



# Introduction

## How the adult social care and health sectors can improve the recruitment and retention of disabled people

In 'Impo ing Li e ' ( he ecen G een Pape on Wo k, Heal h and Di abili ) he Go e nmen o line hei commi men o hal e he di abili emplo men gap in he UK b 2025. C en l he emplo men a e fo di abled people i 48%; hi i 32% le han he emplo men a e fo non-di abled people.

The e a e a o nd 7 million people ho ha e decla ed a di abili in he UK, 3.8 million of hom a e o of o k. Man of he e a e able o and an o o k, b a e nemplo ed, hich mean ha he don' e pe ience he economic, heal h and ocial bene ha emplo men can b ing. Thi ep e en a majo inj ice in ocie .

We' e g ing mo e ad l ocial ca e and heal h emplo e o ake ac ion.

Who i hi g ide fo ?

Ad l ocial ca e and heal h emplo e  
Indi id al ho emplo hei o n ca e  
and ppo  
Polic make  
Local a ho i ie

### Key messages

The e a e o e 100,000 acancie in he ad l ocial ca e and heal h ec o on an one da , and 3.8 million di abled people a e o of o k, man of hom a e able o and an o o k.

The e' a 32% emplo men gap be een di abled and non-di abled people ha he go e nmen i o king o na o .

Rela i el mall change b emplo e can make a eal diffe ence o he emplo men p o pec of di abled people, and a big diffe ence o he po i i e con ib ion ha di abled people can make o b ine e .

Emplo ing mo e di abled people in he ad l ocial ca e and heal h ec o ill inc ea e i capaci in he long- e m and en ich he di e i of he o kfo ce o ha i can be e e e comm ni ie .

# Contents

1. The business case for employing disabled people

2. Busting the myths around disability and employment

3. Next steps:  
how do I get started,  
in recruitment,  
when someone starts their role and  
ongoing support and retention.

4. Resources to help

# 1

## The business case for employing disabled people

17%

of the working age population has a disability; this is 7 million people.





# 2

## Busting the myths around disability and employment

The e a e lo of m h abo emplo ing di abled people.

Some emplo e o abo 'ge ing i ong'. Some a e fea f l of he pe cei ed co , hil o he ma ha e he pe cep ion ha di abled people can' pe fo m he job. Ho e e , man di abled people ha e lo o offe he ad l ocial ca e and heal h o kfo ce.

I' impo an ha emplo e ackno ledge ha he e a e m h o he can nd mo e o ke people i h he igh al e fo o

ec o , a oid di c imina ion and change hei o kplace c l e. Di abled people do no an o e pec pecial ea men ; i' abo aking on he be pe on fo he job and en ing a 'le el pla ing eld' fo di abled people b no p ing p nnece a ba ie .

He e a e j a fe of he m h abo emplo ing di abled people. Do nload o [B ing he m h ke ca d](#) o ead mo e.

**Myth: It costs a lot to employ someone who is disabled**

**Truth:** Al ho gh he e ma be change o need o make in he o kplace, a lo a e imple and ine pen i e, ch a e ible o king ho .

Di abled o ke co ld al o appl fo an Acce o Wo k g an o pa fo ppo a o k.

**Myth: Disabled people have a higher absentee rate than staff without disabilities**

**Truth:** In a d b Di abili Righ UK i h Reed, almo 90% of emplo e aid he didn' hink di abled people e e an mo e likel o ake ime off o k han non-di abled o ke .

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# 3

## Next steps

Here are some of the top health and social care and health employment can take to increase the participation of disabled people.

### How do I get started?

Have a look at the make-good of the company. If the ability is needed, the ability has been and think about how to change this.

We know lots of people choose not to disclose a disability. Perhaps an open culture where everyone feels comfortable about disability in the workplace. This can be encouraged by senior colleagues being open about their own experience of living with a health condition or disability. The [Positive Workplace Culture Toolkit](#) can help with this.

