

**Removing Barriers to
Inclusion;
helping businesses
employ disabled people**

Dorset Skills Day – 22.2.24



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Why the Removing Barriers Project?

Dorset
CAREERS HUB

THE CAREERS &
ENTERPRISE
COMPANY



DORSET
Local Enterprise Partnership



DORSET

1 LEADER

25 EMPLOYER

128 COMMITTED



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PARVALUX



kimcell



We're supporting



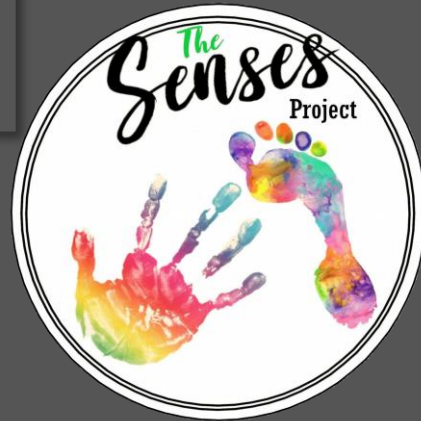
Dorset & Wiltshire Children's Hospices



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In-person Network Support Workshops & training sessions with specialists



Online training sessions with specialists

Factual & Legal sessions



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Employers

'We've looked at how we can make all parts of our business inclusive'

'We display the disability confident logo across our site & we introduced it to our staff – which encouraged several people to speak up.'

'Once we reach level 3 our plan is to showcase what we do to other manufacturers in Dorset.'

'For many of our supporters and trusts, knowing that we are an organisation that promotes equality, equity and inclusivity is an absolute must before they would even consider giving us any money.'



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disability confident organisations



play a leading role in changing attitudes for the better

change behaviour and cultures in their own businesses, networks and communities

are reaping the benefits of inclusive recruitment practices

challenge attitudes and increase understanding of disability

draw from the widest possible pool of talent

secure high-quality staff who are skilled, loyal and hard working

improve employee morale and commitment by demonstrating fair treatment



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5 commitments

Ensure

Ensure your recruitment process is inclusive and accessible

Communicate and promote

Communicate and promote vacancies

Offer

Offer an interview to people with a disability

Anticipate and provide

Anticipate and provide reasonable adjustments as required

Support

Support any existing employee who acquires a disability or long-term health condition, enabling them to stay in work



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Activities...commit to offering at least one

- Work experience
- Work trials
- Paid employment (permanent or fixed term)
- Apprenticeships
- Job shadowing opportunities
- Traineeships
- Student placements
- Sector-based work academy placements



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Employer Evidence Template

Use this template to record your evidence, further actions or comments for consideration as you go through your self-assessment. The amount of evidence required will vary depending on the size and nature of your business.

This will also help you if you want to become a Disability Confident Leader and have your self-assessment validated.

This is for your records and you do not need to send it to us.

Employers name		
Disability Confident Reference number (DSC000...)		
Date		
Completed by and contact details		
Theme 1 – Getting the right people for your business The employer must have agreed to all of the following actions.		
Criteria	Evidence	Comments or further action required
As a Disability Confident employer, our business is:		
1. Actively attracting and recruiting disabled people to help fill your opportunities (including jobs, apprenticeships, internships, work experience, etc.		
2. Providing a fully inclusive and accessible recruitment process.		



Stats...

- **1 in 5 people have a disability**
- **93% of Disabled people don't use a wheelchair – 7%**
- **80% of Disabled people have non-apparent disabilities or impairments that are 'hidden' or 'non-visible'**
- **8 out of 10 people were not born with their disability**
- **83% of people with a disability acquire their health condition during working age**

Definition of disability, encompasses those with a long-term health &/or mental health condition



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Purple
Tuesday



Less than 10% of organisations have a dedicated strategy for targeting disabled customers



£17.1 billion

Estimates show that the 4.3 million disabled online shoppers, who click away from inaccessible websites, have a combined spending power of £17.1 billion in the UK.



£274 billion

The spending power of disabled people and their household continues to increase and is currently estimated to be worth £274 billion per year to UK businesses



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Employer Impact Stories & Case Studies

Removing Barriers to Inclusion – An Employer Toolkit for disability confidence



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Removing Barriers Project - Becoming a Disability Confident EMPLOYER: Impact Story - Lewco Holdings

Diversity & inclusion can benefit any business. Diverse cultures are always more productive than non-diverse ones. So bringing any form of diversity into the workplace – whether it be difference of opinion, different learning styles – is a good thing. It impacts the whole team, encouraging them to think differently, teach differently, behave differently. When you think differently you often come up with a better solution.

