



Disability Confident is encouraging employers to think differently about disability and take action to improve how they recruit, retain, and develop disabled employees.

The scheme supports employers by providing them with the knowledge, skills, and confidence they need to successfully employ and make the most of the talents disabled people can bring to the workplace.



**you're in
good company**



**unlocking
potential**



**positive about
disability**



**great minds
think differently**



Sign up at:
www.gov.uk/disability-confident
or complete one of our sign-up forms

Disability Confident aims to help your business by:

- Increasing understanding of disability and creating a disability inclusive workplace.
- Saving time and money on recruitment and training by employing loyal and skilled disabled people and reducing staff turnover.

Why become Disability Confident?

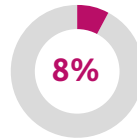
Attracting, retaining, and valuing disabled employees and those with long-term health conditions can benefit your business by:

- Discovering an untapped talent pool – recruiting from a huge resource of people who want to work.
- Accessing high-quality staff who are skilled, loyal, highly motivated and hard-working.
- Creating an inclusive workforce that reflects the diverse range of customers it serves and the community in which it is based.
- Improving your reputation by demonstrating your commitment to fair employment practices.
- Supporting your disabled employees and showing you are committed to them.
- Enhancing your culture and giving your employees another reason to be proud to work for you.

Why is joining the scheme and understanding more about disability important?



1 in 3 working age people have a long-term health condition – lasting or expected to last 12 months or more.¹



8% of the working-age population report having a severe disability.¹



1 in 5 report as having a disability – a long-term health condition that effects day-to-day activities.¹



13% of disabled people report a hearing impairment in the UK, which is **1.9m** of disabled people.²



Why join the Disability Confident Scheme?

What will I get from joining the scheme?

- Guidance and support to help you better understand how to remove barriers to employment.
- Best practice case studies, webinars, and videos to learn from.
- An accreditation certificate valid for 3-years and badge to use on your website, social media and in recruitment. This provides a signal that you are a disability inclusive employer and gives you the opportunity to promote your scheme membership.
- Information about support including financial support available to disabled people in the workplace through Access to Work.

Signing up to the Disability Confident scheme means:

Adopting the Disability Confident commitments:

1. Ensure your recruitment process is inclusive and accessible.
2. Communicate and promote vacancies via a range of channels.
3. Offer an interview to disabled people if they meet the minimum criteria.
4. Anticipate and provide reasonable adjustments where required.
5. Supporting any existing employees who acquire a disability or long-term health condition, enabling them to stay in work.



Are you missing out on the spending power of disabled people?

The spending power of disabled people and their families is estimated at

£274 billion a year.³



You are also expected to provide disabled people at least one or more of the following opportunities as part your membership:

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

Progressing on your disability confident journey

You will need to renew your Committed membership after 3-years or consider taking the opportunity to progress to Employer (Level 2). You can progress up the levels of the scheme at any time, to Employer and even Leader.



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1. www.gov.uk/government/statistics/the-employment-of-disabled-people-2021/the-employment-of-disabled-people-2021
2. Family Resources Survey: financial year 2019 to 2020 – GOV.UK (www.gov.uk)
3. Source: Scope's analysis based on Household Below Average Income (2017 to 18)