

Engaging Employers

Diversity builds better business



Papworth Trust

equality choice independence

Diversity is moving from an ethical responsibility to a business imperative.

Disability is a key element of the diversity equation. The Engaging Employers programme helps businesses recognise the potential benefits of a more diverse workforce by giving employers:

- An understanding of the benefits of employing and retaining disabled people
- Information on best practice issues affecting staff and customers – disability awareness, access issues, recruitment procedures and workplace adjustments
- Help in understanding their responsibilities under the Disability Discrimination Act (DDA)
- Assistance with recruitment needs
- Advice on where to go to get financial help should workplace adjustments be necessary

A single free consultancy session can cover the above issues. However we are more than happy to work with you on an on-going basis to help you turn this advice into practical processes. Either way, there is no cost to yourselves.

What is Disability?

1 in 5 of the population (10 million people) fall within the legal definition of disability.

But disability isn't necessarily what you think. Only 5 % of disabled people use wheelchairs and many disabilities are not obvious to employers or colleagues at work.

Disability at work

1 in 5 of the people available for work are disabled yet, because of myths and assumptions about their ability and potential, disabled people find it 5 times more difficult to find work than their non-disabled counterparts. This makes no sense when you consider the benefits they can bring.





The benefits to you

- Make your workforce more representative of the community it serves
- Attract and keep experienced staff
- Increase the pool of talent available to you when recruiting – over 1 million disabled people want to work
- Avoid undervaluing, under-using or losing staff
- Avoid the costs and worry of recruiting and training someone new when you could have retained an employee who has become disabled – and kept valuable business expertise
- Improving the way all staff are managed helps improve staff morale and productivity
- Help to develop good practice that improves customer care

Employer Quotes

“Engaging Employers has opened a new window of understanding and opportunity in a difficult market for finding new employees.”

John Davies,

Facilitator

of St. Neots Manufacturing Club

“It’s good to know that Papworth Trust is there to support and help us. I am more than happy to talk to them about future employment opportunities whenever the need arises.”

Tim Cobley,

Manager, Waitrose, Huntingdon

“We have been working closely with Papworth Employment Service – their knowledge has proved invaluable.”

Ian Chennell,

Cambridgeshire Constabulary

“Papworth Employment Service has been very good for Tesco. Over the years we have taken on some really good employees.”

Michael Greener,

Tesco, Cambridge

Contact information

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The Papworth Trust

Each year we help and support over 10,000 people with a physical or learning disability, sensory impairment, acquired disability, progressive illness or mental health issue.

This information is available in other formats on request.



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