

Proposal for Full Council meeting 22nd July 2025

Item: 99/25-26/FC DISABILITY CONFIDENT EMPLOYER SCHEME

Further to 20/25-26/PER (10th June 2025):

- 1) To consider the Government's Disability Confident Employer Scheme - see How to sign up to the Disability Confident employer scheme - GOV.UK (www.gov.uk).
- 2) To receive an action plan for the Town Council, compiled by Cllr Hodgson (attached).
- 3) To decide for Northstowe Town Council to join this scheme, with the aim to reach Level 1 (Disability Confident Committed).

The following is the proposal as presented by Cllr Hodgson:

Ideas re. Disability Confident Employer Level 1 (item 20/25-26/PER) are as follows:

1. NTC to Make these Five Commitments:

- **Inclusive and Accessible Recruitment:**

Review and adjust our recruitment processes to be accessible to disabled people. This includes making job adverts available in accessible formats (like large print or audio), and allowing alternative application methods (e.g., video or voice recordings).

- **Communicating Vacancies:**

Actively promote our vacancies to reach disabled people. Use appropriate channels and language to ensure our job openings are visible and appealing to this group.

- **Offering Interviews:**

Commit to offering an interview to disabled people who meet the essential criteria for the job.

- **Reasonable Adjustments:**

Be prepared to make reasonable adjustments to the recruitment process and the workplace to support disabled employees.

- **Supporting Existing Employees:**

Provide support to existing employees who acquire a disability or long-term condition, enabling them to remain in work.

2. NTCC to identify an Action:

- Choose at least one specific activity that will make a difference for disabled people. This could involve offering work experience placements, internships, apprenticeships, or job shadowing opportunities.

- Examples of activities:
 - Work experience and work trials.
 - Internships, apprenticeships, and job shadowing.
 - Student placements, traineeships, and sector-based work academy placements.

3. Registration:

- Once we've made the commitments and identified our chosen action, we can register as a Disability Confident Committed employer.
- The scheme is voluntary and the accreditation lasts for three years.

4. Continuous Improvement:

- Level 1 is the starting point, and the scheme encourages ongoing improvement and progression. NTC should aim to build on our initial actions and develop more inclusive practices to progress to Level 2 and Level 3.
- We could consider appointing a Disability Confident champion to support our efforts.

By following these steps, NTC can demonstrate our commitment to disability inclusion and become a Disability Confident Committed employer.