



# INCLUSIVE HIRING

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# At Ingeus we support society across Justice, Health, Employability, Youth, and EAP services

## Our mission is to enable better lives

We help governments, employers, and local partners design and deliver services to solve complex challenges caused by social and technological change.

Our services improve opportunities and help create strong societies in which people have the independence, knowledge, and know-how to thrive.

Every day our teams across the UK help people improve their skills, employment, health and wellbeing. We're purpose-led, passionate and proud to work with customers and communities to drive social change.

ingeus

Services ▾ For you ▾ For business ▾ For partners ▾ [Get in touch](#)

## Disability Confident

For business **Disability Confident**

### Become a Disability Confident employer

Employers are missing out on some serious talent because they don't know how to attract, recruit and retain disabled employees. **Disability Confident** is a Government scheme aimed at changing exactly that. The scheme provides advice on how to think differently about disability and how to make the workplace more accessible.

As a **Disability Confident Leader**, we can guide and support you through all three stages of the Disability Confident journey. Along the way, you'll:

- Find out how and why you could benefit from becoming Disability Confident.
- Get a full review of your systems and processes for inclusive recruitment and employment.
- Become Disability Confident Leaders once we've validated your self-assessments.
- Have access to free consultations whenever you have questions.

The best bit? The Disability Confident offer is completely free of charge! Get in touch with Ingeus to find out more about our Disability Confident services.

Inclusion is in our DNA and ensuring our own internal teams represent the society that we support is critical to our business



# The benefits of hiring people with disabilities and/or neuro-differences are not being realised in the work place so we have to help enable managers in hiring decisions



A diverse workforce has many benefits including:

- Enhanced talent attraction and retention;
- More engaged, motivated and productive employees;
- More creativity, innovation and new/valuable perspectives;
- Better employee morale and teamwork;
- Enhanced procurement and tendering opportunities;
- Enhanced understanding of what your customers or clients with disability may need;
- Enhanced brand reputation and loyalty;
- Stronger corporate social responsibility.

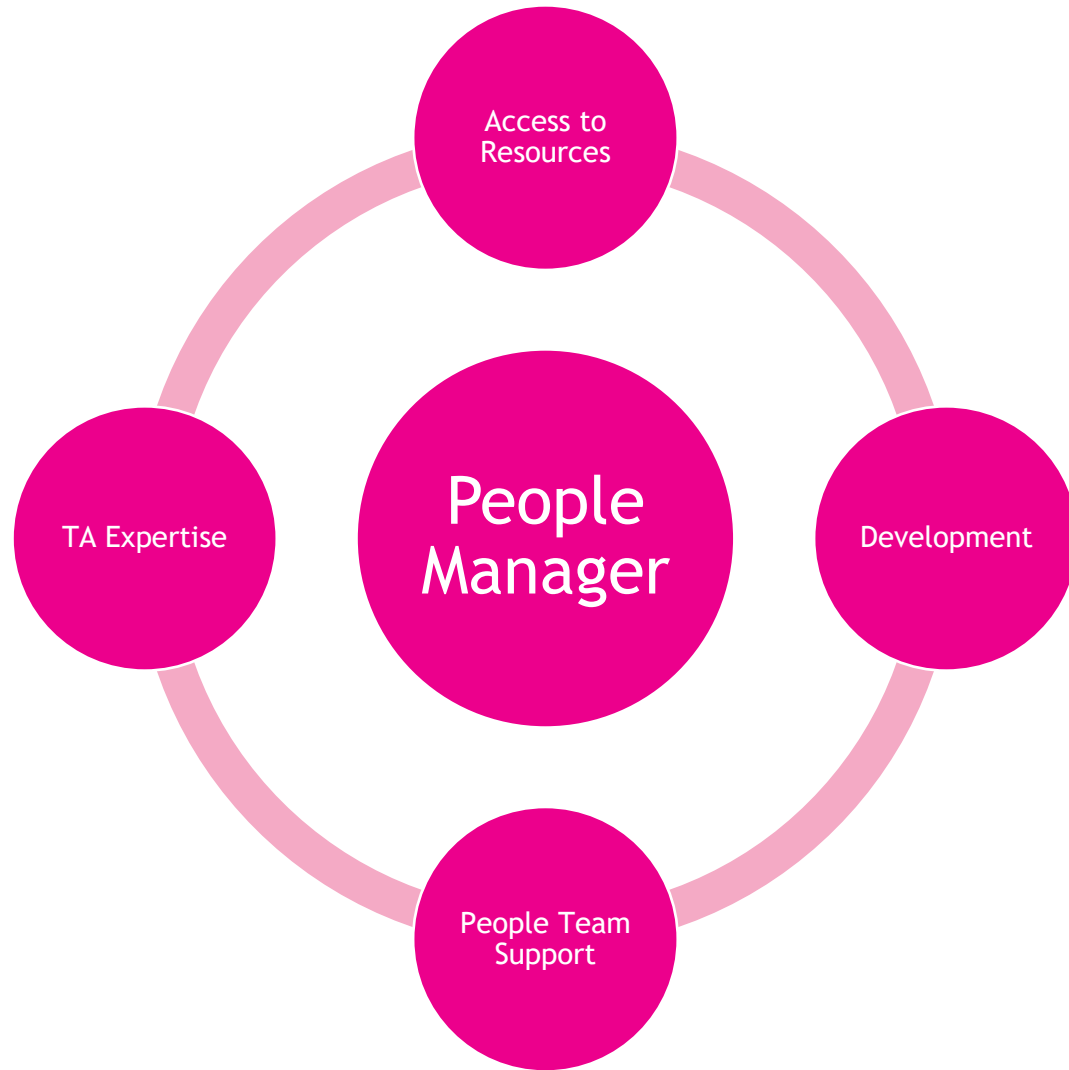


Around half of disabled people aged 16 to 64 years (53.5%) in the UK were in employment compared with around 8 in 10 (81.6%) for non-disabled people (July to September 2021)

Disabled people with severe or specific learning difficulties, autism and mental illness had the lowest employment rates.



# Helping people managers understand the benefit to business of being more inclusive is key



- **Access to tools and resources for People Managers;** resources that can support managers to understand the impact of conditions will give them confidence when making hiring decisions
- **Empowering TA** to challenge preconceived ideas and potential biases through their own expertise with options and ideas
- **Work with the wider People team** to understand and challenge the need for initiatives to support hiring of disable candidates
- **Education and development for managers** connected to a wider D&I agenda



# Creating a proactive and informed Talent Acquisition team enables inclusive hiring



**Give the TA community the expertise to confidently support;** use partners, internal colleagues, D&I groups to upskill your TA team and give them confidence

**Ensure that inclusion is embedded into improvements;** D&I thinking must be immersed throughout the process design and evolution. Always asking, are we inclusive with this change?

**Create a proactive culture around hiring;** actively engage with disabled candidates and offer suggestions / ask for ideas to support them through the process

**Enable the TA community to immerse themselves and be aware of challenges and opportunities;** ERG groups are a great place for TA colleagues to learn more to create an inclusive culture

