



**Disability Confident  
Make a Difference**

# Aim of session

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- Tell you about Papworth Trust and our history supporting disabled people
- What it means being a Disability Confident employer
- The benefits of employing staff from a wider pool of talent
- What is the government Disability Confident Scheme
- And what are the next steps to achieve Disability Confident status
- How Papworth Trust can support you



# About Us

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Papworth Trust - a leading disability charity that supports hundreds of people, their families and carers every year with Over 100 years supporting disabled people into employment.

**Our vision** is for a world where disabled people are seen for who they are.

**Our mission** is to support disabled people to have equality, choice and independence.



# Who we are

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In 1917, the visionary Sir Pendrill Varrier-Jones, opened a tuberculosis colony in the village of Papworth Everard.



[Our History \(papworthtrust.org.uk\)](http://papworthtrust.org.uk)

# Our Impact



Area	Support	Impact
Day Opportunities	Over 350 people regularly attend our sessions	Increased independence, access to new activities, reduction in social isolation, learning new skills
Care	We support 34 people with complex needs, delivering over 3,500 hours of care a week	Increased independence, reduced reliance on others, increased dignity and control
Employment	We will support 500 disabled people into paid employment this year	Work gives people choice and improve mental and physical wellbeing
Housing	471 Accessible homes. Developing new housing units to improve supply	Removes barriers to work, improved wellbeing and social interaction

# Disability Facts and Figures

Papworth Trust

**1 in 3** of the working age population in England report having at least one **long-term health condition** **over 11m people**

Almost **1 in 6** people of working age have a diagnosable mental health condition

The spending power of disabled people and their families is **£249bn**  
Department for Work and Pensions

Less than **10%** of disabled people use wheelchairs

**100** people begin losing their sight every day

**Hearing loss** is a major public health issue affecting **10 million people**

**83%** of people acquire their disability while in work  
gov.uk/disability-confident

**1 in 3** of employees with a long term health condition have **not discussed it with their employer**



**73%** of employers who made work-related adjustments for employees said it was easy to do so  
gov.uk/disability-confident

# Dispelling the myths

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- It's too expensive to employ disabled people
- Disabled people do not want to work and have too much time off sick
- Disabled people would not be accepted in our workplace
- It would take up too much time
- It's too difficult



# What is Disability Confident

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Disability Confident was launched in 2013 replacing the 'Two Ticks scheme, the scheme:-



Disability Confident is a government scheme that helps employers attract, recruit and retain disabled staff.

It provides advice and information to help organisations think differently about disability and how to make the workplace more accessible.





# What is Disability Confident

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- Helps employers make the most of the opportunities provided by employing disabled people.
- Provides employers with the confidence, skills and tools they need to help them recruit and retain disabled staff
- Challenges misconceptions towards disability and employment
- Increases understanding and awareness of disabilities, both mental and physical
- Supports employers to make the most of the talents/insights disabled people can bring to the workforce



# Benefits

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Tap into a huge resource of people who want to work

Access high quality staff who are skilled, loyal and hard working

Improve your reputation by demonstrating your commitment to fair employment practices

Help address your Corporate Social Responsibility

Create a workforce that reflects the diverse range of customers it serves and the community in which it is based

Support your disabled employees and show you are committed to them

Help comply with legislation

Support tenders – membership can be seen as a positive

Enhance your culture and give your employees another reason to be proud to work for you

# How does it work?

The Disability Confident scheme has three levels. You must complete each level before moving on to the next.



## **Level 1: Disability Confident Committed**

Sign up to the Disability Confident commitments and identify at least one thing you'll do that will make a difference for disabled people.



## **Level 2: Disability Confident Employer**

Self-assess your business against the themes of getting the right people for your business, and keeping and developing your people.



## **Level 3: Disability Confident Leader**

Be seen as a champion in your local and business communities.

