

CREATING DISABILITY CONFIDENT RECRUITERS



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Welcome

A warm welcome to the Recruitment Industry Disability Initiative (RIDI) Awards 2019. The RIDI Awards are still the UK's only awards programme that exclusively celebrate recruiters' and employers' commitment to becoming disability confident and improving the prospects of jobseekers who are disabled. This year's awards ceremony is the climax of our year. It marks a wonderful opportunity to celebrate RIDI's success in the last twelve months to make the world of work a more accessible place for people with disabilities.

Kate Headley

Chair of Judging Panel,
The Recruitment Industry
Disability Initiative



The past 12 months have seen another monumental chapter of RIDI's history unfold as we have continued to expand our programme of work to support the inclusion of talented people with disabilities in the work place.

For example, this past year has seen us host a series of successful showcase events throughout the UK. Linked to the awards programme, our showcase events were a good opportunity for our winners to share their best practice and what they have learnt with a new, wider audience.

RIDI members Guidant Global and Paul Awcock (Head of Talent Sourcing, Lloyd's) organised an event in partnership with Bristol City Council in November 2018. At the event the council shared insights on the benefits of recruiting people with disabilities, and offered guidance on the small but important changes required to tap into this valuable talent pool.

We also ran a roundtable event for RIDI partners on Enabling Technology in October 2018, where business leaders from RIDI members Recite Me and Clear Talents spoke about how the right technology can make recruitment more accessible. We held our first-ever parliamentary reception in November 2018, hosted by Sarah Newton MP, Minister for Disabled People. The event saw over 200 people (both recruiters and employers) attend and those present could see the real momentum of positive change and engagement in the room.

And we launched the **RIDI 100 programme** as we continue to welcome new disability confident recruiters to our initiative. RIDI 100 offer recruiters the chance to support our mission and associate their brand with RIDI by becoming a RIDI 100 partner. Becoming a RIDI 100 partner gives organisations access to a unique partnership package with a range of benefits. It's a great way for recruiters to demonstrate their commitment to becoming disability confident. After a successful start to RIDI 100 last year, we are keen to build momentum on this throughout 2019.

Finally, congratulations to all who entered the RIDI Awards 2019, all the finalists here tonight and of course our fantastic winners.



Our partners

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

Gold partners

Silver partners

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Bronze and supporting partners

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Judges panel

The Recruitment Industry Disability Initiative (RIDI) has one purpose: to break down the barriers people with disabilities face in the recruitment industry. RIDI is flourishing, with more best practice events and strategic partnerships than ever, which are in turn helping us reach a wider 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 2019 and served on the judging panel. As judges they had a big task at this year's judging panel as the awards again saw many high-quality entries. Thank you to all of them for giving their time and effort to decide the amazing set of finalists and winners for 2019.

Kate Headley

Director of Consulting,
The Clear Company

Paul Awcock

Head of Talent
Sourcing, Lloyd's

Simon Blockley

Guidant Global

Melanie Forbes

Group Managing
Director, Rullion

Tom Hadley

Director of Policy &
Professional Services
at the Recruitment
& Employment
Confederation

Jane Hatton

Director,
Evenbreak

Janet Hill

Civil Service HR,
Cabinet Office

Mark Lomas

Head of Equality,
Diversity & Inclusion,
HS2 Ltd

Ty Jones

Director of Corporate
Social Responsibility
and Engagement,
DWF

Julian John

Founder & Managing
Director of Delsion

Morgan Lobb

CEO,
VERCIDA

Heather Lacey

Global Entity
Senior Coordinator,
Eversheds Sutherland

Congratulations to our 2019 finalists



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
- Disability Confident
- Training & Development
- Individual Choice
- Disability Specialist
- Reasonable Adjustments in Recruitment
- Supply Chain Management

