



Becoming a disability confident employer

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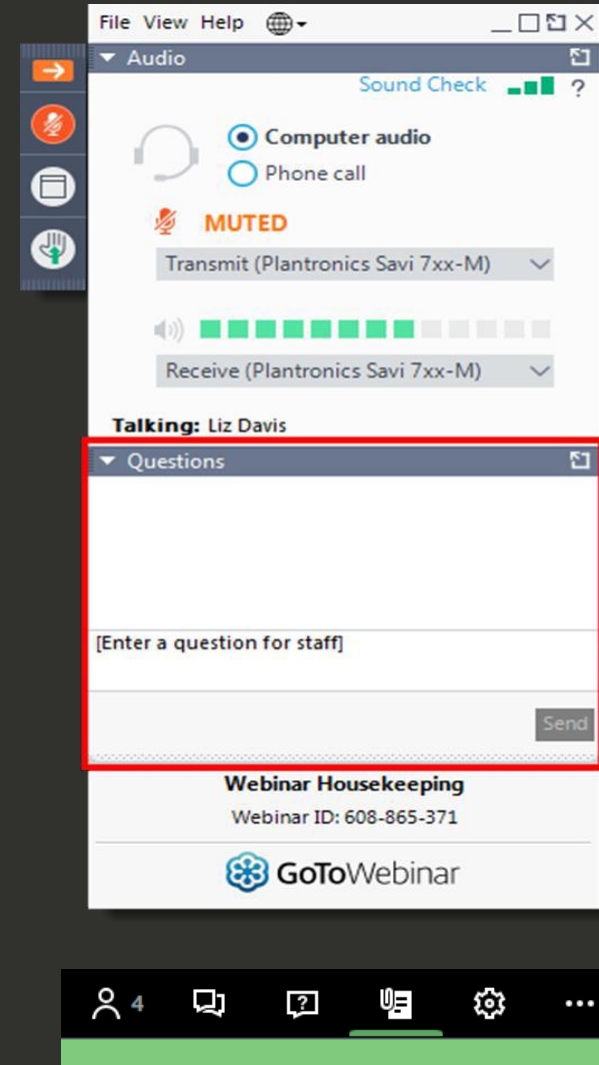
Programme Trainer

Talentino

HR with real **impact**

GoToWebinar

- ▶ Please use the Questions option to pose any questions to the panel.
- ▶ We will try to answer as many as we can at intervals or at the end of the webinar.





Who We Are

We are trusted HR professionals with of experience delivering tailored solutions across a wide range of businesses in the UK.

We have worked successfully with a wide range of companies across;

- Hospitality
- Automotive
- Retail
- Care
- Manufacturing
- Professional services
- Charities and the not-for-profit sector

So, we understand the real challenges SMEs face when it comes to managing people. Our reputation is built on deep expertise, hands-on support, and real results.

Introduction to Impact HR

Objectives

- Understand the Disability Confident Scheme
- Explore how it supports inclusive workplaces
- Learn from real examples

Quick Poll (1)

- Is your business on the Disability Confident Scheme?



Quick Poll (2)

- Do you currently make any reasonable adjustments during the recruitment process for disabled candidates?



Quick Poll (3)

- Do you offer an interview to any disabled person who meets the *minimum essential criteria* for a role?



Feedback

- What adjustments to your workplace are you already doing and/or willing/ able to implement to support candidates/ employees with a disability?



(Please use the chat box to add some ideas)



Disability Confident

Why Disability Confidence Matters

- Organisations with more inclusive cultures are 35% more likely to outperform their peers.
- An inclusive work culture can reduce turnover by up to 50%, saving recruitment and retraining costs.



What is the Disability Confident Scheme?

- The Disability Confident Scheme is a government-backed initiative to support employers to recruit, retain and develop disabled talent in their workspaces.
- Approximately 24% of the UK population is classed as disabled, by joining the Disability Confident Scheme, employers are opening themselves to more talent to fill their job opportunities.
- It is a free scheme and is available to all employers in the UK.



Tier 1 – Committed.

- Tier 1 of the Disability Confident Scheme is for employers to make the commitment to become more inclusive.
- Employers complete a one-page form and agree to 5 commitments and 1 action.

