Being an exemplar Disability Confident employer, advocating, encouraging and leading others to follow
What does it mean to be Disability Confident Leader (Level 3)

**Challenge**

### Potential sources of supporting evidence

<table>
<thead>
<tr>
<th>Evidence types:</th>
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<tbody>
<tr>
<td>● Recruitment policies and practices with relevant paragraphs highlighted or marked</td>
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<td>● Other recruitment documents</td>
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<td>○ Recruitment page on website</td>
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<td>○ Example adverts</td>
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<td>○ Example job descriptions</td>
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<td>○ Application form</td>
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<tr>
<td>● Retention / sickness policies and practices with relevant paragraphs highlighted or marked</td>
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<tr>
<td>○ Examples of documents used in processes e.g. return to work documentation</td>
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<tr>
<td>● Workplace adjustments policy and process - or where this is referred to in other policies</td>
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<tr>
<td>● Disability awareness material</td>
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<td>○ Training (contents summary or objectives)</td>
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<tr>
<td>○ Resources available on intranet for colleagues and managers on Disability</td>
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<tr>
<td>○ Information on support services offered to colleagues e.g. EAP</td>
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<tr>
<td>● Best practice initiatives</td>
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<tr>
<td>● Disability disclosure figures and how they are used</td>
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<tr>
<td>● Case studies and examples of</td>
</tr>
<tr>
<td>➔ Accommodations made to recruitment processes</td>
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<tr>
<td>➔ Workplace adjustments</td>
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<tr>
<td>➔ Retention</td>
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<tr>
<td>➔ Progression</td>
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<tr>
<td>● How any issues/concerns have been managed effectively.</td>
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For larger organisation more evidence and a wider the range of examples is expected

Good practice would be evidenced by examples for a range of disabilities and at a number of different levels of the business.
Leadership

For all employers

- Encouraging other employers in your supply chain to become Disability Confident

Good practice
Think about partners on contracts or sub-contractors for your main function
Also consider suppliers of ancillary services:

- Cleaning services
- Waste disposal
- Stationary
- Repairs
- IT services
- Other equipment

- Using social media to promote and share good practice on Disability Confident, such as LinkedIn, Twitter, Facebook, blogs and business newsletters

Good practice

- Using your Disability Confident logo on all external media
- Releasing specific case studies and examples
- Using images of disabled employees in marketing / on website

- Networking with other employers in your industry, through business clubs, local networks, business events

Good practice

- Provider forums
- Sector skills council

- Being a mentor, coach, buddy or providing peer support to other organisations

Good practice

- Individuals such as directors of partner organisations
- Organisation-wide - buddy up peers from both organisations
- Disabled employee support

- Engaging with other local employers to share good practice

Good practice

- Linking with bodies such as Chamber of commerce or Local Enterprise Partnerships

- Celebrating success

Good practice

- Positive news stories in sector and mainstream media
- Being nominated for and/or winning local, regional and national awards for the employment of disabled people

- Sponsoring or hosting Disability Confident inspired events

Good practice

- Mark disability awareness days or weeks
- Link with local disability organisations
For medium-sized employers (50 to 250 employees) and large employers (over 250 employees), leadership may also include:

- Providing validation of self-assessment to other employers
- Using contracting to drive positive change, with supply chain providers encouraged to become Disability Confident

**Good Practice**

Think about partners on contracts or sub-contractors for your main function

Also consider suppliers of ancillary services:

- Cleaning services
- Waste disposal
- Stationary
- Repairs
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Can it be put into:
- Tender processes
- Bid applications
- Service Level agreements