

The Disability Confident scheme supports employers to make the most of the talents people with disabilities bring to the workplace. Havant Borough Council is a Disability Confident Employer.

This means:

- We will challenge attitudes towards disability
- We will increase understanding of disability
- We will remove barriers to employment for people with disabilities and those with long-term health conditions
- We will ensure that people with disabilities can fulfil their potential and realise their aspirations

Under the Disability Confident scheme, we are committed to:

- inclusive and accessible recruitment
- communicating vacancies in several ways
- offering an interview to people with disabilities where essential criteria for a role are demonstrated
- providing reasonable adjustments to attend interviews and to continue in employment
- supporting existing employees who may become disabled or develop a long-term health condition

We will offer, wherever possible:

- work experience and student placements
- apprenticeships
- job shadowing

For full details of the Disability Confident Scheme please go to <https://www.gov.uk/government/collections/disability-confident-campaign>