

Changing attitudes to disabled workers

6 October 2022

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Current situation

- What challenges are employers currently facing?
 - Record numbers of vacancies
 - Increased focus on flexibility
 - Increased need for technology
- What opportunities are there for employers to more proactively embrace workers with disabilities?
 - In 2021 in the UK only around half of the disabled people aged 16-64 were employed
 - Clear statistical correlation between diversity and business performance, including for profitability and productivity
 - Estimated 1 in 8 of us has neurodiverse characteristics
- What legal obligations should employers be mindful of when employing disabled employees?
- What challenges are individuals with disabilities currently facing within the employment sphere?

Top tips

- How can organisations ensure that recruitment and development of disabled workers is done in an effective way?
 - Is being Disability Confident enough?
- What additional steps should organisations take to support and engage disabled workers?
 - Education
 - Tailored wellbeing strategies and benefits
 - Manager support
 - Understand the impact of environment
- What about those who are working remotely?
- Government Legal Services v Brookers
 - Disability discrimination and failure to make reasonable adjustments

What's next?

- Should organisations be asked to report against measures related to disabled workers?
 - Disclosure of disability to an employer has consistently been low
 - Without data, difficult for employers to be informed and insight-led
- What should be reported?
- How can employers go about collecting the necessary data?

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