

DISABILITY CONFIDENT SCHEME



The Disability Confident scheme supports employers to make the most of the talents disabled people can bring to the workplace and supersedes the Two Ticks scheme. Whether an employee has become disabled during their working life or the business is looking for new recruits, by signing up to the scheme it can help businesses positively change attitudes, behaviours and cultures towards disabled people. Essentially the scheme is a recognition given to employers who are positive about disabled people.

HOW TO BECOME DISABILITY CONFIDENT

There are 3 Levels to the scheme and the business must complete each level before moving onto the next.

LEVEL 1: DISABILITY CONFIDENT COMMITTED

To be recognised as Disability Confident Committed the employer has to agree to the following commitments and identify at least one action that they will carry out to make a difference for disabled people.

- Inclusive and accessible recruitment
- Communicating vacancies
- Offering an interview to disabled people
- Providing reasonable adjustments
- Supporting existing employees

The activities include (they must identify at least one):

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

The business may be doing these things already; therefore it's a way of letting everyone know that they're serious about equal opportunities for disabled people.

LEVEL 2: DISABILITY CONFIDENT EMPLOYER

Progression to this level is by the employer self-assessing their organisation around 2 themes:

- Getting the right people for the business
- Keeping and developing their people

Disability Confident Employers are recognised as going the extra mile to make sure disabled people get a fair chance.

Having completed the online self-assessment, the business will be registered as a Disability Confident Employer for 3 years.

LEVEL 3: DISABILITY CONFIDENT LEADER

A Disability Confident Leader will be acting as a champion within their local and business communities.

To reach this level they'll need to:

- Have their self-assessment validated by someone outside of the business
- Show what they've done as a Disability Confident Leader.

Ultimately, once recognised as a Disability Confident Leader the employer will be sent a certificate in recognition of their achievement, a badge for their website and other materials for 3 years.

Source: www.gov.uk