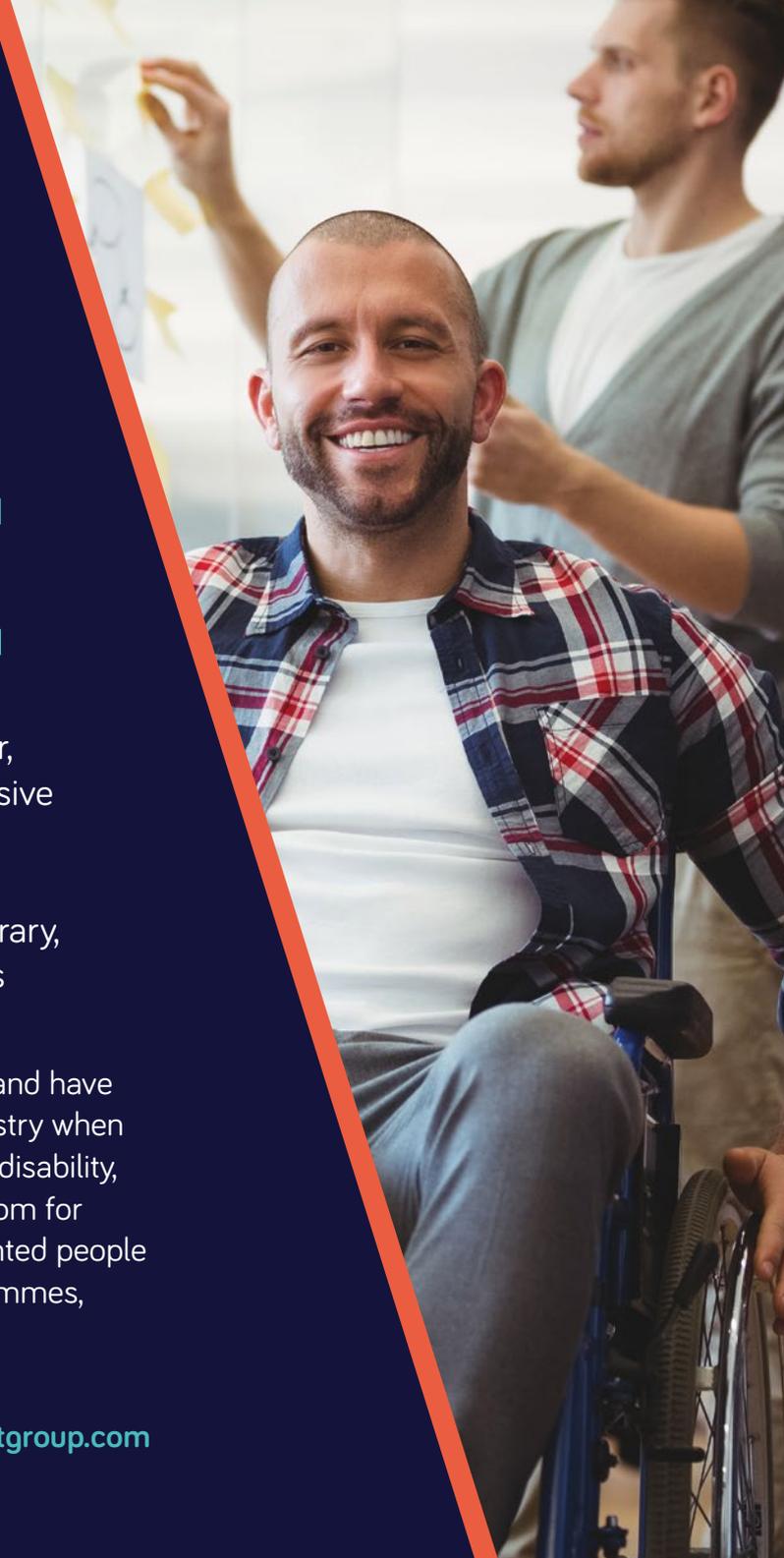
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As a leading recruitment outsourcing provider, Guidant Group can offer you direct and exclusive access to great jobs with some of the UK's top employers. From accountancy to admin, from warehousing to welding we have temporary, contract and permanent jobs available across almost every sector.

We are also a Disability Confident Level 3 Leader and have actively taken the lead within the recruitment industry when it comes to disability inclusion. Regardless of your disability, if you're hardworking and driven there is always room for you here. We're constantly on the look-out for talented people to join our team and to work on our clients' programmes, meaning there is no shortage of opportunity!

To apply to work at **#TeamGuidant** please email [workforus@guidantgroup.com](mailto:workforus@guidantgroup.com) or visit [jobs.guidantgroup.com](https://jobs.guidantgroup.com) to view our latest client vacancies.



