

# Disability Inclusive Borough

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Manager



# What are we doing?

## SBC as an employer

- Actively work alongside the VCSE look to attract and recruit people with disabilities
- Provide a fully inclusive and accessible recruitment process
- Offering an interview to people with disabilities who meet the minimum criteria for the job
- Having a flexible approach when assessing people so disabled job applicants have the best opportunity to demonstrate that they can do the job
- Proactively offering and making reasonable adjustments as required
- Encourage our suppliers and partner firms to be Disability Confident
- Be a model of good practice for Disability Confident and help and advise other Local Authorities.
- Ensuring employees have sufficient disability equality awareness training.

# What are we doing? cont.....

## Getting the right people for our organistaion

Providing	Providing	Providing	Providing	Advertising	Engaging	Providing	Offering
Work experiences	Paid employment	Apprentices and traineeships	Internships	Vacancies and other opportunities through organisations and media aimed particularly at people with disabilities	With Jobcentre Plus, Work and Health Programme providers and local disabled people's user led	An environment that is inclusive and accessible for staff, clients and customers.	Innovative and effective approaches to encourage people with disabilities to apply for opportunities and supporting them when they do.

# What are we doing? cont.....

## Keeping and developing our people



- Promoting a culture of being Disability Aware
- Supporting employees in the workplace.
- Ensuring that any barriers in the development and progression of staff with disabilities are addressed.
- Ensuring managers are aware of how they can support staff who are sick or absent from work
- Valuing and listening to feedback from staff with disabilities.
- Reviewing this Disability Confident self-assessment regularly
- Including disability awareness equality training in our induction process
- Guiding staff in finding information and advice on disabilities.
- Providing occupational health services if required.
- Provide and share good practice

# Disability Staff Forum

## Who are we



## **‘To improve the working lives of disabled employees at work’**

- The Disability Staff Forum was established in January 2010 with the purpose of:
  - Being a peer support network for employees with a disability
  - Sharing information about Disability issues e.g. International Day of People with Disabilities
  - To have an opportunity to make recommendations regarding service delivery.
  - Encourage and influence better organisational support for employees with a disability.
  - Support individuals in the workplace e.g. Access to work process
  - Have an opportunity to champion issues effecting employees with a disability.

# Disability Staff Forum

## Recent Work



- Accreditation to SBC achieving Disability Confident Leader Status
- Accessibility work regarding Branding Guidelines
- Regular working with Employees, Managers and Occupational Health on:
  - Accessibility,
  - Assistive technology,
  - Access to Work applications
  - Support during COVID e.g. Homeworking
- Will continue with promotion of disability related events.
- **Don't Miss the Opportunity to talk to us**

# Thankyou

## Question & Answers

Stockton Information Directory

Reablement Service

STEPs

Contact the First Contact Team

Support for People with Learning Disabilities

Safe Place Scheme

Lanark Short Breaks Service

Disability Staff Forum

Sensory Support Team