

An employer's journey



Focus on what we can do

Drive for continuous improvement

Remploy

Putting ability first

An employer's journey



Disabled people make great employees, and making sure you attract and retain disabled talent can benefit any business. Thousands of employers are already realising these benefits, but for many it seems difficult, complicated and some don't know where to start.

With over 70 years' experience, Remploy are experts in helping employers create an environment where all employees can thrive. This experience has led us to create an 'employer's journey'. This journey highlights the stages employers go through, from exploring what is possible to creating an inspirational workplace where all types of talent is able to shine, and other employers set as a benchmark.

You'll see at each stage, what employers like yourselves might already be doing, the support Remploy will provide to help you, the key milestones and the business benefits you could achieve.

We recognise it's not a one size fits all approach, businesses like disabled people aren't all the same. We understand that by working together, we can understand and capitalise on your business's capacity to harness the skills, motivation and loyalty that disabled people bring to any organisation.

What's the value to you?

- You can see the benefits and support available to help set goals on an attainable journey plan.
- We can better explain our approach, helping to open up new opportunities and improve our engagement with you.
- Remploy can recognise and reward employers and build a plan of support in line with your objectives.

Exploring



An interest in understanding what is possible and how it could work...

Disabled people make great employees, bringing motivation, passion and the skills any business needs to succeed.

As if this wasn't enough, they can help address your corporate social responsibility goals, and make your brand stand out. All of this allows you to better engage with your customers.

However, we do know that barriers exist, such as uncertainty, a lack of knowledge or simply not seeing the benefits for making a change.

Remploy can help you by...

Taking the time to understand your business strategy, values and goals. We offer a consultative approach to help you to find the best approach to employing disabled people in your organisation, plus identifying a business case to make it happen.

As recognised experts with over 70 years' experience, we can share our knowledge and expertise. We can also provide case studies from similar employers we've already worked with, highlighting best practice and removing any concerns and complexities.

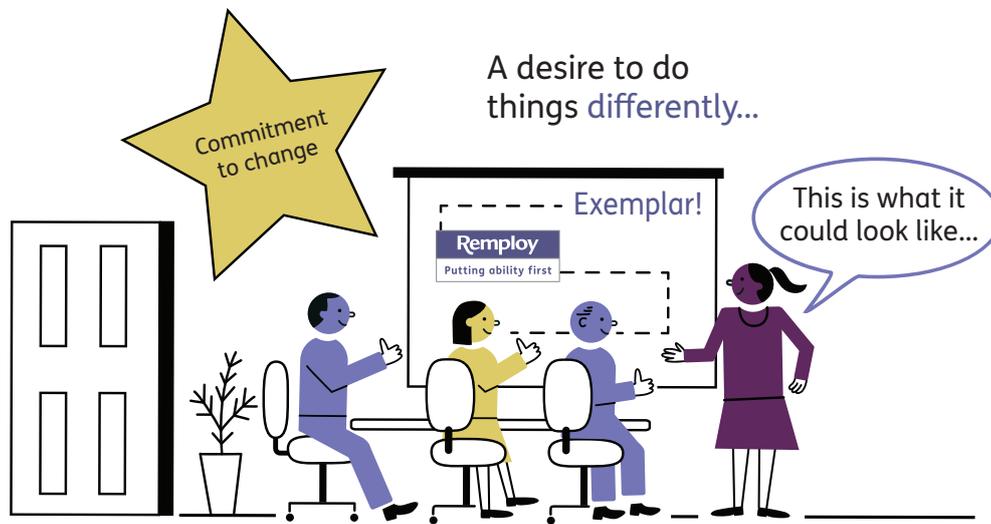
You're ready to move on to the next stage of the journey when...

You've met with a Remploy expert, discussed the various approaches and agreed which one best meets your needs. You will have developed your own business case, that will resonate within your organisation, and are aware of the various models that you could adopt.

"At first it was a little daunting to know how much there is to be done, however understanding that Remploy are perfectly positioned to take us through this journey is a huge comfort."

Baker and Mckenzie

Commitment to change



A desire to do things differently, although still not sure what that looks like

By committing to change you are moving towards an organisation that supports disabled people, is more representative of the customers and community it serves, and as such, a brand that stands out in the marketplace.

After exploring the possibilities, it's time to put plans into action. Decision makers within your business are involved, and understand the benefits disabled people can bring to your organisation. Stakeholders across the business understand the changes that need to be made, feel supported and are committed to next steps in supporting disabled people into employment.

Remploy can help by...

Engaging with senior leaders and other key stakeholders to develop a practical proposition for employing disabled people. We can also help with communicating this across your business and share the success other employers have benefited from, building on your desire and commitment to make a change.

We'll develop solutions that meet your business objectives, including any simple adjustments to current systems and processes. This could include a pilot programme to test the solution before embedding it across your organisation.

You're ready to move on to the next stage of the journey when...