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

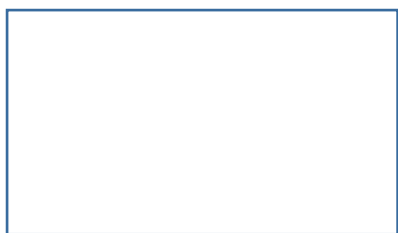
// The RIDI awards are part of a year-long campaign to create disability confident recruiters. Since RIDI first ran awards in 2011, the awards have steadily grown each year. 2019 has yet again seen a broad of high-quality entries and yet again the judging was challenging. We think all the entrants really are winners and there are some wonderful ideas to be learned from each entrant, which will be shared beyond our awards night. **//**



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. The award recognises the different stages organisations are on when they commence their journey towards inclusive recruitment best practice and it celebrates the small, as well as the large steps taken over recent years.

Winner: 24-7 Recruitment Services



24-7 Recruitment Services operates as an employment business within the supply chain industry, supplying thousands of industrial workers to major distribution sites across the UK.

24-7 Recruitment Services' journey to become disability confident started in May 2017, when it became a Disability Confident Committed Employer. And straight after that it went on to launch a diversity and inclusion programme and trials to showcase success stories to its clients around the country.

24-7 Recruitment Services convinced a number of its clients to work with the company to make jobs more accessible to people with disabilities. It also proved that people with disabilities can add as much value to a workplace as colleagues who don't have a disability and that simple adjustments can go a long way.

24-7 Recruitment Services approached and developed strong relationships with a number of support organisations (charities, colleges, local authorities). Each of these helped the company identify suitable candidates, provided advice on adjustments and individual needs and even ensured their presence during induction and training, when needed.

Since 24-7 Recruitment Services became a Disability Confident Committed Employer and delivered its first trial, the company has taken on nearly 60 people with disabilities across 11 locations. Whilst many other clients have signed up to the initiative and committed to make adjustments to accommodate the needs of candidates who are disabled.

The company has gone on to become a Disability Confident Employer, received Employer of the Month National Award from Mencap, and it was shortlisted for The Inclusive Service Provider of the Year Category in Disability-Smart Awards last year.

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Judges' Comments

The judges felt this was an exceptional example of a Disability Confident Committed Employer developing great relationships to significantly increase the provision of meaningful employment opportunities for people with disabilities. The judges were especially impressed with how 24-7 Recruitment Services has made such a big impact for people with disabilities in a relatively short space of time. This is even more satisfying to see because 24-7 Recruitment Services recognised that people with disabilities are underrepresented in the distribution industry and took commendable steps to address this imbalance.



The finalists for this category were:
Computacenter and Kingsley Consulting.

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 talented people with disabilities.

Winner: Civil Service Fast Stream



Just 16% of adults who are on the autism spectrum are in full time work. It is a hugely concerning picture that the Civil Service was committed to addressing via its autism internship programme, not just within the Civil Service, but also by providing an example to the wider UK employment market. By leading the way in this area the Civil Service has extended its reach and made a real difference.

After a successful pilot phase, 2018 represented a step change in implementation. It has now been mainstreamed, with a 90% increase in participating interns, to 20 - to be expanded further to over 40 in 2019 - as well as being lengthened by 50% to three weeks.

In total, since initial piloting, 46 interns have undertaken the scheme, providing workplace exposure and up-skilling, with ten government departments successfully engaging with the internship. These departments include the Department for Education, Department for Transport, Department for Business, Energy and Industrial Strategy, HM Revenue and Customs, Home Office, and Department for Work and Pensions.

Highly encouraging results have emerged. Overall, research carried out by Ambitious about Autism showed that 84% of known programme participants had achieved a job role, placement or study opportunity following the internship, within and outside the Civil Service.

The Civil Service believes this growing programme will continue to make a real difference to the interns and also to the organisation, through supporting but also positively utilising the participants' greatly valued contributions.



Judges' Comments

The judges recognised that this was a really well constructed award entry submission by the Civil Service. It shows great and continued success with very compelling statistics that demonstrate the detail and scale of the success of the work the Civil Service is doing to improve job prospects for people with disabilities. It's great to see a previous RIDI Award winner continue with their focus on and commitment to autism. The judges also felt it was great to see 100% of staff managers within the Civil Service now have a greater knowledge of Autism and its symptoms.

