



Ceredigion County Council is a Disability Confident Employer. The Council has been awarded this status by the Department of Work & Pensions in recognition of its commitment to the employment of disabled people.

As a Disability Confident employer the Council volunteers to ensure that the Council achieves the following actions.

Attracting and recruiting disabled people

- To actively look to attract and recruit disabled people
- Provide a fully inclusive and accessible recruitment process
- Offer an interview to disabled people who meet the minimum criteria for the job
- Demonstrate flexibility when assessing people so disabled job applicants have the best opportunity to demonstrate that they can do the job
- Proactively offer and make reasonable adjustments as required
- Encourage our suppliers and partner organisations to be Disability Confident
- Ensure employees have appropriate disability equality awareness

Keeping and developing disabled employees

- Promote a culture of being Disability Confident
- Support employees to manage their disabilities or health conditions
- Ensure there are no barriers to the development and progression of disabled staff
- Ensure managers are aware of how they can support staff who are sick or absent from work
- Value and listen to feedback from disabled staff
- Review the Disability Confident Employer self-assessment regularly