

Disability Confident Employers

More and more employers have a disability confident culture. This means that they openly value the strengths and talents that employees with disabilities or health conditions bring and recognise that disability is no barrier to success. The Government's Disability Confident Employer Scheme aims to increase understanding about disability, challenge organisational culture and assist employers develop inclusive recruitment practices. The scheme has three different levels, so if you are looking for a disability confident employer, you might find it useful to check their level. The higher the level, the more disability confident they will be.

Level 1: Disability Confident Committed. At this level, employers state they are committed to inclusive and accessible recruitment. They state they will offer an interview to disabled people, and provide reasonable adjustments including support for their existing employees.

Level 2: Disability Confident Employer. Employers at level 2 actively look to attract and recruit disabled people, and proactively offer and make reasonable adjustments as required.

Level 3: Disability Confident Leader. Employers who reach this level, act as champions within their local and business community. They support and encourage other businesses to become disability confident.

The Business Disability Forum

The Business Disability Forum is a not-for-profit organisation that provides support, advice and training to organisations wishing to become fully accessible to employees and customers. It also influences Government and policy development and helps ensure that best practice is shared. Their website [Business Disability Forum](#) includes a list of their partners; these are organisations from the private and public sectors and represent a wide range of industries from banks, to retailers, universities, broadcasters and local authorities.

These are just a few examples of Disability Smart organisations:

Asda	Manchester City Council	Sainsburys
Arts Council England	Manchester Metropolitan	Skipton Building Society
Barratt Developments	University	Shell International Ltd
Barclays	Mencap	Superdrug
BBC	Network Rail	Scope
Citizens Advice Bureau	New Look Retailers	Shaw Trust
Department for Work and Pensions	Newcastle University	The Co-operative Group
Enterprise rent-a-car	NHS Blood & Transport	Tesco Stores Ltd
Forestry Commission	Northern Trust	TSB Bank
HSBC	Nursing & Midwifery Council	University of Manchester
Ikea	Open University	Unilever
John Lewis Partnership	Odeon and UCI Cinemas	Victim Support
KPMG	Group	Virgin Media
Lloyds Banking Group	Premier Foods	Welcome Trust
London Borough of Hounslow	Prudential M&G	WH Smith Ltd
Leonard Cheshire Disability	PricewaterhouseCoopers	Yorkshire Water
Microsoft	Reed in Partnership	
	Royal Mail Group	
	Royal College of Nursing	

Sources of support

- The University of Cumbria Careers and Employability Service is here to support you for up to three years after you complete your course. You can find resources on our web pages at <https://my.cumbria.ac.uk/Student-Life/careers>.
- You can also log on to our new career hub, My Career Enriched (<https://mycareerenriched.cumbria.ac.uk>) to book an appointment, find events, arrange a practice interview or request feedback on your application. Students with a disability or health condition may request a longer appointment if they feel this would be helpful.

Useful links and articles

- [Gov.uk](#) – Get help at work if you're disabled or have a health condition
- [Disability Rights UK Factsheet F24/Finding disability-friendly employers](#)
- [Equality and diversity issues and your graduate job hunt](#)
- [Change 1-- - internships for students and graduates](#)
- [Evenbreak](#) – a not-for-profit social enterprise matching disabled candidates with inclusive employers
- [EmployAbility](#) – not for-for-profit social enterprise for disabled and dyslexic students and graduates
- [DisabilityJobsite](#)
- [Incluzy](#)

Acknowledgements:

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