

Disability Employment Gap PSP

SCLD and Inspiring Scotland Employment Webinar

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Disability Employment Gap
Public Social Partnership

Welcome to the Disability Employment Gap PSP

The PSP Project is a major initiative focused on employers by:

- Aiming to convey the benefits of employing disabled people and increasing employers' confidence, awareness and capacity to do so
- Designing and implementing a variety of innovative best practice models in partnership with employers, for employers
- Creating a Centre of Excellence – a resource for employers to access training, expert advice and support
- Partnering with delivery experts who understand the needs of employers and the challenges they face
- Supporting the ambition to reduce the Disability Employment Gap
- A commitment from the Scottish Government's 2018 Disability Employment Action Plan

Benefits of Employing Disabled People

- Increased talent pool = Additional skills = Best person for the job
- Improved corporate culture
- Increased morale
- Tackling the myths
 - Reduced sickness absence
 - Productivity levels
 - Loyal workforce = Reduced employee turnover (300k pa)(£'s)
 - Reasonable Adjustments (Financial support available)
- Become a Diversity Champion (Organisation and Individually)
- Ideal skills for new ways of working
- Diverse workforce to reflect customers/communities served
- Purple Pound

Opportunities for Employers

Feb-March 2021

EMPLOYER ENGAGEMENT

150 Taster Support Sessions
 200 employers participating
 100 employers engaged as PSP Strategic Partners

April 2021 – March 2022

PUBLIC SECTOR WORKSTREAM

Expert evaluation of end-to-end employment processes
 2 employers

ATTRACT & RECRUIT WORKSTREAM

Design & implement an Inclusive Recruitment Model
 12 employers
 Review of Digital Recruitment platforms
 10 employers

RETENTION WORKSTREAM

Design & implement a Retention and Workplace Support Model
 10 employers
 Marketing Campaign on starting workplace conversations

UNDER-REPRESENTED GROUPS WORKSTREAM

Training and consultancy on recruiting, retaining and supporting people from Under-Represented Groups
 10 employers

TRANSITIONS WORKSTREAM

Design & implement Inclusive Work Placement model
 Creating opportunities for disabled young people.
 10 employers

PSP – Missing Piece in the Jigsaw?



Become a PSP Strategic Partner

- All support and services are free
- Access expert advice and consultancy
- Demonstrate your commitment to inclusion and diversity
- Promote your achievements through the PSP and our 39 partners
- Create a Centre of Excellence for Scotland
- Achieve recognition as a Diversity Champion
- www.suse.org.uk/employers/psp-public-social-partnership/

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