



# The Disability Confident Scheme

**IP INCLUSIVE**

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# Aims

## The aims for Disability Confident are to:

- engage and encourage employers to become more confident so they employ and retain disabled people
- increase understanding of disability and the benefits of employing or retaining disabled people
- make a substantial contribution towards getting 1 million more disabled people into work by 2027.



# Disability Confident - The case for action



**Level 1: Disability Confident Committed**  
Sign up to the Disability Confident commitments and identify at least one thing you'll do that will make a difference for disabled people.



**Level 2: Disability Confident Employer**  
Self-assess your business against the themes of getting the right people for your business, and keeping and developing your people.



**Level 3: Disability Confident Leader**  
Be seen as a champion in your local and business communities.

## Evidence shows that appropriate work is good for our health

Good work

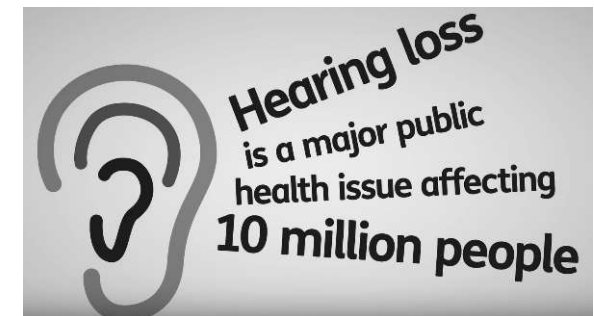
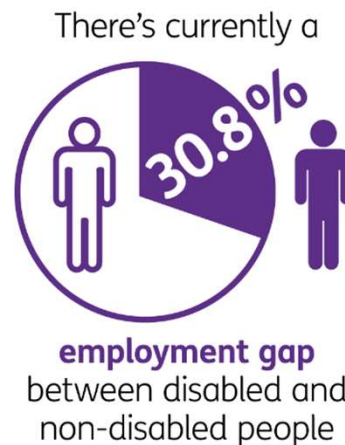


Good health

Worklessness



Poor health





Starting your Disability Confident journey

**5 Actions  
and at least  
1 activity  
that will  
make a  
difference.**



Sign-up through Gov.UK

[www.gov.uk/disability-confident](http://www.gov.uk/disability-confident)

Department for Work & Pensions

**Disability Confident employer**

Fill in this form to confirm you have completed your self-assessment as a Disability Confident employer.

**About your business**

Business name (required)

Contact name (required)

Business email (required)

Business phone



Badge and certificate for 3 years  
 Must commit to 5 actions and  
 1 activity that supports disability  
 employment.  
 Employer receives Newsletter



Employer self-assessment two themes:

- Getting the right people for your business
- Keeping and developing your people.

Offering at least 1 activity that will make a difference.

### What happens next?

When you have completed level 2, you will need to [follow this link to Gov.UK](#) to confirm that you:

- have undertaken and successfully completed the Disability Confident self-assessment
- are taking all of the core actions to be a Disability Confident employer
- are offering at least one activity to get the right people for your business and at least one activity to keep and develop your people.



Badge and certificate for 3 years  
 Must confirm that the self-assessment has been completed  
 Employer receives DC Newsletters



Outside challenge of your self-assessment and demonstration of your Leadership activity.

- Acting as a champion within your local and business community
- Engaging your supply chain and your networks
- Showing disabled people that you are serious about leading the way
- Helping other businesses to become Disability Confident
- Use the Voluntary Reporting Framework to report on disability employment and mental health



Badge and certificate for 3 years  
 Must confirm that the independent validation has been completed  
 Employer receives DC Newsletters

# To support you on your journey there is a range of online information, guidance and resources available through [www.gov.uk/disability-confident](http://www.gov.uk/disability-confident) Search for Disability Confident.

Information and guidance

Videos

Case studies

The screenshot shows the 'Disability Confident guidance and employer scheme' page. It includes sections for 'Guidance and resources about employing disabled people and how the Disability Confident employer scheme can help your business', 'Benefits' (listing increased productivity, better retention, and improved reputation), and 'How to become a Disability Confident employer' (listing steps like assessing current practices, training staff, and reviewing progress).



Promotional materials



disability confident unlocking potential

We're thinking differently about disability. Leading employers are helping more people who are disabled - and they've helped transform our culture, our customer relations and our performance.

For more information visit: [www.gov.uk/stepdisabilityconfident](http://www.gov.uk/stepdisabilityconfident)



disability confident make it your business

Employers tell us recruiting and promoting disabled employees is one of the best business decisions they've ever made. Their diverse talents, creativity and insights into a fast-growing customer demographic help build sustainable growth.

For more information visit: [www.gov.uk/stepdisabilityconfident](http://www.gov.uk/stepdisabilityconfident)

**Losing his eyesight was no barrier to Paul**

Paul Hill had recently lost his eyesight due to Myopic Macular Degeneration, so being made redundant couldn't have come at a worse time. He had been working for the same company for 13 years in a digital marketing and being made redundant was a real shock for Paul. "I couldn't read properly or drive," he said.

Paul had got to the stage of arranging a guide dog when his condition improved and he regained some of his sight, baffling his doctors. He began to get back into filming which was something he'd always enjoyed and he made a couple of films with some friends. As time progressed, he realised he could do more. And so his video production company was born, which he named Manshed, after his own sacred "man-cave" which he also uses as a studio.

He signed up to the Government's New Enterprise Allowance (NEA) scheme which offers advice, guidance and support to people who have been unemployed for six months and who want to start their own business.

Paul said: "The NEA gave me a business mentor to help with my business plan and he was always on hand to answer questions and talk things through, which was great."

**Determination to succeed**

Paul's company, Manshed, has gone from strength to strength, producing "commercial films with high production values and a creative cinematic look," according to Paul.

He made contact with clients who remembered him from his previous job and one of his early contracts was with Canon, "I felt at the time like I didn't really know what I was doing," Paul joked, "but they loved it and shared it across their social media networks." Now his clients range from large organisations such as Travis Perkins, Wienerberger and John Smedley's to filming the Bloodhound Supersonic Car. He even films at London Fashion Week.

Losing his sight came as something of a wakeup call to Paul, who said: "I believe if you want to succeed in anything, regardless of disability, you will find a way. Use the determination you have to deal with everyday aspects of living with a disability to your advantage in developing your career path. If you have an entrepreneurial spirit, it's inevitable that that determination will help you to succeed in business."

Thank you!

