Lead Checklist

For employing disabled people in the State Sector

for assessing an organisation's ability to attract and retain disabled people

High **Medium** **Low**

There is internal top-level support for the employment of disabled people in our organisation

We have a good understanding of the business case for including disabled people in our workforce

We have a reputation as being an employer of choice for disabled people

We have implemented an Accessibility Plan

We know how many disabled employees are in our workforce

Disabled people routinely apply for positions

We have reviewed our recruitment processes to ensure they are barrier-free to disabled people

We have policies and procedures for making reasonable accommodations for all employees, including those who are disabled

Our human resources team know how to make reasonable accommodations for disabled candidates and employees

We offer flexible work conditions

Our employees know the procedure when an employee tells us they have a disability

Disabled employees participate in training and development as frequently as other staff

When redundancies are made, we review the demographics and ensure that disabled people are not over-represented