

Nationnal Skills Solutions is pleased to announce that it has been confirmed as a Disability Confident employer, a scheme to replace the two-tick scheme 'Positive About Disabled People'.

As a Disability Confident employer we have undertaken and successfully completed the self-assessment and are taking each of the stipulated core actions to be a Disability Confident employer. This involves, as a minimum, offering at least one activity to get the right people for our business and at least one activity to retain and develop our staff.

Primarily, this means that any applicant considered to have a disability who meets the minimum criteria for a position (the essential competences set out by the job advertisement) will be granted an interview.

Someone is classed as disabled under the Equality Act 2010 if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their ability to carry out normal day-to-day activities.

As a Disability Confident employer, we also have a responsibility to actively seek out and attract disabled people by providing a fully inclusive and accessible recruitment process. This involves flexibility and making reasonable adjustments as required when assessing candidates to ensure that those with a disability have the best possible chance of demonstrating their suitability for the job regardless of this.

Furthermore, we will continue to be actively involved in providing work experience, trials and apprenticeships (both paid and unpaid) to those with disabilities. We will achieve this by advertising jobs through organisations and media aimed specifically at disabled people, engaging with the Jobcentre Plus, Work Choice providers or local disabled people's organisations to for support as required.

Part of this ongoing commitment involves increasing staff retention and further promoting the culture of Disability Confident. This support is provided with mentoring, coaching, buddying and other support networks for staff, including disability awareness equality training during the induction process.

A strong occupational health service is also in place, guiding staff with information and advice on mental health conditions and promoting best practice across the business.