

58954 Disability Employment Schemes

Please can you provide UNISON with the following information regarding your council's policies and practices on disability equality (as defined by the Equality Act 2010):

Disability employment schemes provide essential support for disabled people to find and maintain employment.

Is your council signed up to one or more disability employment schemes, such as Disability Confident?

Yes

Yes - Please provide details about each scheme that you are signed up to.

Disability Confident

No - Please provide a copy of your policy and procedures in place that outline the council's approach to the identification and implementation of reasonable adjustments for disabled employees in accordance with the Equality Act 2010.

Please refer to the Equality Policy (Workforce) which is published on our Policy Register at:

<https://www.edinburgh.gov.uk/directory-record/1208371/equality-policy-workforce->

Does your council provide training or education for managers and employees relating to disability awareness and about the process for the implementation of reasonable adjustments for the councils' disabled employees in accordance with the Equality Act 2010?

Yes

Yes - Please provide details or any documents that you provide to managers and employees.

A copy of the guidance is attached.

Third-party personal information has been redacted from the document provided in compliance with the Data Protection Act 2018.

We provide e-learning on Disability Awareness in the Workplace and also run monthly workshops for managers on reasonable adjustments:-

Workshop Aims:

The overall aim of the Reasonable Adjustments Workshops is to provide managers with a broader understanding and awareness of reasonable adjustments, disability and how to respond to a colleague who requires a reasonable adjustment whilst demonstrating Our Behaviours.

Content: The session explores:

- an introduction to the legal requirements for reasonable adjustments and the Equality Act 2010
- promoting inclusivity through the social model of disability and Our Behaviours
- our new Reasonable Adjustments Toolkit

- how to provide appropriate support for colleagues and implement reasonable adjustments
- case studies to understand how disabilities can impact individuals and to discuss best practice in supporting colleagues in the implementation of reasonable adjustments

No - Do your procurement policies require private contracts to demonstrate a commitment to promote disability equality and provide regular reports on how they are achieving this?

If yes – do you also ask which disability employment schemes they have signed up to?

The Procurement Strategy includes consideration of Fair Work First and Equalities. This is published on our website at:

<https://www.edinburgh.gov.uk/downloads/file/29865/sustainable-procurement-strategy>

At time of tender, they need to demonstrate what their organisation is doing in this area. On-going reporting would be on an individual contract basis through Key Performance Indicators.

Currently, we do not directly ask which disability employment schemes they have signed up to. Bidders are able to provide the information in their response.