



In April 2001 St Luke's Hospice Plymouth was awarded the Positive about Disabled People 'Two Ticks' status; a nationally recognised symbol awarded by Jobcentre Plus to employers who can demonstrate a positive attitude towards employing disabled people.

In 2016, a new tiered scheme, Disability Confident, replaced Two Ticks, under which St Luke's is proud to have been awarded 'Level 2 Disability Confident Employer' status. This symbol (which we are able to include on our recruitment literature etc.) makes it clear to both potential job applicants and existing employees that we value them for their abilities and not their perceived disabilities.

To achieve Disability Confident Employer status, St Luke's has signed up to the following commitments within 2 themes:

Theme 1: Getting the right people

- Actively looking to attract and recruit disabled people.
- Providing a fully inclusive and accessible recruitment process.
- Offering an interview to disabled people who meet the minimum criteria for the job.
- Flexibility when assessing people so disabled job applicants have the best opportunity to demonstrate that they can do the job.
- Proactively offering and making reasonable adjustments as required.
- Encouraging our suppliers and partner firms to be Disability Confident.
- Ensuring employees have appropriate disability equality awareness.
- Providing work experience, work trials, paid employment, apprenticeships, traineeships, paid internships or supported internships.

Theme 2: Keeping and developing people

- Promoting a culture of being Disability Confident.
- Supporting employees to manage their disabilities or health conditions.
- Ensuring there are no barriers to the development and progression of disabled staff.
- Ensuring managers are aware of how they can support staff who are sick or absent from work.
- Valuing and listening to feedback from disabled staff.
- Reviewing this Disability Confident self-assessment regularly.