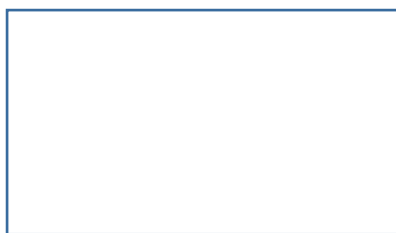


The finalist for this category was:
Guidant Global.

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: HS2 Ltd



As a Disability Confident Leader, HS2 has great potential to influence and lead in disability inclusion on a national level for years to come, by enabling and facilitating best practice with its large supply chain.

HS2 has supported the Disability Confident campaign in a range of ways. It has delivered events, plus commissioned workshops and in-depth auditing of its EDI and disability inclusion practices, including recruitment. HS2 ensures the organisation keeps track of reasonable adjustments it makes for its employees, and it also makes sure it produces accessible information and that its internal processes are accessible to all.

Being strong on inclusion gives HS2 the credibility to promote and enable disability confidence in its supply chain. It has taken a number of steps to ensure its suppliers are inclusive in employing and recruiting people with disabilities, including participating in 'Meet the candidates' events with the Business Disability Forum. And HS2 has stipulated that all organisations within its supply chain achieve a mandatory Level 2 of Disability Confidence as part of the contract delivery.

As a result of HS2's actions it has helped increase its disability HS2 2gether network

numbers to over 50 members between Birmingham and London, which is more than double the number of registered members from the previous year. And with new events scheduled throughout 2019 HS2 knows it will strengthen its reputation as an inclusive employer.

These steps have given HS2 a solid base to promote and facilitate disability inclusion and promote the Disability Confident Employer scheme externally.

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Judges' Comments

It was clear for the judges to see HS2's dedication to ensuring it recruits, supports and retains talented people with disabilities. From the initial stages of recruiting candidates with disabilities to supporting people who have long-term health conditions, HS2's focus on creating a culture of trust and open conversation is inspiring. HS2 has truly set a precedent and an example that should be followed. It is no doubt moving other organisations to follow suit and demonstrate real leadership in disability confidence and inclusion by utilising the Disability Confident Employer scheme to drive real change.

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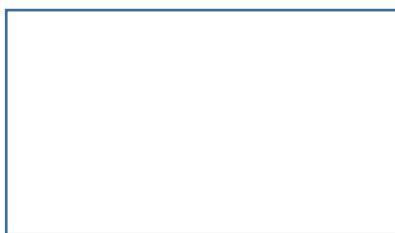
The finalists for this category were:

Acacia Training Ltd and Enbarr Enterprises, Sopra Steria Recruitment.

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 of people with disabilities.

Winner: Digital Accessibility Centre



The Digital Accessibility Centre is always looking to develop the existing skillset of its employees, From developing Team Leaders from Accessibility Analysts, giving them room to progress their careers and offering them responsibility and the opportunity to grow.

Many of the Digital Accessibility Centre's testers have been taught by the organisation to use assistive technology to an advanced level. The vast majority of its employees have a disability and the organisation takes that disability and turns it into a strength. This gives employees both purpose and confidence. Over time, they grow to become experts in the field of assistive technology software and its practical application.

The training that the Digital Accessibility Centre delivers also enables its employees to help others in their team to attain higher levels of competence in their specific field. The Digital Accessibility Centre works at identifying opportunities for its employees to branch into additional fields, such as representing the Digital Accessibility Centre at speaking events for example. This also enables staff to further develop their profile not only on a personal level but also at a professional level within the field of accessibility, diversity and inclusion.

Employees are given an individual training plan that can be taken at their own pace with the support of internal trainers. This allows employees to improve their skills within accessibility, the business in general and their career, whilst also gaining roles based on strengths and interests. Each training plan is reviewed at regular intervals, and if needed, changed to reflect changes in the Digital Accessibility Centre's employees lives and health conditions. This removes pressure and enables staff to focus on the 'here and now' rather than worrying they may not be on track against their plan.