Company background

Established in 2017, Lewco Holdings Limited is a franchisee of McDonald's Restaurants. It comprises three separate Dorset restaurants, with one in Dorchester and two in Weymouth, employing a total of around 350 staff – 20 of whom are known to have additional needs and/or a disability.

Outcomes

Lauren explained how being on the project has been so eye opening, that there are so many things that employers may not consider – simply because they don't have to face them themselves. It's been great to hear about the invisible barriers faced by many in the workplace that are not disclosed. It's encouraged us to think deeper & look at our processes in a lot more detail. It's also been interesting to learn about the support that is out there, which previously we weren't aware of & of course, it's been good to meet the other companies involved to share best practices.

She also identified that one of the barriers to being part of such a huge organisation is that there is not a huge amount of influence they can have within the recruitment system, having to use what they've been given. Recruitment is all online via an AI bot. Likewise, the learning is delivered via e-learning – there's no way to have it read out or adjusted – so there are accessibility issues & that's out of our control. The only things we can put in place is the onboarding & training. At every point during this process we look for reasonable adjustments that can be made for the individual as required.

"We introduced a three-month supported internship at our Dorchester branch and that's been a huge success. This person has learning disabilities and autism."

Internally, Lauren will be approaching head office & pointing out the barriers to recruitment & e-learning. If changes can be made it would have a huge impact [bearing in mind that McDonald's employs more than 170,000 people working in 1,450 restaurants, it's staff are also one of the country's youngest workforces with three quarters of its employees aged between 16 and 25].

"This was an opportunity for Young People to see what it's like working in our restaurants and for a big corporation like McDonald's..."



At a Glance..

- Employs 350 staff members
- New recruits complete 3 weeks of training, acquiring skills at every work station

Highlights..

- Lewco Holdings were signed up as a member of the government's disability confident scheme at COMMITTED level.
- Opened doors to 11 young students from Westfield Arts College, Weymouth College & SWRAC
- Achieved disability confident EMPLOYER status - July 2023



What's next?

"We're now working towards our Level 3 and that means influencing other companies in the area."

We don't tend to work with additional stakeholders so this means getting out into the community and leading by example."

LAUREN ROUTLEDGE, PEOPLE MANAGER

Dorset
Council

CAREERS
ENTERPRISE
Partners

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Council

We're #DisabilityConfident, are you?

<http://ow.ly/IW9q30omHF4>




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  **disability**
  **confident**

Health Adjustment Passport – GOV.UK (www.gov.uk)

Access to Work factsheet for employers – GOV.UK (www.gov.uk)

Reasonable adjustments for workers with disabilities or health conditions – GOV.UK (www.gov.uk)

Employing disabled people and people with health conditions – GOV.UK (www.gov.uk)

Your Health Adjustment Passport

If you have a disability or health condition that makes it harder for you to move closer to, move into, or stay in a job you can use this passport:

- to support you to identify what extra support and changes (known as reasonable adjustments) you might need when you are ready to move closer to, move into or stay in a job.
- to apply for extra support from Access to Work. This could include funding for specialist equipment to support you to do your job, support getting to and from work and/or support when you are in work, such as job coaching support.
- to support you to talk to an employer about adjustments and in-work support you may need when you are ready to move into a job. A job could also include, self-employment, an apprenticeship, work experience or a Supported Internship.

The passport belongs to you and it cannot be shared with others without your permission.

About You

Name

What type of work would you like to do?

How many hours do you feel you like to do?

Location - Where do you want to work?

About Your Health

Do you have a disability or condition that affects your daily life?

Think about:

- how you communicate and interact with people
- how you plan and organise tasks
- how you deal with sensory issues
- how you get around
- how you deal with unexpected change
- how you access support services?





autism unlimited training

Neurodiversity in the
Workplace

13.3.24 – Free event



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Monthly Drop-ins



Quarterly Network Support Workshops



steps2wellbeing
Dorset

NHS
Dorset HealthCare
University
NHS Foundation Trust

Internships
WORK



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Andrew Holland

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Thank you



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