
Report To:	Policy and Resources Committee	Date:	09 August 2016
Report By:	Corporate Director Education, Communities & Organisational Development	Report No:	PR/14/16/WB/RB
Contact Officer:	Janice Boyd, Equalities Officer	Contact No:	01475 712853
Subject:	Disability Confident		

1.0 PURPOSE

- 1.1 The purpose of this report is to seek approval from the Policy and Resources Committee for the Council to register its interest in the Disability Confident scheme launched by the Prime Minister in July 2013.

2.0 SUMMARY

- 2.1 A letter was received by the Chief Executive on 11 April 2016 providing information on the Disability Confident scheme which was launched by the Prime Minister in July 2013.
- 2.2 The letter asked for the local authority to register its interest in Disability Confident by registering on its website.
- 2.3 By registering its interest, the Council will receive a package of guidance and information, as well as regular communications and updates on the next steps as the scheme develops.
- 2.4 The Council is a member of the 'Double Tick' scheme and Disability Confident will ultimately replace this with a self-assessment and accreditation scheme.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Policy and Resources Committee:
- Agrees for Inverclyde Council to express its interest in the Disability Confident scheme by registering on the appropriate website.
 - Agrees to sign up for the Disability Confident self-assessment and accreditation scheme when it is launched later this year; and
 - Agrees the Council should host or participate in one of the Disability Confident events being planned around the country.

Wilma Bain
Corporate Director
Education, Communities & Organisational Development

4.0 BACKGROUND

- 4.1 The Chief Executive received a letter from Justin Tomlinson MP, Minister for Disabled People, dated 11 April 2016. The letter outlines initial details on Disability Confident which was launched by the Prime Minister in July 2013. The letter is attached to this report as Appendix 1.
- 4.2 Disability Confident has attracted a large number of employers to get involved but they have tended to be larger employers. Disability Confident is now focusing on engaging small and medium-sized employers, many of whom may not previously have considered the opportunities provided by employing disabled people.
- 4.3 Mr Tomlinson's letter advises that he wants all employers to see the benefits of recruiting from the widest possible pool of talent, and retaining skilled and loyal workers. He goes on to say that central government has an important role to play in this, but it is also essential that change at a local level is driven by local organisations, groups and individuals. He further states that there are three important ways the local authority can get involved:
1. He advises the local authority is a significant employer in our area and he would encourage the Council to register, if it has not already done so, its interest in Disability Confident on the Government's website. In return, the Council will receive a package of guidance and information, and regular communications and updates on the next steps with Disability Confident.
 2. Mr Tomlinson is planning to launch a new Disability Confident self-assessment and accreditation scheme, ultimately replacing the existing 'Two Ticks' scheme later this year and he very much hopes Inverclyde Council will be one of the first to sign up.
 3. By hosting or participating in one of the Disability Confident events that are being planned around the country. These events are often led by a local MP and generally follow a new "Reverse" Jobs Fair model, which is designed to match local employers with vacancies or other opportunities against local disabled people with skills and enthusiasm.
- 4.4 The letter has an attachment that shows the employment rate for disabled people for the period Oct 2014 to Sep 2015 broken down into local authority area. Inverclyde has 11,600 people who considered themselves disabled, with 3,900 individuals being recorded as "in employment". This gives a 34.1% employment rate which is the third lowest in Scotland, with only Dundee City and Glasgow City having a lower rate.
- 4.5 The matter was considered by the Corporate Equalities Group on 12 May 2016 when it was agreed to recommend the Council registers its interest. This was followed up with the same recommendation when the matter was discussed at the Corporate Management Team on 30 June 2016.

5.0 IMPLICATIONS

5.1 Financial Implications - One off Costs

Cost Centre	Budget Heading	Budget Year	Proposed Spend this Report	Virement From	Other Comments
n/a					

Financial Implications - Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (if applicable)	Other Comments
n/a					

5.2 Human Resources

There are no HR implications resulting from this report.

5.3 Legal

There are no legal implications resulting from this report.

5.4 **Equalities:** registering the Council's interest will highlight the commitment towards equalities and, in particular, the protected characteristic of disability.

Has an Equality Impact Assessment been carried out?

YES (see attached appendix)

NO - This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

5.5 Repopulation

There are no repopulation implications resulting from this report.

6.0 CONCLUSIONS

6.1 The Policy and Resources Committee is asked to consider the terms of the letter from Justin Tomlinson MP.

7.0 LIST OF BACKGROUND PAPERS

7.1 None.



Department
for Work &
Pensions

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www.dwp.gov.uk

11 April 2016

Disability Confident Campaign - Registration

Dear Chief Executive,

DISABILITY CONFIDENT IN YOUR LOCAL AUTHORITY AREA

I am writing to you to ask for your support in getting disabled people in your area who want to work into jobs.

In July 2013, the Prime Minister launched 'Disability Confident', which encourages employers to attract, recruit and retain disabled people who are eager to work and have the skills, talents and abilities that employers are looking for. To make a real difference the Government has committed to halving the gap between the employment rates of disabled and non-disabled people. You will see from the attached document what this means for your locality and for the rest of the country.

So far Disability Confident has attracted a large number of employers to get involved but they have tended to be larger employers. Disability Confident is now focusing on engaging small and medium-sized employers, many of whom may not previously have considered the opportunities provided by employing disabled people.

I want all employers to see the benefits of recruiting from the widest possible pool of talent, and retaining skilled and loyal workers. But I am not under-estimating the size of the challenge. To make this happen many employers will need to change their behaviours as well as their attitudes, so that disabled people are encouraged and supported to apply for vacancies, are encouraged and supported in the recruitment process and are encouraged and supported to stay and develop in their employment. The benefits to businesses and communities are clear, with more disabled people becoming independent and fulfilled through work, and able to spend their earnings in the local economy.

Of course, central government has an important role to play in this, but it is also essential that change at a local level is driven by local organisations, groups and individuals. There are three important ways your Local Authority can get involved:

1. Your Local Authority is a significant employer in your area and I would encourage you to register, if you have not done so already, your interest in Disability Confident on Gov.UK at (<https://www.gov.uk/disability-confident>). In return you will receive a package of guidance and information, and regular communications and updates on the next steps with Disability Confident;

2. I am planning to launch a new Disability Confident self-assessment and accreditation scheme, ultimately replacing the existing 'Two Ticks' scheme, later this year and very much hope your Local Authority will be one of the first to sign up. Your registration on Gov.UK will ensure that I can keep you up to date with this development;
3. You and your authority can lead the way in helping other employers in your area to become Disability Confident, by hosting or participating in one of the Disability Confident events we are planning around the country. These events are often led by a local MP and generally follow a new "Reverse" Jobs Fair model, which is designed to match local employers with vacancies or other opportunities against local disabled people with skills and enthusiasm. If you feel your Local Authority could take part in, or host, such an event, please contact Julie Williams (JULIE-ANN.WILLIAMS1@DWP.GSI.GOV.UK).

I very much hope you can get involved in one or more of these initiatives. I firmly believe that by working together we can make a significant difference both to the lives of disabled people who want to work and to the businesses that will benefit from them.

Kind regards

Justin Tomlinson MP
Minister for Disabled People