Delivering the Vision of a Disability Inclusive Civil Service

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- Senior Disability Role Model

- Sponsor of Civil Service Visual Network

Civil Service Organisational Context

- Civil Service employment on 31 March 2019 had 445,480 employees.
- 25 Ministerial Departments, 20 non-ministerial departments and 408 agencies and other public bodies.
- Staff are based across the UK and overseas, with more than 7 in 10 working outside London and the South East.
- Wide range of professions, largest profession Operational Delivery.
- 72% of Civil Servants have recorded their disability status on HR systems.
- 11.7% of those who have recorded their disability status identify as disabled.

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Our Key Disability Priorities

Continue to improve the standard and consistency of workplace adjustments for employees.

Engage leaders at every level, to create an inclusive culture in which all can thrive.

Improve the existing support on managing mental health.

Improve the talent pipeline of disabled colleagues, by providing greater access to development opportunities and improve our existing recruitment practices.

Target to halve the gap in engagement and bullying and harassment scores by 2020.
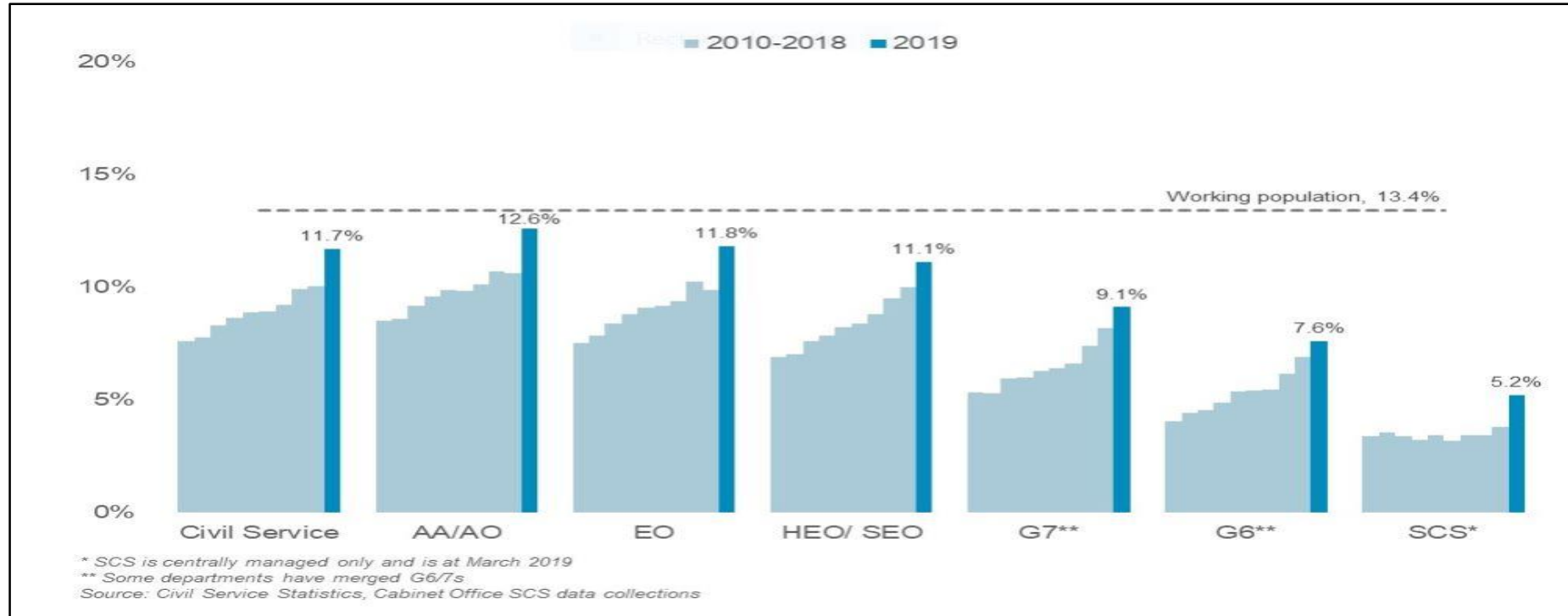
The Civil Service Diversity and Inclusion Strategy, published October 2017, includes an additional key disability priority…
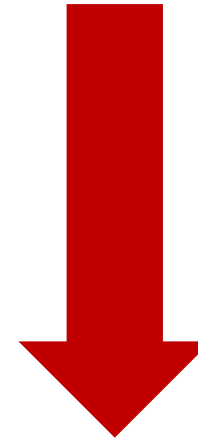
We have published a Civil Service-wide target to increase the flow of disabled staff into the SCS to 11.3% by 2025.

Sir Philip Rutnam, Home Office Permanent Secretary, and Civil Service Disability Champion

https://civilservice.blog.gov.uk/author/philip-rutnam/

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Disability Representation

* SCS is centrally managed only and is at March 2019
** Some departments have merged G6/7s
Source: Civil Service Statistics, Cabinet Office SCS data collections

- Disability representation across the Civil Service as a whole is currently **11.7%**
- Representation by grade peaks at 12.6% at Administation (AA/AO) level
- There is a drop from middle management (HEO/SEO) level - representation decreases at higher grades.