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Judges' Comments

Not only does the Digital Accessibility Centre employ a large proportion of people with disabilities, it also provides tailored opportunities for those employees to develop and grow, offering the potential for career progression. Training is tailored to reflect employees' personal strengths and aspirations, and delivered in a way that is flexible and responsive to individual needs. Overall, this is a brilliant example of how the right training and development can help people with disabilities to flourish in the workplace.

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The finalists for this category were:
Bristol City Council and Carmichael UK.

Individual Choice

Job seekers who have a disability 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: 24-7 Recruitment Services



24-7 Recruitment Services operates as an employment business within the supply chain industry, supplying thousands of industrial workers to major distribution sites across the UK. It is one of very few employment businesses (and employers in general) in the industry actively promoting the benefits of a diverse, inclusive and disability-aware workplace.

24-7 Recruitment Services launched an Inclusive Workplace Initiative as a trial in October 2017. Since then the initiative has expanded to 11 locations (sites), helping over 50 people who are disabled and disadvantaged to secure employment.

DHL Arcadia D.C. is one of the sites that agreed to support 24-7 Recruitment Services' initiative. The management team of the site has fully embraced 24-7 Recruitment Services' vision to make the workplace truly inclusive and supported its proactive approach to attracting talented people with disabilities. Since April 2018, 24-7 Recruitment Services' has employed four colleagues at the site, specifically three people with hearing impairment on a full-time basis, and one part-time colleague with a learning disability. Two of the colleagues have already been offered permanent contracts with the client.

The individuals who have benefited greatly from 24-7 Recruitment Services' approach include Rob Evans, who is profoundly deaf. After joining the team he was offered a permanent contract with a client in recognition for his good work just a few months after starting the job.

He said: "I have been working at Arcadia Distribution Spectrum since August 2018. I was very pleased that 24-7 Recruitment Services provided me with this job. All this time the company has supported me, looked out for me and helped me if I ever needed anything. It is great to have a job and to get paid for it. I am very grateful to 24-7 Recruitment Services for giving me this opportunity and now thanks to them I have a permanent job."



Judges' Comments

The judges felt this was an extremely impressive and uplifting entry supported by very powerful case studies and testimonials. It was fascinating to see how the use of workplace adjustments enabled employment trials to move seamlessly into a framework of sustained and lasting job outcomes. It was also great to see that with the right support in place individuals were empowered to deliver unique and valuable contributions within a number of different workplace settings.

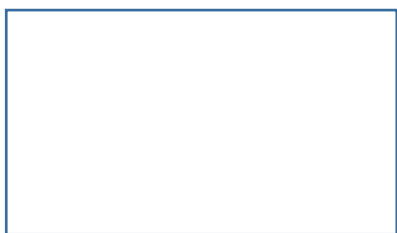


The finalists for this category were:
Bristol City Council and CarmichaelUK.

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 people with disabilities as a core part of their activities.

Winner: CLARITY



CLARITY is a social enterprise and charity that has been employing, training and supporting people with disabilities since 1854.

It creates the UK's most ethical personal care and household brands and believes that all people with disabilities should have an opportunity for employment and the chance to do something great. CLARITY has a rich history of supporting people with disabilities into employment, having helped thousands of people with disabilities since it was founded. CLARITY currently employs 110 staff, 91 of whom (83%) have a disability.

CLARITY's vision is that all people with disabilities have an opportunity for employment, which is driven by the fact that currently the disability employment gap is around 30%! CLARITY offers people with disabilities experience, skills, confidence in the workplace and employment. But, crucially, it also provides a highly supportive work environment that goes well beyond the norm. This means CLARITY takes a holistic approach to giving people with disabilities the skills they need to succeed in life.

