



The Disability Confident Scheme

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The Disability Confident scheme

The Disability Confident scheme was launched in November 2016.

The scheme takes organisations on a journey through 3 levels DC Committed, DC Employer and DC Leader.

The aims for Disability Confident are to:

- Engage and encourage employers to become more confident so they employ and retain disabled people
- Challenge misconceptions and increase understanding of disability and the benefits of employing or retaining disabled people
- Make a substantial contribution towards getting 1 million more disabled people into work over by 2027.

Disability Confident - The case for action

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



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 

Disability Confident - The case for action



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.



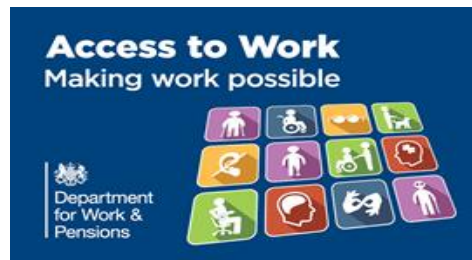
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Access to Work helps you start or stay in work if you have a disability, or mental or physical health condition.

Find out more at: gov.uk/access-to-work



gov.uk/disability-confident





Starting your Disability Confident journey

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



Level 1

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

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

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

Information and guidance

Videos

Case studies

Disability Confident guidance and employer scheme

Guidance and resources about employing disabled people and how the Disability Confident employer scheme can help your business.

Benefits

- Disability Confident can help you:
 - Recruit the best people for your business, including those with disabilities. Over 1 million people (10%) of working age in the UK are disabled to some extent.
 - Reduce business Disability Confident by recruiting and retaining disabled people and people with health conditions for their skills and talent. Being Disability Confident can help you attract, recruit, employ and retain staff you need to succeed. It can benefit your business by:
 - enabling you to hire the best talent pool
 - enabling you to hire high quality staff who are skilled and hard working
 - giving you and leaving you the most of recruitment and training by reducing staff turnover
 - helping you to reduce sickness and absence
 - reducing the costs of recruitment and training
 - improving employee morale and productivity by demonstrating that you care about employees' health
- By building a reputation as a Disability Confident employer that actively seeks out and hires skilled disabled people you will be better positioned to attract, recruit, employ and retain staff who are skilled and hard working. This can help you to grow your business, improve your productivity and reduce your costs.

See how your business can benefit from being Disability Confident

83% of people acquire their disability while in work

Become a Disability Confident employer

Find out how the Disability Confident scheme can help your business and how to sign up.

Guidance on employing disabled people and people with health conditions

Read guidance on how to recruit, employ and retain disabled people.

Find out what help and support is available to disabled people to find and stay in work.

Read the factsheet about disability in the workplace produced by the Equality and Human Rights Commission.

Help and support for people with disabilities to find and stay in work.



Promotional materials

disability confident
unlocking potential

More and making differently about disability. Leading employers are hiring more people who are disabled, and they've helped transform our culture, our customer relations and our performance. So it's time you unlocked the full potential of your business.

disability confident
make it your business

Employers tell us recruiting and promoting disabled employees is one of their best business decisions they've ever made. Their diverse talent, creativity and insights has helped them grow customer loyalty and drive business success.

For more information visit: www.gov.uk/disabilityconfident

Losing his eyesight was no barrier to Paul

Paul Hill had recently lost his eyesight due to Myopic Macular Degeneration, so being made redundant couldn't have come at a worse time. He had been working for the same company for 15 years in digital marketing and being made redundant was a real shock for Paul. "I couldn't read properly any more," he said.

Paul had got to the stage of arranging a guide dog when his condition improved and he regained some of his sight, baffling his doctors. He began to get back into filming which was something he'd always enjoyed and he made a couple of films with some friends. As time progressed, he realised he could do more. And so his video production company was born, which he named Manshed, after his own sacred "man-cave" which he also uses as a studio.

He signed up to the Government's New Enterprise Allowance (NEA) scheme which offers advice, guidance and support to people who have been unemployed for six months and who want to start their own business.

Paul said: "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."

Determination to succeed

Paul's company, Manshed, has gone from strength to strength, producing "commercial films with high production values and a creative cinematic look," according to Paul.

He made contact with clients who remembered him from his previous job and one of his early contracts was with Canon. "I felt at the time like I didn't really know what I was doing," Paul joked, "but they loved it and shared it across their social media networks." Now his clients range from large organisations such as Travis Perkins, Wienerberger and John Smedley's to filming the Bloodhound Supersonic Car. He even films at London Fashion Week.

Losing his sight came as something of a wakeup call to Paul, who said: "I believe if you want to succeed in anything, regardless of disability, you will find a way. Use the determination you have to deal with everyday aspects of living with a disability to your advantage in developing your career path. If you have an entrepreneurial spirit, it's inevitable that that determination will help you to succeed in business."

disability confident

It's over to you....

- ❖ **COMPLETE THE FORM NOW AND HAND IT TO US BEFORE YOU LEAVE**
- ❖ **GO ONLINE AND SIGN UP YOURSELF**
- ❖ **GIVE US A CALL**

WHO CAN HELP YOU : EMPLOYER / DISABILITY ADVISORS:

BLACKPOOL

JULIA BROWN – 01253 844860/07917 232992

JO WRIGHT – **01253 844823**

ALISON HOWARTH (DEA) – 01253 844801

ST ANNES/KIRKHAM

WENDY MOORE – 01253 783531/07827 990135

KAREN JONES (DEA) – **01253 783559**

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LEANNE CROFT – 01253 615623/07917 211997

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