



MEETING PAPER

Subject: Disability Confident

Meeting: Personnel Committee

Date: Thursday 3 August 2023

~~CONFIDENTIAL~~/NON-CONFIDENTIAL

Background/Introduction

The Personnel Committee has been asked to consider whether Lowestoft Town Council should sign up to be Disability Confident.

To inform its decision making, the Committee has requested further information on the scheme and how to achieve level one.

Details

Disability Confident is a Government initiative to inspire a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people.

In joining the scheme, the Town Council would be pledging to:

- Challenge attitudes towards disability.
- Increase understanding of disability.
- Remove barriers to disabled people and those with long-term health conditions.
- Ensure that disabled people have the opportunity to fulfil their potential and realise their aspirations.

The Disability Confident scheme helps businesses to:

- Draw from the widest possible pool of talent.
- Secure and retain high quality staff who are skilled, loyal and hard-working.
- Save time and money on the costs of recruitment and training by reducing staff turnover.
- Keep valuable skills and experience.
- Reduce the levels and costs of sickness absences.
- Improve employee morale and commitment by demonstrating that they treat all employees fairly.

The scheme has three levels and each level must be completed before moving onto the next. The first level is Disability Confident Committed.

To be recognised as Disability Confident Committed, the Town Council must agree to the Disability Confident commitments and identify at least one action it will carry out to make a difference for disabled people. The commitments are as follows:

- Inclusive and accessible recruitment.
- Communicating vacancies.
- Offering an interview to disabled people.

- Providing reasonable adjustments.
- Supporting existing employees.

The activities include the following, the Town Council must identify at least one it will carry out:

- Work experience.
- Work trials.
- Paid employment.
- Apprenticeships.
- Job shadowing.
- Traineeships.
- Internships.
- Student placements.
- Sector-based work academy placements.

Upon signing up to be Disability Confident Committed, the Town Council would receive confirmation of its membership and a certificate of recognition, a Disability Confident Committee badge to use on its business stationery, social media and communications for three years and information to help the Town Council continue its journey to becoming a Disability Confident employer.

A separate guidance document has been provided which gives further information about achieving level one.

Recommendations/Decision

The Personnel Committee is asked to consider making a recommendation to Full Council to sign up to becoming Disability Confident Committed.