Attracting New Disabled Talent

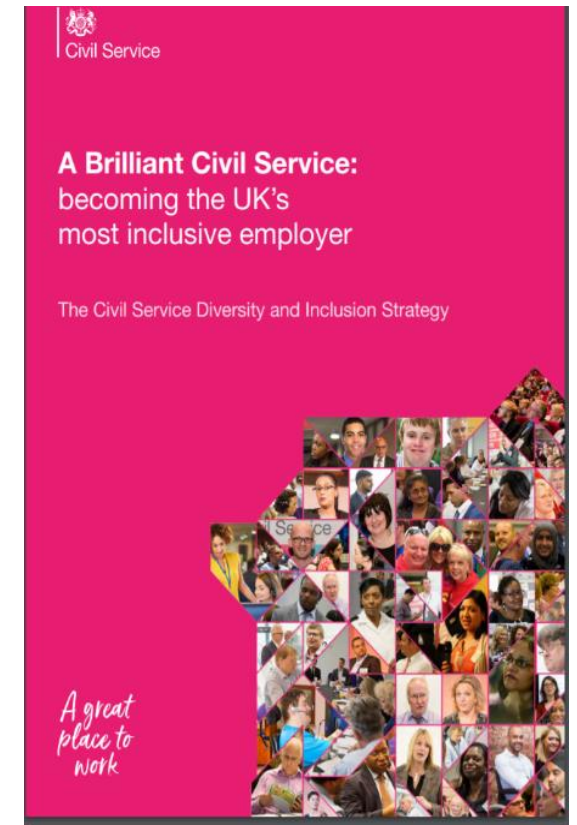**What challenges does the Civil Service face?**
- Positioning the Civil Service as a career of choice for disabled talent.
- Many disabilities are non-visible which makes it difficult to identify and curate an external disabled talent pool for senior roles.

Current Activities
- We have launched a new Civil Service Careers website
- We are piloting Inclusive Recruitment & Selection Methods
- Established a Recruitment Centre of Expertise
- Positive Action Schemes:
  - Autism Exchange Work Insight Programme
  - Summer Diversity Internship Programme

Future Plans
- Use the Careers Website to showcase Civil Service as a leading disability inclusive employer by featuring personal 'career stories' of disabled talent and links to blogs from disability role models.
- Continue to extend the outreach of our Fast Stream graduate recruitment programme.

A Brilliant Civil Service: becoming the UK's most inclusive employer

The Civil Service Diversity and Inclusion Strategy

A great place to work

Civil Service HR

What challenges does the Civil Service face?

- Perceived stigma discourages self-reporting. Some people who satisfy the Equality Act definition have yet to acknowledge their disability or choose not to identify as disabled, e.g. view dyslexia as a different learning style.
- There needs to be a disability inclusive culture, e.g. access to a supportive line manager, effective workplace adjustment, parity between physical and mental health.

Current Activities

- Building Line Manager Disability Confidence Capability
- Engagement Activities targeted at disabled staff & line managers.
- Rollout of a Central Workplace Adjustment Service.
- Enhancing Mental Health Support.

Future Plans

- Harness Senior Disability Role Models to encourage others to share their story through blogs and events.
- Use insight gathered at Civil Service Live to identify nudges to persuade disabled colleagues to share and record their disability.
- Launch a Disability Recording Toolkit.

Progression and Talent Development


What challenges does the Civil Service face?
- Representation rates for disabled colleagues reduce with seniority
- We need to recognise and address disability related barriers to progression

Current activities
- Strong representation on internal talent schemes
- Additional learning offer DELTA
- Aspire mentoring & sponsorship programme
- Positive Action Pathway programme
- Purple Space Bursary Scheme

Future plans
- Establish a new "Reach: Senior Disability Network" to support and enable career progression to the Senior Civil Service.
- Launch a new external mentoring partnership with Saxton Bampfylde.
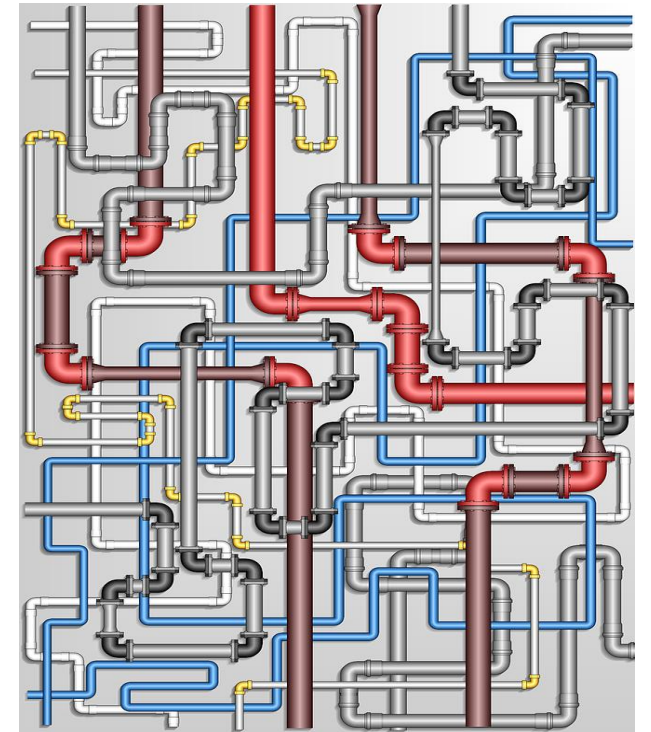
Key Achievements

- Disability Representation at 11.7% is a record high for the Civil Service.
- Disabled new entrants to the SCS has reached 9.3% the highest ever level, with overall representation up from 3.4% in 2017 to 5.2% in 2019.
- Intake for 2019 Future Leaders Scheme who reported a disability was 15.5% almost double the representation levels in the target grades 7.8%.
- The gap in Engagement Scores between disabled and non-disabled employees has narrowed by 2% in the last 2 years.
- All the main Government Departments are accredited Disability Confident Leaders (Level 3)
- Increased number of disabled staff are sharing their personal stories.
- BUT more to do…

Questions