

# **A Fairer Scotland for Disabled People: Scottish Government Recruitment and Retention Plan for Disabled People 2019**





The Scottish Government Recruitment and Retention Plan for Disabled People ('the Plan') says what we will do to support more disabled people to work in Scottish Government.



We have spoken to disabled people who work for the Scottish Government.

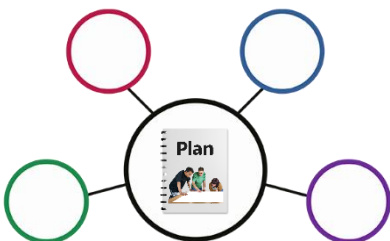
We have had advice from Disabled Persons Organisations.



We have worked on the Plan with the Council of Scottish Government Unions.



We will keep speaking to these people and organisations as we make the Plan happen.



The Plan has four things we want to happen.

These are called 'outcomes'.



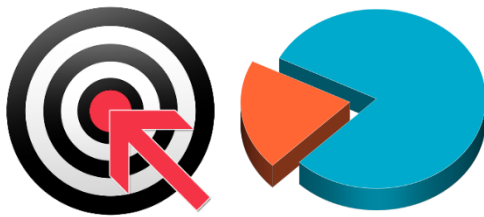
**Outcome 1. Disabled people want to work for us.**

**There are disabled people in all parts of our workforce.**



We will make our recruitment process better for disabled people.

This is the way that disabled people apply to work with us.



We will set a target for the number of disabled people we want to employ.

We will check every year to see if we have reached the target.

By 2025 we want at least one fifth of our staff to be made up of disabled people.



**Outcome 2. We include and support disabled people.**

We want you to feel comfortable to be yourself at work.

We will give disability information and training to our staff.



We will offer mentoring for senior staff and disabled colleagues.

A mentor is someone you can go to for advice and support.



### Outcome 3. Our policies and practices work for disabled people.

We will do research to see if our policies meet what disabled people need.



This will help us understand what makes a difference to disabled people being successful at work.



Disability impact assessments look at how our policies and the way we work make a difference to disabled people.

We will improve these assessments when we have new policies or when we are making policies better.



Our policies and guidance will be accessible.

They will be easy to find and be written in language that is easy to understand.



## Outcome 4. We have accessible workplaces where everyone can work well.

We will improve how we make workplace adjustments.



Adjustments can be changes to policies, the way we work, or the way the office is set out.

It can mean giving extra equipment or support.

We will test Disability Passports.



A Disability Passport is a record of adjustments agreed between a manager and employee.

It says how to support them at work because of a health condition or disability.



This will help adjustments to move with the person if they get a different job in the Scottish Government.

We will keep making our working spaces more accessible.

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