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| <b>Title of Report:</b><br><br><b>Employing People with a Disability</b> | <b>Officer Presenting:</b><br><br><b>Author: Lead Human Resources Officer</b> |
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## **1 Purpose of Report/Recommendations**

1.1 The purpose of this report is to update Members on progress achieved to date in relation to encouraging and attracting People with a Disability into the workplace and to seek approval for the adoption of:

- Policy on Employing People with a Disability (Appendix 1)
- Positive Action Statement (Appendix 2)
- Guidelines for Managers (Appendix 3)
- Action Plan (Appendix 4)

## **2 Background**

2.1 It was previously agreed by Council that a review would be carried out to see how we can encourage and attract people with a disability into the workplace and that an update report would be provided in March 2019.

## **3 Key Issues**

3.1 An internal working group was established to progress the review and develop the initiative.

3.2 Meetings with relevant organisations including the Equality Commission, NIUSE, Employers Forum for Disability, Disability Action and other organisations representing the needs of those with a disability including DESTINED have taken place. We are also currently establishing links with relevant Officers and groups within the Health & Social Care Trusts. Research into best practice across other organisations has commenced and will continue.

3.3 A policy on Employing People with a Disability (Appendix 1) a Positive Action Statement (Appendix 2) and Guidelines for Managers (Appendix 3 ) have been developed.

3.4 An action plan (Appendix 4) has been developed which includes:

- Identifying potential vacancies which would be suitable for inclusion in this initiative. This includes a target of 3 posts in the first year to be ringfenced for those with a disability.
- A programme of Disability Awareness training for all staff.
- A review and adaption of recruitment processes to encourage those with a disability to apply for positions in the Council.

#### **4 Financial, Equality, Legal, HR, Improvement, Rural Needs and other Implications**

4.1 At this stage there are no financial implications associated with this report. In the future there may be potential costs associated with the training of staff, but these can be covered within current training budgets.

4.2 The relevant policies have been screened out for Equality purposes.

#### **5 Recommendations**

5.1 It is recommended that Members adopt the following:

- Policy on Employing People with a Disability (Appendix 1)
- Positive Action Statement (Appendix 2)
- Guidelines for Managers (Appendix 3)
- Action Plan (Appendix 4)