Make sure you have a plan in place to monitor and add an additional in the company. Incorporate this into the overall recruitment and retention plan.

Sign up to the Government's [Disability Confident](#) employment scheme which has replaced the 'Tackling' scheme. You could also become a [Mindful Employer](#) or a committed or inclusive workplace.

Support line manager and other colleagues to appreciate differences in ability to help them support disabled colleagues. You could build links with disability charities or voluntary organizations to gain advice on and help to recruit and retain staff. Remplo has developed an [A-Z of disability](#) which might help.

Arrange disability awareness training for all staff and build confidence about disability in the workplace.

Recruit and employ disabled people to make them inclusive and accessible. For example, use different media channels to promote vacancies.

Embed equality of opportunity in the workplace; this is a common reasonable adjustment for disabled people and can be explained to staff and line managers. It can also be used to identify the challenges and how to address them.

Develop an Employee Assistance Programme for all staff and a non-physical. This can help all staff deal with personal problems that might affect their health, wellbeing and work performance.

Ensure you have choice and control in the company, allow the people to support those with disabilities and support disabled people to participate in the company. This could include mentoring or buddying for disabled colleagues, go to meetings and one-to-one sessions to encourage more confidence in the disabled people to participate in the company.

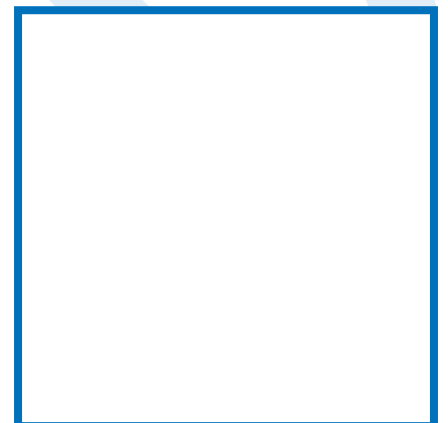
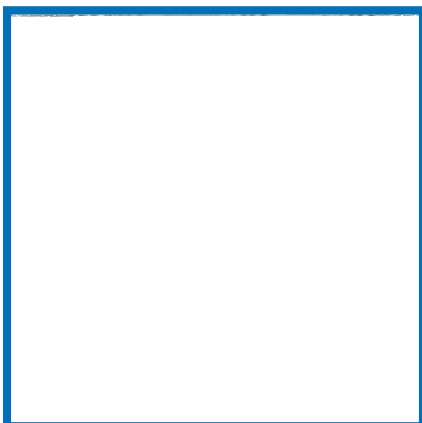
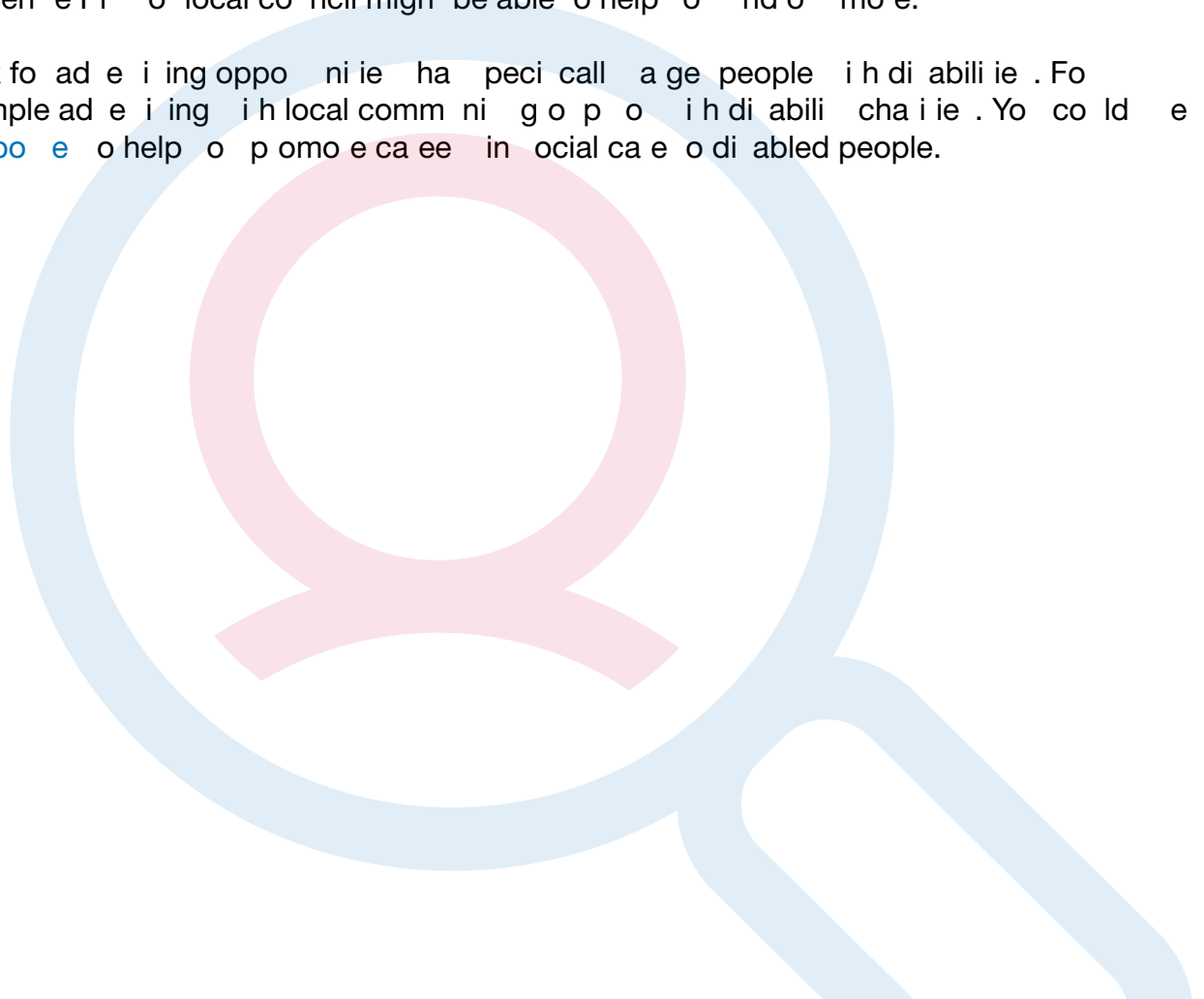
## During recruitment