Whilst CLARITY has a rich legacy in training and employing people with disabilities, it is a forward-looking organisation with ambitious plans to do more and widen the impact of its work. CLARITY now wants to continue to provide staff training, and build its own training suite for staff, which will also provide training opportunities for people with disabilities and others with low skills in CLARITY's local community.

CLARITY's holistic approach helps people with disabilities to thrive in work as well as their day-to-day lives, and it is passionate about building on its success in this area in future.



Judges' Comments

CLARITY showed real purpose and vision in what it does as a heritage business with fantastic experience in supporting, training and developing people with disabilities. The entry also showed great feedback from its employees about the difference and impact CLARITY has had on their lives. CLARITY has been doing great things for a long time so the model is completely sustainable. However, they now want to launch a training suite with the intention of getting 40% of their workforce into mainstream employment. It's a truly inspiring organisation on a truly inspiring mission.



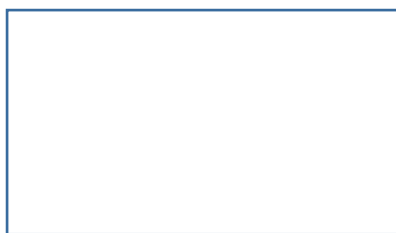
The finalists for this category were:

Disability Accessibility Centre
and Enbarr Enterprises.

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 talented people with disabilities. This award recognises innovation in the provision of reasonable adjustments that make a big difference to the candidate experience.

Winner: Virgin Media



In 2017 Virgin Media conducted a thorough review of how it supported customers and employees who have a disability. The review showed that the inconsistent and slow application of workplace adjustments was significantly impacting on its employees with disabilities and the company's ability to attract and recruit people with disabilities into the business.

To address these findings, over the past 18 months Virgin Media has been transforming its approach to reasonable adjustments in the workplace. And it has been working with its recruitment partners to ensure these changes are in place right from the very start of a candidate's experience with the company.

Through the implementation of a dedicated Workplace Adjustment Specialist role and a new process, Virgin Media is delivering adjustments quickly and effectively. And it is able to observe trends that will further improve the identification and application of adjustments. Working collaboratively with its volume recruitment partner TMP has reduced adjustment wait times from 12 weeks to one, meaning Virgin Media is better able to attract and retain talented people with disabilities.

Virgin Media is also creating an environment of trust to ensure candidates and current employees feel confident to say what adjustments they need. This includes a visible commitment to employing people with disabilities, high profile partnerships with Scope, Valuable and the British Paralympic Association, and creating Virgin Media's own disability network.

Virgin Media is taking disability seriously and is influencing other businesses to create barrier-free inclusive workplaces where people with disabilities can be themselves and thrive at work.



Judges' Comments

This entry was an overwhelmingly impressive case study in how to positively transform the candidate experience into a truly great one. Virgin Media demonstrates the impact of thoughtful engagement to enable talent, implementing an inclusive, confident and sustainable approach to the provision of workplace adjustments. This is an excellent example that many other organisations should consider following in order to completely transform their approach to reasonable adjustments in the workplace.

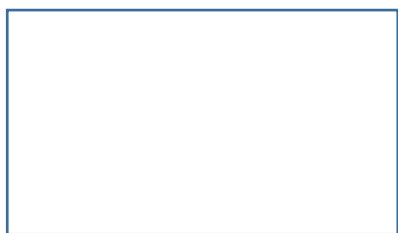


The finalists for this category were:
GSK and Department for Transport.

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 talented people with disabilities, whilst recognising the business case in doing so.

Winner: HS2 Ltd



HS2 is delivering the largest infrastructure project in Europe over the next 20 years. It has a mandate to set a new standard in Inclusive Procurement and its approach to EDI compliance and supplier diversity is setting a new benchmark for the UK.

HS2 calls its approach Inclusive Procurement, with EDI embedded into each stage of the procurement process. HS2 is focussed on removing barriers and supporting its supply chain to perform, and it is seeing excellent results even at this early stage of the programme. HS2's approach to Inclusive Procurement has allowed it to so far meet its strategy goal of having HS2 contracts over index industry levels of diversity.