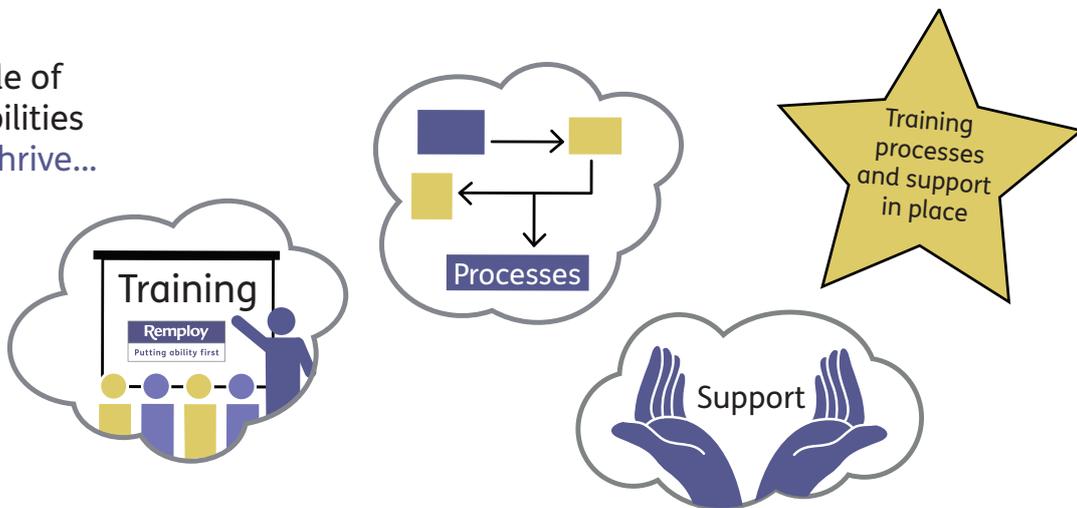
We have a shared vision, a plan to implement it, the right support and relationships in place and a commitment to supporting disabled people in work. Achievable targets are set within the business, which are supported at the highest level.

"From gaining disability awareness and understanding through Remploy's team, and the great people we have introduced into Staffline, we are now looking to further develop a plan that supports our managers in becoming more disability confident."

Simon Bladen, Staffline Group Plc

Training, processes and support in place

People of all abilities can thrive...



Creating a supportive environment, in which people of all abilities can thrive

Successful businesses appreciate that it is much more than just putting people into a job. It's about creating the type of environment that allows all colleagues to flourish in a career.

Increasing knowledge around disability as a whole, and learning by experience helps colleagues develop a greater appreciation of some of the challenges disabled people face, and the role they have in creating a successful, inclusive workplace.

Remploy can help by...

Providing a single point of contact to make sure you have access to the very best advice and guidance. We'll give you access to a bespoke programme of training, support and guidance that can be designed around your organisation to ensure maximum impact.

This will assist you and your colleagues to identify and embed simple adjustments into your recruitment lifecycle. This ensures that your opportunities are accessible to disabled people, and that disabled people have the opportunity to develop a successful career with you.

You're ready to move on to the next stage of the journey when...

You and your colleagues have addressed some of the misconceptions that exist around disability, and are ready to focus on helping your business attract, recruit and retain the very best disabled talent.

By ensuring colleagues and the environment in which they work can offer the support required, you will benefit from a workforce with less absenteeism and greater productivity.

"The programme had huge benefits for the store. We had a group of individuals who were really passionate and motivated about working for Marks & Spencer. It also allowed us to forge strong links in the local community."

Louise Cassidy, Marks & Spencer

Disability confident

Attracting,
recruiting
and retaining
the very
besy talent...



Putting the
focus on
ability...

Being able to anticipate and accommodate the needs of disabled colleagues effortlessly

Being disability confident can help you attract a wider pool of employees, increase the retention of talented employees who may be struggling, and better identifying internal talent for progression.

Disability confidence exists where there is a solid understanding, and appreciation of disability across the business. A disability confident organisation is one that puts policies into practice to ensure disabled people are included.

These businesses appreciate the skills, motivation and loyalty disabled employees bring to any organisation, and focus on what their talent enables them to do, not what a disability may stop them from doing.

Remploy can help by...

Developing our partnership, continually improving solutions to drive ever more benefit from the support you already have in place.

We are your first point of contact for all of your disability related queries. We know your business, and will work with you to identify additional opportunities to improve, and create a platform to share your successes internally and externally.

You're ready to move on to the next stage of the journey when...

The recruitment and support of disabled people is business as usual – just another way for your business to access and nurture talent.

Disabled employees feel comfortable to share their challenges, safe in the knowledge that any necessary support is in place to help them flourish in a career.

“The dyslexia in engineering campaign has been a great example of how we can respond to and support the needs of our people. By working in partnership with Remploy, we were able to offer real practical specialist help. This partnership has had a real business impact in supporting our people and for that I am immensely proud of what we have achieved together.”