"I was overwhelmed by how welcoming, understanding and friendly the team were. It wasn't long before I felt truly part of #TeamGuidant. As well as a speech and language disorder, having ADHD often comes with the stigma of 'misbehaviour' which is far from reality. Guidant overlooked the stigma and empathised, focusing on what I can do, rather than what I can't. It is for this reason that I now feel more comfortable about disclosing my disability in future roles."

Zoe Stabaler – Work Experience Student

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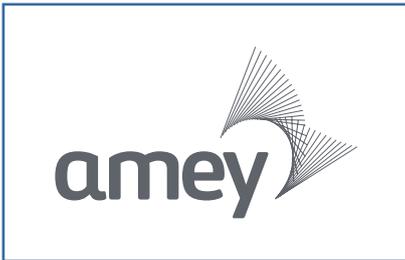
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# Greatest Impact

Sometimes tiny interventions at critical stages in the recruitment process can enable candidates to fulfil their potential. This award recognises the contribution of organisations that ensure disabled candidates can maximise their potential and make a full contribution. This year the winner of this award will be chosen by the judging panel and the audience at the RIDI Awards 2018 awards ceremony.

**Finalist:** Amey, Extending The Reach RIDI Award 2018 Winner



In 2016 Amey launched its supported disability-internship, Amey Streets Ahead. The internship had a life changing impact on the six students who took part and two of

them went on to gain permanent employment with Amey. The disability-internship is being repeated for 2017-8, and expanded to Amey's Liverpool office for 2018.

// Judges' Comments: Amey's initiative had a massive impact on the candidate experience of young disabled people. The judges were particularly impressed with how Amey reached young disabled people in order to help them gain vital experience.



**Finalist:** Carmichael UK, Individual Choice RIDI Award 2018 Winner



Carmichael UK went the extra mile to make sure Civil Engineer Jamie Winter got back into work after suffering from ill health that prevented him from working.

Their excellent support for the candidate is a great example of how a recruiter can create a tremendously positive impact for a candidate.

// Judges' Comments: This is an amazing example of breaking down barriers to help a talented person back into work after experiencing health problems. Carmichael UK isn't a disability specialist agency yet they brilliantly supported the candidate.



**Finalist:** John Lewis Partnership, Getting Started RIDI Award 2018 Winner



*John Lewis Partnership*

In 2016 the John Lewis Partnership embarked on a journey to make its recruitment process more accessible for disabled candidates. 12 months later the

organisation achieved its initial aim of becoming a Disability Confident employer. It now aims to become a Disability Confident Leader before the end of 2018.

**//** Judges' Comments: The judges felt this was a great, rounded entry. John Lewis partnership has taken a mix of small and big steps to make its recruitment process more accessible for disabled candidates over a relatively quick period. **//**

**Winner:** Manpower, Reasonable Adjustments in Recruitment RIDI Award 2018 Winner



Manpower worked in collaboration with Enable to make opportunities at JLR more accessible. Through adjustments in the assessment, training delivery, and in-job support, Manpower was able

to place the first deaf candidate into a role at the EMC in June 2017. A further three hearing impaired candidates were placed in November 2017 and another will be starting shortly.

**//** Judges' Comments: Manpower demonstrated that they go the extra mile. They took an impressive approach to planning and implementing a number of reasonable adjustments throughout the recruitment process, which had a great impact on the candidate experience. **//**