When you complete each level you will receive a certificate in recognition of your achievement, a badge to use on your website and other branding materials for 12 months (Level 1); 24 months (Level 2); or 36 months (Level 3).

You can start your Disability Confident journey by [signing up online](https://www.papworthtrust.org.uk/disability-confident/sign-up).

# Level One Commitments

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## **Level One – Disability Confident Commitments**

Ensure your recruitment process is inclusive and accessible

Communicate and promote vacancies

Anticipate and provide reasonable adjustments as required

Offer an interview to disabled people

Support any existing employee who acquires a disability or long term health condition, enabling them to stay in work

## **How do we do it?**

- Decide to make a commitment
- Get buy in from your management team and organisation
- Sign up online
- And you are on your way!



Level 1

[Sign-up through Gov.UK](https://www.gov.uk/disability-confident)

Starting your Disability Confident journey

5 Actions and  
at least one  
activity that  
will make a  
difference.

Department for Work & Pensions

**Disability Confident employer**

Fill in this form to confirm you have completed your self-assessment as a Disability Confident employer.

**About your business**

Business name (required)

Contact name (required)

Business email (required)

Business phone



Badge and certificate for  
1 year

# Level two commitment

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## **Level Two – Disability Confident Employer (Self Evaluation)**

Self assess where you are now.

The self-assessment is grouped into **2 themes**:

Theme 1 – getting the right people for your business

Theme 2 – keeping and developing your people

For each of the 2 themes, you'll need to agree to take all the actions set out in the core actions list and at least 1 from the activity list.

### **How do we do it?**

- Set out your long-term strategy around disability and how you plan to achieve it
- Complete online forms
- You are on your way!



Level 2

Employer self-assessment two themes:

- Getting the right people for your business
- Keeping and developing your people.
- Offering at least one activity that will make a difference.

### What happens next?

When you have completed level 2, you will need to [follow this link to Gov.UK](#) to confirm that you:

- have undertaken and successfully completed the Disability Confident self-assessment
- are taking all of the core actions to be a Disability Confident employer
- are offering at least one activity to get the right people for your business and at least one activity to keep and develop your people.

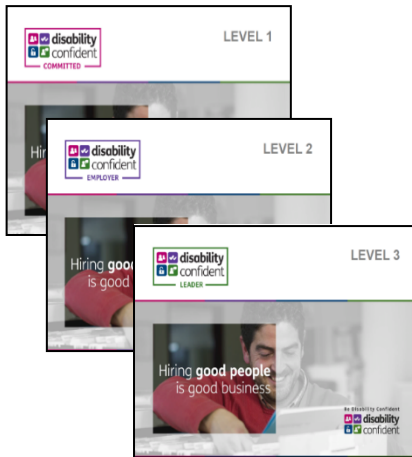


## Level Three – Disability Confident Leader (Externally Validated)

- Partner with an external validator
- We recommend you undertake an internal assessment
- Undertake an external assessment
- Achieve award or implement any action plans and undertake re assessment
- Continue to develop how you support disabled candidates/employees
- Share your experiences and encourage others to join







Level 3

Outside challenge  
of your  
self-assessment  
and demonstration  
of your Leadership  
activity.

- Acting as a champion within your local and business community
- Engaging your supply chain and your networks
- showing disabled people that you are serious about leading the way
- about helping other businesses to become Disability Confident.



Badge and certificate for  
3 years

# Success stories

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**Cindy** was a lone parent and had been out of work for a number of years as she was raising her children. Prior to having children she worked in retail but left as she had a car accident and suffered with back problems and had limited mobility in particular using stairs. When at an interview for a new job the employer was initially concerned as the staff room was up a flight of stairs. She had all the skills he was looking for and agreed to adjust her break times giving her an additional 10 mins. Cindy has now been part of the team for a year and loving her job.

