Why do we need to develop “disability confidence”? 

www.cih.org/careers/positiveaction
Quick straw poll….

• How many disabled people in the UK?
• What percentage of disabled adults are in work?
• How many non-disabled people are in work?
• How many disabled people work for your organisation?
Disability and employment: the gaps

- Employment gap between disabled and non-disabled people is 29% (50% disabled people; 79% non-disabled people).
- Pay gap between disabled and non-disabled people is 20% for men, 12% for women.
- By the age of 19-21, 44% of disabled people are not in education, employment or training - almost twice as many as young non-disabled people (23%).

Source: RADAR

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Disability and employment: the seniority gap

RADAR's research also found that
- **non-disabled** people are twice as likely as disabled people to be a Board level Director;
- three times as likely to be a Director or Head of Department
- and three times as likely to earn £80,000 or above.
Disabled people employed in social housing: CIH’s research findings (2008)

- High representation of disabled people as service users/tenants
- **Disabled people under-represented as employees**
- Housing organisations: lack of **disability-confidence** re: recruiting and managing disabled people
- Points to need for **positive action** to redress the balance
Sticky issues and old chestnuts: disabled employees

- Diverse nature of “disability”
- Disclosing disability – at interviews and in work
- Language/terminology – what’s in a name?
- Disability etiquette – doing the right thing
- Managing disability: productivity v. sickness, harassment v. inclusion
Sticky issues and old chestnuts: disabled customers

- Diverse nature of “disability”: accessible information/service delivery
- “Hard to reach” – or too difficult to think about?
- Consultation v engagement
- Disabled people are often the experts – tapping in to talent
- Developing an inclusive service

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