

Report of the Chief Executive

DISABILITY CONFIDENT STATUS1. Purpose of report

To update the Committee on the status of the Council's Disability Confident certification.

2. Detail

The Council voluntarily joined the Department for Work and Pensions' Disability Confident Scheme in September 2016, replacing the old 'Two Ticks' symbol. The scheme requires employers to commit to a number of actions to promote and sustain a workforce that includes those with disabilities.

There are three levels to the scheme, with the Council currently holding the Level 2 Disability Confident Employer status. The aim is to achieve the highest level, which is the Level 3 Disability Confident Leader status, which requires a detailed, evidence portfolio to be self-assessed and then validated by a third party.

The HR Manager renewed the Council's Disability Level 2 status on 4 September 2020, for a period of three years until 1 September 2023. A copy of the Level 2 Certificate is attached as an appendix. The Level 3 Application can be submitted at any time before the expiry date.

The application has now been completed along with the portfolio of evidence which will be validated by an external body already accredited with the Level 3 Status. The portfolio of evidence includes disability-related actions that the Council undertakes such as inclusive and accessible policies and procedures, recruitment practices, reasonable adjustments and other measures relating to the Equality Act and the encouragement of building a disability confident workplace.

Recommendation

The Committee is asked to NOTE the Disability Confident Status update.

Background papers

Nil