Leonard Cheshire

- Supporting individuals to live, learn and work independently, whatever their ability.

- We are building a fairer and more inclusive society.

- Our staff and volunteers support disabled people around the world to fulfil their potential.

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Untapped Talent

- **22%** of the UK population has a disability or long-term condition

- **26%** of businesses claim that they have never had a disabled candidate for a job interview

- At the start of the COVID-19 pandemic, disabled people faced an employment gap compared to non-disabled people of **28%,** and a pay gap of **15%,** which equated to £3,000 less a year.

- The cost of making workplace adjustments was cited as a barrier for 69% of employers in 2021 compared to 54% in 2020.

Reimagining the workplace: disability and inclusive employment

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Adjustments during recruitment

1. We know (or could be expected to know) someone faces a barrier.

2. We need to remove the barrier during recruitment.

3. We don't discuss or start to make adjustments for the applicant for the job itself prior to job offer.

4. We only make adjustments during recruitment that would be reasonable in the role.

5. We focus on assessing skills for the job – not "adjusting away" the assessment.

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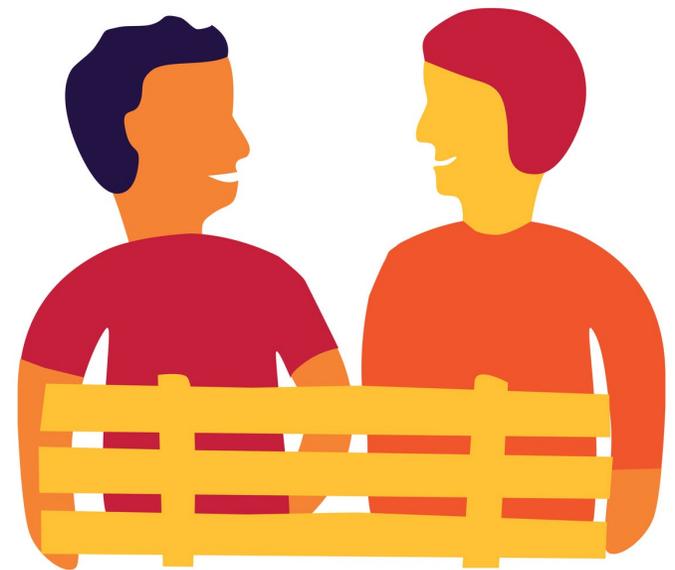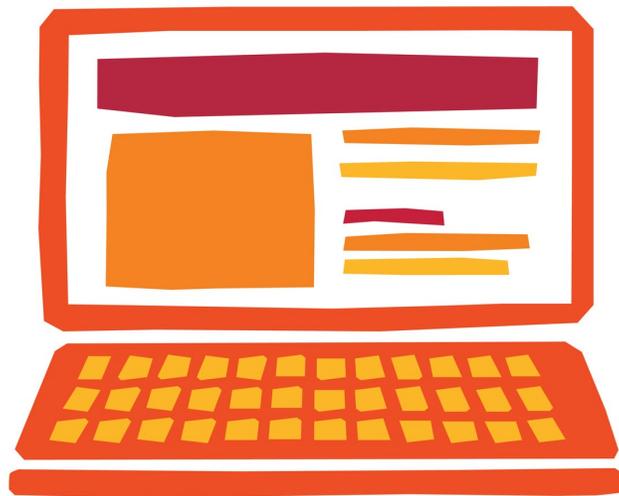
Spotting the signs an applicant is facing a barrier

Appearance

Behaviour

Communication

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Disability and identity

- Personal choice
- Definitions & labels
- Impact
- Sharing information
- Culture

Top Tips: Removing Barriers

- Ensure venues, websites and communications are inclusively designed and accessible.

- Give applicants helpful information at every stage of the recruitment process.

- Ask applicants if they require adjustments at every stage of the recruitment process.

- Ensure everyone understands adjustments.

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Training and Consultancy support

- Training

- Consultancy

- Disability Confident scheme

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Thank you!

Contact the Training and Consultancy team on:

www.leonardcheshire.org

training@leonardcheshire.org

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