

INFORMATION SHEET

INCLUSION & DIVERSITY

DISABILITY EMPLOYEMENT

Valuing diversity allows business to deliver and connect with a wide range of customers. It engages employees to bring different ideas, suggestions and solutions to the workplace

Progressive organisations recognise the business benefits beyond 'the right thing to do' or compliance with legislation, of employing people with disability.

Some of the organisational benefits of a diverse workplace include:

- Recognising the skills, knowledge and attributes that those with a disability are able to bring to a role and an organisation
- Strengthening workplace morale and productivity through a more committed and diverse workplace
- Being an Employer of Choice for people with a disability. This brings a diverse range of skills and new and valuable perspectives to the workplace
- Retention of existing employees who have or acquire a disability
- Reputation & brand as a progressive and community focused organisation

STRATEGIES FOR IMPROVING RECRUITMENT AND RETENTION OF PEOPLE WITH DISABILITY

One of the significant barriers for people with disabilities is the stereotypical assumptions and attitudes of employers about what people with a disability can and cannot do. Some strategies for improving attraction and retention of people with disability include:

- Create organisational goals to become an employer of choice for people with disability
- Create leadership team and champions who support diversity and disability
- Provide disability awareness training for managers and others involved in recruitment processes
- Accommodate reasonable workplace adjustments to ensure employees with a disability optimise training and development options.
- Create a Disability Access Coordinator role
- Survey employees to identify any emerging needs or requirements to help them achieve in their roles

Last updated October 2018



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