Commitments include:

- Ensure your recruitment process is inclusive and accessible
- Communicate and promote vacancies
- Offer an interview to disabled people
- Anticipate and provide reasonable adjustments as required
- Support any existing employee who acquires a disability or long-term health condition, enabling them to stay in work



Tier 2 – Employer.

Tier 2 of the Disability Confident Scheme involves an employer conducting a self-assessment which includes collating evidence of inclusive practice.

There are two themes, the self-assessment follows:

Getting the right people for your business

- Actively attract and recruit disabled people
- Provide a fully inclusive and accessible recruitment process
- Offer interviews to disabled people who meet the minimum criteria
- Flexibly assess candidates to remove unnecessary barriers
- Proactively support disabled applicants

Keeping and developing your people

- Promote a culture of disability confidence and inclusion
- Support employees to manage disabilities or health conditions
- Ensure line managers are confident in supporting disabled people
- Encourage disabled employees to develop and progress
- Monitor and review your practices



Tier 3 – Leader.

To achieve tier 3 status, employers need to get their self-assessment validated by an external person or organisation such as:

- A DC Leader from another organisation
- A specialist HR or EDI consultant
- A recognised disability organisation or network
- The validator must confirm that:
 - You meet the criteria honestly
 - You are genuinely operating as a Disability Confident Employer
 - You are able to influence others



Attracting Diverse Talent

Clear and accessible job descriptions

- Use plain language and avoid jargon or unnecessary criteria.
- Focus on *skills and outcomes* rather than rigid experience lists.
- State your commitment to making adjustments prominently.

Accessible application processes

- Ensure online systems work with screen readers and assistive tech.
- Offer alternative formats (e.g., large print, Word doc, email submissions).
- Provide a contact for adjustment requests from the outset.

Targeted attraction

- Advertise roles via inclusive job boards (e.g. Disability Jobsite).
- Partner with local disability organisations and job centres.
- Use imagery that reflects diversity and inclusion.



Accessible Selection & Interview Practices

Offer interview flexibility

- Provide alternative formats: in-person, video, written tasks or phone.
- Allow additional time where needed or breaks for fatigue/processing.
- Share interview questions or format in advance to reduce anxiety.

Job trials and working interviews

- Offer practical "try-out" sessions or job trials to assess capability fairly.
- Focus on potential and adjustment rather than perfection in standard formats.

Inclusive interview environment

- Ensure step-free access, quiet waiting areas, and suitable lighting.
- Train panel members to understand reasonable adjustments and avoid assumptions.
- Encourage structured scoring to reduce bias.



Retention & Long-Term Inclusion

Reasonable adjustments in practice

- Adjust workspace, equipment, or scheduling based on individual need.
- Reassess adjustments regularly – needs evolve.
- Keep a central adjustments log (confidentially) to ensure consistency.

Ongoing support and communication

- Maintain open dialogue; avoid "set and forget."
- Offer regular wellbeing check-ins or buddy systems.
- Promote your Employee Assistance Programme (EAP) and occupational health access.

Training for line managers

- Provide disability awareness and inclusive leadership training.
- Equip managers to spot signs of difficulty and respond empathetically.
- Include inclusion KPIs or objectives in performance reviews.



Benefits of becoming Disability Confident.

As an employer on the Disability Confident scheme, there are many benefits such as:

- Access to a wider talent pool.
- Boost innovation and problem-solving.
- Improve recruitment and retention.
- Enhance employer brand and reputation.
- Improve workplace culture and morale.
- Meet legal and ethical responsibilities.
- Lead by example.



Real-life success stories

Tendring District Council

- Status: Achieved tier 3
- Three times running TDC have re-applied for tier 3 and achieved this.

The Braintree Hub

- Status: Achieved tier 3
- A small local charity who started on tier 1 of the scheme and then moved onto tier 3.

Branching Out

- Status: Achieved tier 3
- Weren't on the Disability Confident Scheme at all but managed to work their way through the scheme.



Disability Confident?

Ready to become a Disability Confident employer?

