



HR Forum

Adrian Ward, Senior Disability Consultant
Business Disability Forum

About Business Disability Forum

Business Disability Forum is a not-for-profit membership organisation.

We help build Disability Smart organisations to improve business performance by increasing confidence, accessibility, productivity and profitability.

BDF represent around 300 organisations that employ almost 20% of the UK workforce.

Our membership

accenture



Atos

Bank of America
Merrill Lynch

BBC



Our membership -2

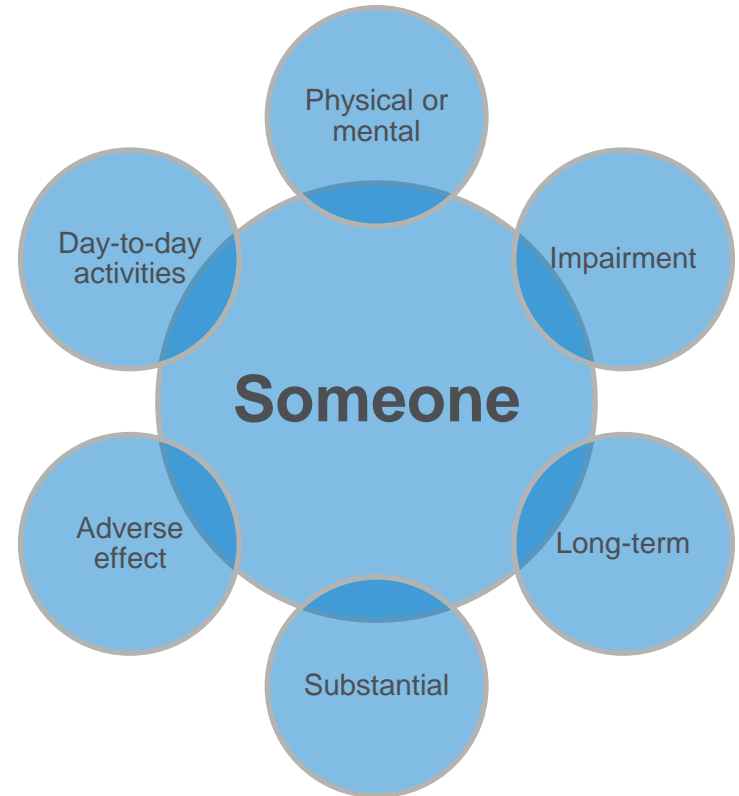


About Business Disability Forum

- Consultancy
- Learning and Development
- Online resources
- Advice Service
- Disability Confident validation
- Taskforces and networking opportunities
- Influencing government thinking
- Employability projects

The Equality Act 2010 defines a disabled person as:

Someone with a physical or mental impairment that has a long-term, substantial adverse effect on their ability to carry out day-to-day activities.



The breadth of disability

- Hearing impairments
- Speech impairments
- Visual impairments
- Mobility impairments
- Mental health
- Other 'neurodiverse' conditions (such as dyslexia, dyscalculia, autism)
- Musculoskeletal conditions (including back, neck and shoulder)
- Long-term conditions (such as diabetes, Multiple Sclerosis, heart condition, epilepsy)

Challenges/concerns when attracting and recruiting disabled people

Common responses



“Disabled people never seem to apply to our organisation”

“We will need to make adjustments and don’t have the budget”

“Disabled people have more time off work”

Common responses



“We are not sure what adjustments are reasonable”

“Disabled people don’t work in our industry”

“Our managers haven’t got the time to support a disabled person”

Business benefits

- Ensuring that you are tapping into the full range of talent available
- Building a workforce that reflects the diverse range of customers it serves and the community in which it is based
- Bring additional skills to your business, such as the ability to use British Sign Language (BSL)
- Reputation
- Attendance and retention – evidence indicates disabled employees have better attendance rates than non-disabled people
- Future contracts - Increased focus on corporate social responsibility and inclusion requirements in tender processes

Improving how you attract and recruit people with disabilities

Getting attraction right

- Commitment
- Culture/brand
- Online content
- Barrier free processes
- Tapping into disabled talent
- Employability schemes
- Positive Action

Barriers in recruitment

Some examples...



Online Content



Non-essential job criteria



Group activities in assessment centre



Disability awareness and confidence

Recruitment Charter

- Actively seek and welcome applicants with disabilities and long-term conditions
- Review your attraction strategy and your end to end recruitment processes to ensure they are 'barrier free'
- Be responsive to candidate adjustments, have clear processes in place.
- Provide disability specific training to all employees involved in attraction and recruitment processes

Recruitment Charter

- Ensure job descriptions/adverts focus on outputs rather than abstract desires or non-essential criteria
- Be flexible and consider alternative ways of assessing and interviewing candidates, i.e. work trials, extended interviews, GIS
- Provide tangible feedback to unsuccessful candidates
- Capture management information
- Use disability-smart recruitment providers who uphold your values.

Getting retention right

- Policy and processes (e.g. attendance management)
- Building and facilities – accessibility
- Providing adjustments
- Progression and development
- Engagement
- Redeployment
- Exit interviews

Questions.....

Contact us

Business Disability Forum

businessdisabilityforum.org.uk

E: adrianw@businessdisabilityforum.org.uk

T: 07866 890 936