Think about how you can engage and accommodate people of all abilities. Here are some ideas.

Work with the local organization and potential candidates for the role. You could [contact local Jobcentre Plus](#), recruitment agencies, or local organizations of disabled people to ask them to promote the role to suitable candidates. You can also list the job on the [information hub for disabled employment and PA](#).

Find out about any changes and initiatives in your local area that have been implemented to help disabled people. There might be opportunities for recruitment. The employer may be open to opportunities for recruitment. The employer may be open to opportunities for recruitment. Jobcentre Plus or local council might be able to help you find more.

Look for advertising opportunities that specifically target people with disabilities. For example, advertising in local community groups or people with disabilities charities. You could also hire people to help promote and advertise in social care of disabled people.





## Review your application process

Here are some ideas .

Ensure application forms and job descriptions are accessible. This may include providing documents in large print, Braille or easy read version. You should also make sure an online document is accessible if it is used.

Use alternative methods to help people fill in application forms, such as a dedicated telephone line .

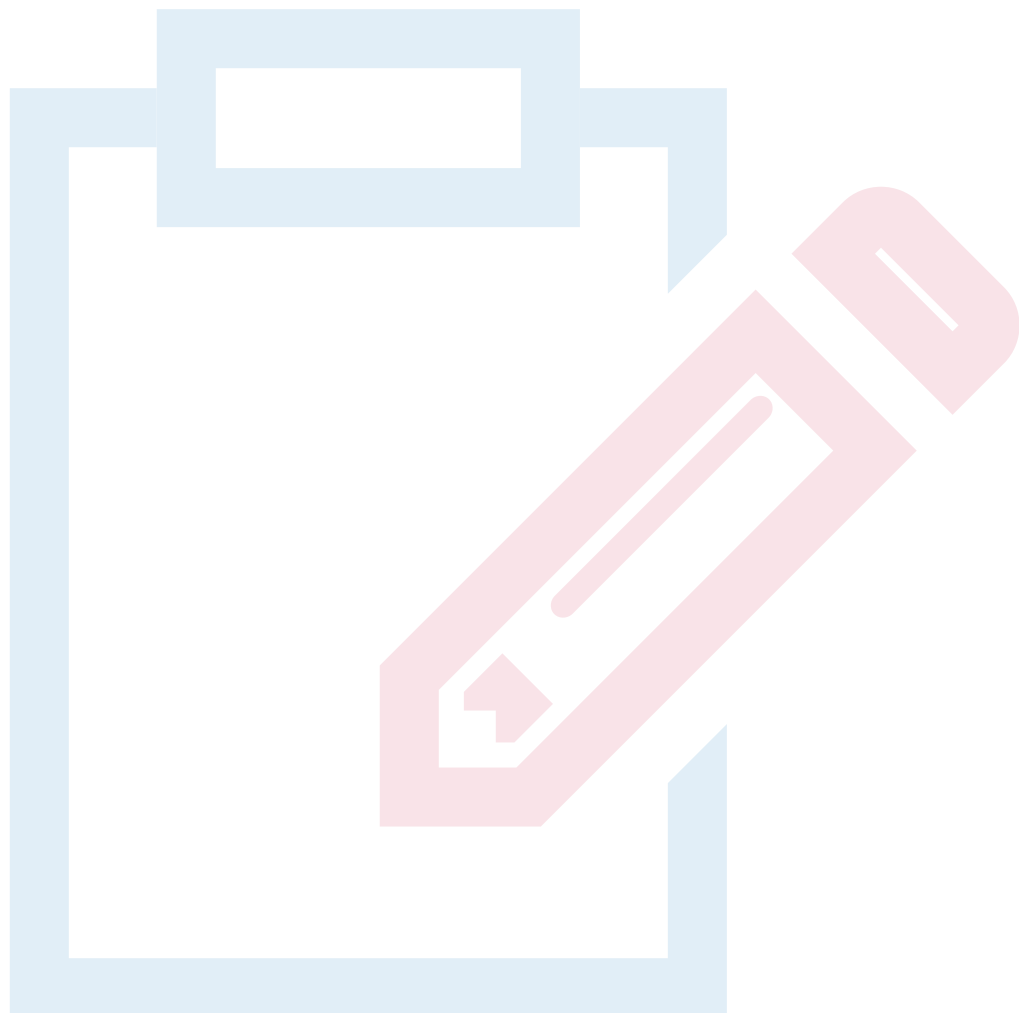
You could take an approach that specifically includes disabled people to apply for roles. This could link to an equality and diversity form which allows you to see if they have an equality requirement if in need for the role .

Make sure the job description is precise and focus on essential criteria rather than preferred criteria. Small factors such as the distance to the workplace may have an equality impact in the role and create some disabled people from applying.

Monitor the outcome and appointment from the application process to ensure you are on policies and ensure they are effective in recruiting disabled people.

Think about participation needs disabled people might have on the day such as wheelchair accessible, hearing loop or computer access .

Give email and access feedback to candidates throughout and following the interview process .



## When a disabled person starts their role

Remember, not everyone will disclose a disability when they start a new role. They might need to feel confident in the organization before they disclose their disability. Don't pressure them if a disability isn't disclosed, but have one done if necessary.

Have an open conversation with the individual about their disability and how they feel comfortable having it. They will also be able to tell you how they'd like to be supported in the workplace. Encourage them to identify what they think will work best for them. Self-initiated recommendations for change in the workplace could be made.