As a result of this construction contractors have recruited 24.5% of women employees, 5% employees with disabilities and 15% BAME employees, compared to 13%, 2% and 6% respectively as an industry average. This approach is producing results that exceed industry averages, and it is now fully embedded at HS2 and influencing the wider sector.

HS2 continues to encourage and set KPI's for its supply chain to improve in every area of EDI and continually challenge the company to grow insight and share best practice. As part of its approach to inclusive recruitment HS2 has also set new targets and requirements on its recruitment supply chain managed by Comensura. These include improved diversity monitoring, improved attraction of groups of people with disabilities and enforcing web accessibility standards amongst its agencies.

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Judges' Comments

The judges were very impressed with HS2, which showed an incredibly strong commercial entry with evidence of great progress and continued focus on recruiting people with disabilities. This has led to an impressive year-on-year increase in employees with disabilities by an average of 3%. HS2 is setting industry standards with its detailed and diligent approach to managing its supply chain, which is influencing its entire supply chain to actively attract and confidently recruit people with disabilities.



The finalist for this category was:
Virgin Media.



Introducing...

The 100 partnership

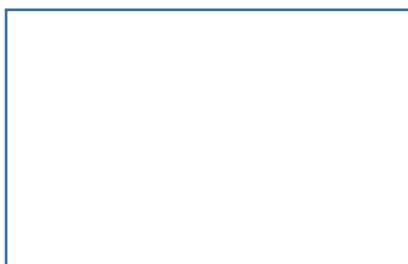
By becoming a RIDI 100 partner
you can support our mission
to build disability confident
recruiters and have year-round
brand association with RIDI.

#Jointhe**100**

Greatest Impact

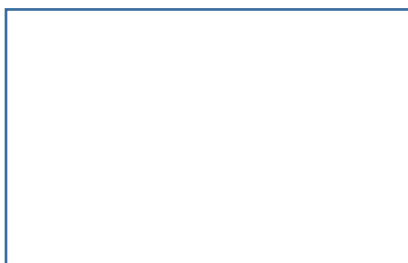
This award recognises the contribution of organisations that ensure candidates with disabilities can maximise their potential and make a full contribution. This year the winner of this award will again be chosen by the judging panel and the audience at the RIDI Awards 2019 awards ceremony.

Finalist: CLARITY, Disability Specialist RIDI Award 2019 Winner



CLARITY is a social enterprise and charity that has been employing, training and supporting people with disabilities since 1854. CLARITY has helped thousands of people with disabilities since it was founded and it currently employs 110 staff, 91 of whom (83%) have a disability.

Finalist: Virgin Media, Reasonable Adjustments in Recruitment RIDI Award 2019 Winner



Over the past 18 months Virgin Media has been transforming its approach to reasonable adjustments in the workplace. The company is taking disability seriously and is influencing other businesses to create barrier-free inclusive workplaces where people with disabilities can be themselves and thrive at work.

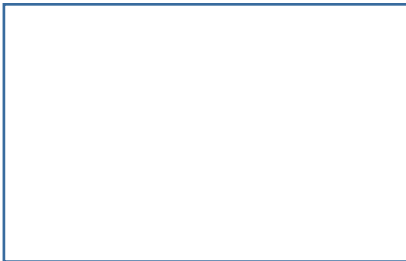


Finalist: 24-7 Recruitment Services, Getting Started and Individual Choice RIDI Awards 2019 Winner



24-7 Recruitment Services operates as an employment business that supplies thousands of industrial workers to major distribution sites across the UK. The company has become a Disability Confident Employer, received Employer of the Month National Award from Mencap, and it was shortlisted for The Inclusive Service Provider of the Year Category in Disability-Smart Awards last year.

Finalist: Civil Service Fast Stream, Extending The Reach RIDI Award 2019 Winner



Just 16% of adults who are on the autism spectrum are in full time work. The Civil Service was committed to addressing this via its autism internship programme. By leading the way in this area the Civil Service has extended its reach and made a real difference.

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