Your 5-Step Action Plan

- Commit – sign up to Tier 1; appoint disability inclusion champion
- Assess – review policies, process, barriers
- Act – implement inclusive practice, adjustments
- Validate – collate evidence and seek Tier 2 / 3 status
- Lead – broadcast your journey, mentor others



Post Webinar

After this webinar, you will receive a follow-up e-mail which will include:

- ▶ Link to the webinar recording
- ▶ Disability Confident Scheme: A Guide for Employers
- ▶ Amy's contact details





Questions



Employment Rights Bill Checklist

Our Employment Rights Bill Checklist is designed specifically for small business owners to help you navigate these new requirements.

HR Benchmarking Assessment

Take our HR Benchmark Assessment to evaluate key areas of your HR function and uncover actionable insights to enhance compliance, efficiency, and employee engagement.

Sexual Harassment Risk Assessment

This Sexual Harassment Risk Assessment is designed to help organisations uncover potential vulnerabilities, reduce legal and reputational risks, and implement instant, actionable steps to safeguard their employees and business.

Impact Hub

A free and comprehensive resource library designed to empower businesses with the knowledge and tools needed to navigate the ever-evolving HR landscape

www.impacthr.co.uk

Useful tools



What makes us different?

We don't just offer advice; we become an extension of your business. We take the time to get to know you and your organisation, so we can deliver bespoke, relevant advice and documentation that works for your team and culture across the entire employment lifecycle.

We are also flexible in how we work with you. Choose from:

- Retained support with unlimited advice
- One-off projects or documentation help
- Ad hoc support whenever you need it

We can even enhance our services with admin support, HR software, e-learning tools, recruitment support, payroll and more, giving you a complete people management solution, tailored to what you actually need.

Outsourcing your HR to us means gaining a reliable partner dedicated to supporting your people, protecting your business, and helping you thrive.

Our aim is to make a real impact in your business where it matters most: your people.

Benefits of choosing our services

Tailored to Your Needs

Whether you need occasional advice or an in-depth HR strategy, our services are flexible and scalable.

Cost-Effective

Choose the level of support you need, that is right for your business.

Expertise

Our HR experts bring years of proven HR experience and know-how, providing the support your business needs to grow.

Pro-active Support

With retained services, we anticipate issues and provide guidance before problems arise.

Risk Reduction

We help ensure compliance and manage HR risks, protecting your business from potential costly legal issues.

By offering flexible options and expert guidance, we support SMEs in navigating the complexities of HR and people issues while helping you to grow your organisation and succeed in a competitive business environment.

Specialist support for complex people challenges

Multiple Redundancies

Support with managing and implementing multiple redundancies (2+ roles involved), including consultation processes, legal compliance, and employee communications and documentation.

Settlement Agreements

Drafting and negotiating settlement agreements, chairing meetings and providing advice to the organisation on the legal implications and best practice.

HR Risk Assessments

Conducting HR risk assessments, including sexual harassment, health and safety, EDI impact assessments, and other legal or operational risks.

Restructure

Strategic advice and practical support for business restructuring, including workforce planning, consultation around role changes, and redundancy processes.

Performance Management / Appraisal Systems

Support in developing or refining performance management systems, including goal setting, feedback processes, and appraisals.

People Planning

Assistance with strategic workforce planning to align your HR needs with your business goals, including talent management, succession planning, and organisational design.

Multiple Changes to Terms & Conditions

Assistance with managing and communicating changes to employee contracts, including negotiations and legal compliance.

Equality, Diversity, and Inclusion Initiatives

Consultation and support to develop EDI strategies, policies, programs and forums that align with your company culture and legal obligations.

Training Programmes

Development and delivery of tailored training programmes, including:

- Line manager training – leadership, performance management, conflict resolution etc
 - Employee training – Harassment prevention, diversity and inclusion and compliance training
 - Specialised HR Training – TUPE, redundancies, absence management, employment law updates etc.
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Some HR issues require more than day-to-day advice. We offer hands-on support for sensitive, high-risk or strategic people matters — from restructures and TUPE to risk assessments and performance systems. Whether it's a one-off project or part of wider change, we're here to guide you every step of the way.

TUPE transfers

Support with TUPE transfers, whether incoming or outgoing, including the management of employee rights, review of terms and conditions, consultations, and legal compliance for businesses of all sizes.

Exit Interviews

Conducting or developing exit interview processes to gather feedback, identify trends, and improve employee retention strategies.



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