I'm implementing a change in the workplace to accommodate disabled people and make [reasonable adjustments](#) that are applicable to everyone. They're not designed to do their job. Review and monitor this on an ongoing basis, possibly a part of performance appraisal.

I'm implementing a set of adjustments needed for disabled people on a case-by-case basis, and this should all be added to the workplace adjustments. You may be able to access Government funding to make these adjustments.

You can find more at <https://www.gov.uk/working-with-disabled-people> or the Disability Employment Advisory Service [local Jobcentre Plus](#).

The employer has a legal obligation and has to meet them on the [Equality and Human Rights Commission](#) website.

In some cases, you may need to make physical changes to the workstation, such as identifying the walking pace between desks to be safe in the home office.

In some cases, you may need to provide special equipment such as a special keyboard.

## Ongoing support and retention

Yoko is made up of individual elements, each with its own strengths and weaknesses, but she needs special support at some points in her life. Her ongoing support and retention training

## Employing disabled people and people with health conditions, Department for Work and Pensions

See below for guidance about employing disabled people.

[.gov.uk/government/publications/employing-disabled-people-and-people-with-health-conditions/employing-disabled-people-and-people-with-health-conditions](https://www.gov.uk/government/publications/employing-disabled-people-and-people-with-health-conditions/employing-disabled-people-and-people-with-health-conditions)

## Research and practice reviews about disability and employment, Disability Rights UK

[.disability-uk.org/policies/campaign/employment-and-education](https://disability-uk.org/policies/campaign/employment-and-education)

## Finding and keeping workers, Skills for Care

Library of online resources to help social care and health employers recruit and retain workers.

[.skillsforcare.org.uk/finding-keeping](https://www.skillsforcare.org.uk/finding-keeping)

## Closing the disability and employment gap, Voluntary Organisations Disability Group

Online resource for employers and training schemes detailing best practice for disabled applicants, including recommendations.

[.odg.org.uk/publications/closing-the-disability-and-employment-gap/](https://www.odg.org.uk/publications/closing-the-disability-and-employment-gap/)

## Workforce Disability Equality Standard in the NHS

The NHS has announced that a Workforce Disability Equality Standard will be mandated from April 2018 to look at each organisation's employment, equal opportunities, employment experience and opportunities for disabled workers.

[.nhs.uk/employment/organisation/plan/building-a-dee-organisation/need-to-know/organisation-disability-equality-standard](https://www.nhs.uk/employment/organisation/plan/building-a-dee-organisation/need-to-know/organisation-disability-equality-standard)

# Links to useful organisations

## Disability Rights UK

[.disability-uk.org](https://disability-uk.org)

## Equality and Human Rights Commission

[.equalityhumanrights.com](https://www.equalityhumanrights.com)

## Health Education England

[.hee.nhs.uk](https://www.hee.nhs.uk)

## Remploy

[.remploy.co.uk](https://www.remploy.co.uk)

## Skills for Care

[.skillsforcare.org.uk](https://www.skillsforcare.org.uk)

## Voluntary Organisations Disability Group

[.odg.org.uk](https://www.odg.org.uk)

## We are Purple

[.wearepurple.org.uk](https://www.wearepurple.org.uk)

## Links to disability charities

### British Deaf Association

Supporting people with hearing impairment .  
[.bda.org.uk](http://.bda.org.uk)

### Mencap

Supporting people with learning disabilities .  
[.mencap.org.uk](http://.mencap.org.uk)

### RNIB

Supporting people with sight loss .  
[.nib.org.uk](http://.nib.org.uk)

### Scope

Supporting disabled people, parents and carers and professionals .  
[.scope.org.uk](http://.scope.org.uk)

### The Disabilities Trust

Supporting people with a range of disabilities including physical impairment, acquired brain injury, learning disabilities and autism.  
[.hedgop.org](http://.hedgop.org)

### The National Autistic Society

Supporting people with autism.  
[.autism.org.uk](http://.autism.org.uk)

