

Employers Specification –our selection criteria for employers

The specification below includes some of the criteria we would look for in an employer. It is not a full list and we would like to talk to employers about it.

Essential and desirable criteria

Attributes	Relevant Criteria
You are getting ready for us coming to work and you are welcoming us	<p>You know that support is available and how to get it.</p> <p>You have a dedicated post-holder who ensures policies, procedures, practices and premises do not discriminate against us.</p> <p>You check workplace adjustment policies, flexible working policies, sickness management regimes and dependency leave to ensure they are inclusive.</p> <p>You look for improvements that you can make to your physical premises, not just for disabled employees but for suppliers, clients and visitors too.</p> <p>You have or you will plan to set up a disabled employees forum or network and involve us in development of policies and procedures.</p> <p>Your induction and on-going training includes disability equality training, for everyone.</p>
You are helping us get into work	<p>You have reviewed your job descriptions and your person specifications and they are inclusive.</p> <p>You include information about why you are a good employer for disabled people in all application packs.</p> <p>You target us as potential employees and advertise jobs where we will see them.</p> <p>You make sure that application forms and information are available to us in accessible formats, not just online.</p>
You are helping us stay in work	<p>Your post-holder supports new entrants, and staff who acquire an impairment or long-term health condition, to get support and change practises.</p> <p>You support staff who become disabled to stay in work with adjustments.</p> <p>You monitor and record the retention of staff and address issues where retention could have happened, but did not.</p>
You are helping us get on in work	<p>You understand that we need equal access to developmental and training opportunities and you make sure that these are available to us.</p> <p>Your policies and practises support us to get ahead at work and seek internal promotion, or transfers.</p>