

‘Nothing about us Without Us!’

Disability Employers Guide &
Website

Linda Henry

17 February 2011



About Unique Improvements

- A social enterprise based in the NW and Grimsby
- Specialist engagement and social marketing organisation
- Provider of university accredited courses



The Approach

- Initial contact with 519 agencies in the Y&H area
- Reference Panel of 19 interested agencies
- 3000 pages to 16.
- Designed and tested by service users and employers.
- Website to hold extra information.



The Artwork

- Commissioned Art for Recovery in the Community (ARC)
- Mental Health service users



The Resource Guide

Back Cover



Put yourself in the picture

You'll find a number of paintings, drawings and photographs throughout this guide.


This art has been created by 12 artists from ARC (Arts for Recovery), a North West based organisation that helps individuals at the start of their careers.

Many of the artists have been marginalised, some as the result of mental illness.

The 12 artists whose work is featured are all now either exhibiting their work, undertaking commissions, mentoring others or teaching.

For more information visit:
www.disabilityemployersguide.co.uk


Front Cover



access

Equality in the Workplace.

A Pocket Guide for Employers

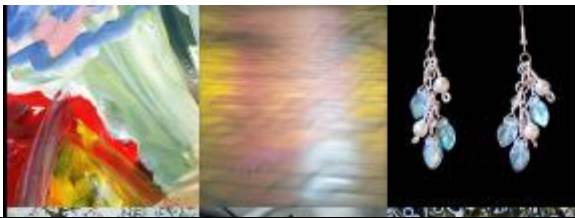
Yorkshire & Humber Improvement Partnership 

“**Equality** is no longer just about the rights of minorities, important though they are. It must concern **everyone** and touch every part of life. Equality is not about making different people with different needs all fit the same mould. It's about recognising that everyone has **rights and responsibilities**: the right to respect and dignity, an **equal chance** to fulfill their potential and the responsibility to make a contribution to society.”

Equal Opportunities Commission's Vision for Equality

Fold Over





Glossary: Some Common Terms Explained



Attitudes

1. Why you should employ people with disabilities

A diverse workforce can benefit everyone – it can help increase satisfaction, makes your organisation more appealing place to work (helps you attract new staff and retain employees), it can help reduce recruitment costs by enabling you to fill skills gaps by recruiting from a wider applicant pool. It's all about seeing people's potential for anything else.

Apart from these business benefits, it's a legal requirement (Equality Act 2010) to treat staff fairly and considerately. The law enables people who feel that they have been discriminated against to bring a claim for damages in an employment tribunal. Such action can damage to the reputation of your business.

2. Example of Good Practice from a Large and Humble Organisation

1. A machine operator with epilepsy. Her employer might increase her pay and other members of staff.

The company worked with her consent, her GP – to likely to have seizures if he agreed to move her to do and enabling her to better.

2. An IT worker wanted time off with her mother.

To help make this possible and avoid work-related stress that they could work together well-being, allowing her to feel able to return to full-time work after her mother's awareness training for her situation.

The Equality Act makes "reasonable adjustments" for disabled job applicants from being placed at a disadvantage. Someone with multiple sclerosis is likely to need a lot of the job in a system. Employers should consider a good job coach or advisor - should call 02010.www.valuingdiversity.org.uk

Under normal circumstances a job coach as a reasonable adjustment.

When things don't work out – If an employee believes that they have experienced unlawful discrimination, they have the right to make an Employment Tribunal claim. Defending such claims can be expensive, time consuming, stressful and have a negative impact on the reputation of your business.

4. What if it all goes wrong?

It is generally in everyone's interest to try to resolve matters before a claim is made at an Employment Tribunal.

Having good procedures in place for dealing with complaints about discrimination can help avoid someone feeling that bringing a claim against you is necessary.

It is important that your employees feel that complaints will be taken seriously, even if they are not made via your formal grievance procedures, and that something will be done to put things right if necessary.

If someone feels that they have been unlawfully discriminated against, harassed or victimised against equality law, they can ask you to supply information to help them decide if they have a valid claim. There is a form set out at www.equalities.gov.uk that they can use, but even without this form, providing they ask the same questions, their queries still count.

"Diversity doesn't have to be a legal minefield, it's important to have a workforce who doesn't believe that different means worse"

xxxxxx [add ref for quote]



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