



As a Disability Confident Employer we have made commitments around employing, retaining, training and developing disabled people. It helps us draw from the widest possible pool of talent and is part of our commitment to celebrating diversity and promoting an inclusive working environment. We believe we have a responsibility to advocate equal opportunities and outcomes for people with disabilities and health conditions. And as a service provider, we feel it's important that we represent the communities we serve.

getting the right people for your business:

- Actively looking to attract and recruit disabled people
- Providing a fully inclusive and accessible recruitment process
- Offering an interview to disabled people who meet the minimum criteria for the job
- Flexibility 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
- Encouraging our suppliers and partner firms to be Disability Confident
- Ensuring employees have appropriate disability equality awareness

keeping and developing your people

- Promoting a culture of being Disability Confident
- Supporting employees to manage their disabilities or health conditions
- Ensuring there are no barriers to the development and progression of disabled staff
- Ensuring managers are aware of how they can support staff who are sick or absent from work
- Valuing and listening to feedback from disabled staff
- Reviewing the Disability Confident Employer self-assessment regularly