**Connor** has a speech impediment and lacks confidence and communicates with just yes/no answers. Connor loves to garden and had previous experience in this area. A local Grounds Maintenance company was recruiting and was impressed by Connor's CV. We arranged with the employer to adjust the interview questions for Connor to be able to deal with and this was successful. Connor is getting on great working within a team

73% of employers who made work related adjustments said it was easy to do

**Only small adjustment were needed to make a great success!!**

# How we can work together

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As a Disability Confident Level 3 employer we can help you join over 20,000 organisations that have signed up.

We offer...

Fee free recruitment supporting you to fill your vacancies

Disability employment advice

Fundraising partnership opportunities to energise your staff

Knowledge bank of resources locally to support

Help achieve Corporate Responsibilities

Disability Confident organisations play a leading role in changing attitudes for the better.

# Employer Success

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A small family run restaurant in Peterborough, were looking for a Kitchen Assistant to assist the chef in basic food preparation and cleaning. They were struggling to recruit as it was very part time hours whilst they built up the business. Josh had some previous catering experience but struggled to get into work as he was profoundly deaf and in addition had Asperger's Syndrome.

At Papworth we liaised with the employer and arranged with the candidate a BSL interpreter family member to attend at support at the interview. The employers agreed to start with a short work trial to see if the environment was right for Josh. The work trial was successful and Josh was offered 10 hours paid work a week.

For the first 3 months a BSL interpreter supported Josh paid through Access to Work until he was confident with the role. A year later and Josh is still in his job is now doing additional hours for the company and manages without the interpreter and is a key member of the team.

# To support you on your journey there is a range of online information, guidance and resources available through [www.gov.uk/disability-confident](http://www.gov.uk/disability-confident) Search for Disability Confident.

## Information and guidance

The screenshot shows the 'Disability Confident guidance and employer scheme' page. It includes sections for 'Guidance and resources about employing disabled people and how the Disability Confident employer scheme can help your business', 'Benefits' (such as increasing productivity, attracting and retaining talent, and being a more attractive employer), and 'See how your business can benefit from being Disability Confident'. A prominent graphic states '83% of people acquire their disability while in work'. The page also features a 'Become a Disability Confident employer' section and a 'Guidance on employing disabled people and people with health conditions' link.

## Videos



## Promotional materials

The image shows two versions of the 'disability confident' logo and associated text. The left version features a large blue padlock icon with a white keyhole and the text 'disability confident unlocking potential'. The right version features a smaller logo with the text 'disability confident make it your business'. Both versions include the Department for Work & Pensions logo and a link to 'www.gov.uk/disabilityconfident'.

## Case studies

The case study is titled 'Losing his eyesight was no barrier to Paul'. It features a photo of Paul Hill, a man with a beard and a flat cap, wearing a dark jacket. The text describes how Paul lost his eyesight due to Myopic Macular Degeneration and how he started his company, Marshred, which produces 'commercial films with high production values and a creative cinematic look'. It mentions that Paul signed up to the Government's New Enterprise Allowance (NEA) scheme and that he has been unemployed for six months. The case study also includes a quote from Paul: 'The NEA gave me a business mentor to help with my business plan and he was always on hand to answer questions and talk things through, which was great.' and a section titled 'Determination to succeed' which states that Paul's company has gone from strength to strength, producing 'commercial films with high production values and a creative cinematic look'.

Over

half



of workplaces are missing out because  
they are excluding disabled talent

[gov.uk/disability-confident](https://gov.uk/disability-confident)



# Any Questions

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More and more businesses are signing up to Disability Confident every week. The scheme helps them think differently about disability, and improve how they attract, recruit and retain disabled workers.



# Support from Papworth Trust

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[Una.davis@papworthtrust.org.uk](mailto:Una.davis@papworthtrust.org.uk)

Or

[contact.centre@papworthtrust.org.uk](mailto:contact.centre@papworthtrust.org.uk)

[disabilityconfident.campaign.gov.uk](https://disabilityconfident.campaign.gov.uk)