Chris Grant, BT

Exemplar



An inspirational place to work, with a continuous drive to improve the environment you have created

Becoming an exemplar organisation enables a merging of company values and mission, giving you the advantage of a workforce that feels valued, trusted and is engaged.

Exemplar employers are passionate about improving their business. They use employee feedback to further embed inclusivity and support as standard employment practice – actively engaging disabled employees to enable innovation and process improvement.

Disabled employees have a voice, with clear role models in place to further promote a level playing field for all. Exemplar employers expect all suppliers and partners to adopt the same principles, with those at the start of their journey showing a commitment to change.

Remploy can help by...

Holding regular review meetings, and providing detailed management information to assess if your long-term objectives are being met. We'll help you to promote similar programmes across your supply chain, and embed Remploy representatives within your business to help further promote success.

You're ready to move on to the next stage of the journey when...

There is a signed agreement in place which sets out your long-term strategy around disability. This would include clear growth targets and a timetable for success, where all identified activities are addressed and fulfilled.

Our continued partnership with Remploy over the last 10 years has enabled us to develop and evidence our commitment to creating an environment where anyone can flourish. Incorporating disability in all that we do delivers fantastic benefits to ourselves and our customers, by truly reflecting the communities that we serve."

Norman Mence, Royal Mail Group



Disability is embraced and discussed at all levels internally and externally – and the employer is held up as a positive example for others to follow!

By becoming an advocate of disabled people in employment, you can lead by example. It allows you to engage with society and your disabled customer base – building a strong social brand; all leading to profitability, sustainability and growth.

Advocates feel proud of the work we do together to help change the lives of disabled people. Whilst recruiting and supporting disabled people may be the norm in your business – this is not always the case elsewhere. Sharing your challenges, how they were overcome and the benefits you now enjoy – will help other employers to take the first step in making a positive change.

Remploy can help by...

Creating a joint platform to promote a fantastic working partnership. We can help create case studies and attend employer events to promote the business benefits of employing disabled people.

Successful PR supported by senior leaders across both organisations will ensure you are able to attract the very best talent, improve your brand, and play a key role in addressing the inequality that exists in the employment of disabled people.

You're know you're there when...

People and organisations approach you for your opinion – and are held up as an example in your sector for others to follow.

More importantly, your colleagues all see the benefits of the work we do together, and share these every chance they get.

“As an organisation, we understand the importance of having a diverse workforce and recognise the social and commercial benefits this can bring. We're delighted to have Remploy working with us as a preferred recruitment partner, as they bring a wealth of experience in assisting disabled people to enter the job market.”

Tanith Dodge,
HR Director, Marks & Spencer

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An inspirational place to work...

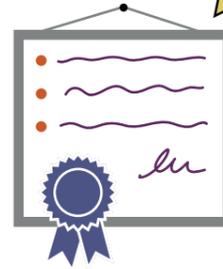
What do you think?



Exemplar

...With a continuous drive to improve.

Advocate



I have improved my brand

It saves, and makes me money

I can attract and retain the very best talent...

A positive example that others want to follow...



Attracting, recruiting and retaining the very best talent...



Disability confident

Putting the focus on ability...



People of all abilities can thrive...

Processes

Support

Training processes and support in place

Exploring

It costs too much..

Why would I bother?

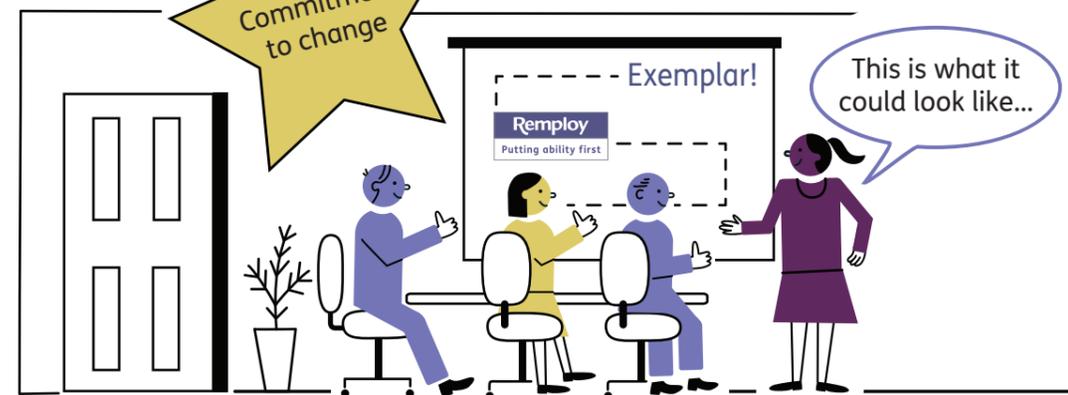
Is it too difficult?



What's possible?
How could it work?

Commitment to change

A desire to do things differently...



This is what it could look like...