**Finalist:** Pluss, Disability Specialist RIDI Award 2018 Winner

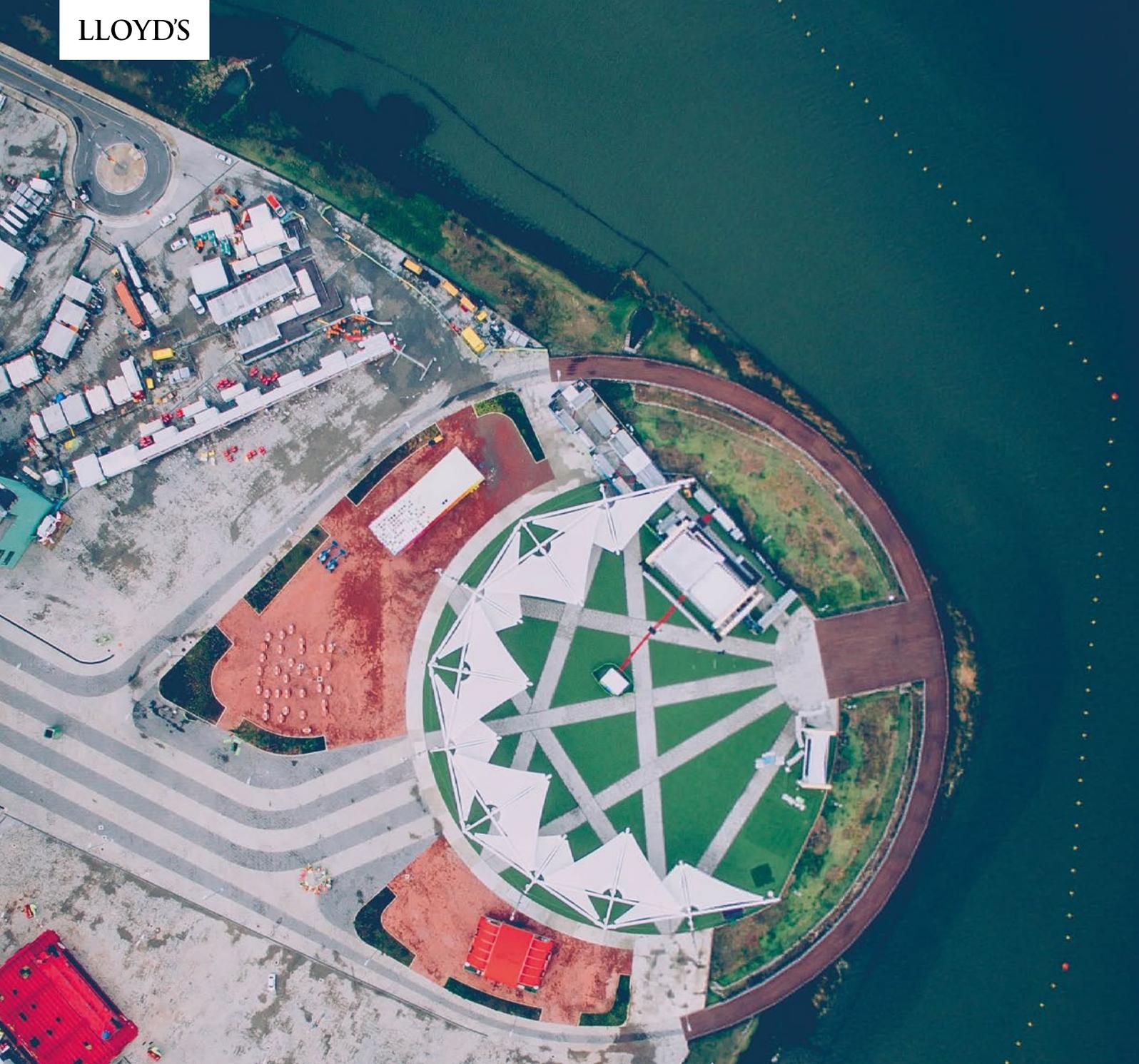


Pluss is a Social Enterprise that inspires thousands of people with disabilities to achieve their true employment potential. In the next five years, Pluss will help over 75,000 people move

towards and into employment. Pluss works with over 3,000 employers and is a national partner in the Government's Disability Confident campaign.

**//** Judges' Comments: The judges loved the innovative programmes and projects Pluss is involved in to deliver jobs for disabled people. This is a great example of a disability recruitment specialist getting significant numbers of disabled people into work. **//**





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We work across all industry sectors, both UK and internationally, establishing Oakleaf as the market leader by adopting a strong values-led business philosophy that we all live and work by. We are proud to be a Sunday Times Best Small Company to Work For for the third year running, with 3 stars for employee engagement.

  
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# We're putting energy into diversity

**e.on**



At E.ON, diversity inspires us. It brings us fresh perspectives that help us to better represent the communities we serve. That's why we're committed to creating a culture in which everyone can reach their full potential.

We work hard to attract the widest candidate pool and deliver the fairest recruitment process. Our people can expect an open working environment that gives them a voice. And when we get feedback, we act on it. Like when we started a dedicated network to support carers. Or when we worked with the Dyslexia Association to give people with the condition the help they needed.

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MANPOWERGROUP DOING WELL BY DOING GOOD

## Changing perceptions about disabled talent



ManpowerGroup

Disabled people are more than twice as likely to be unemployed as non-disabled people. ManpowerGroup has been supporting visually impaired individuals with workshops to enhance their CVs, brush up their interview skills and build their confidence to re-enter the workforce. An annual visually impaired cricket match hosted by ManpowerGroup also promotes the skills, talent and experience disabled people can offer employers facing ever increasing skills shortages.

Ready for Work    Skilling Up    Integrating and Including

# BLUESKY > PR

As the UK's leading experts in PR and communications for the recruitment, HR and talent management sectors, BlueSky PR is the proud PR partner to the Recruitment Industry Disability Initiative.

CONTACT CARLY SMITH AT BLUESKY PR:

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Recruitment Industry  
Disability Initiative

AWARDS 2018

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