



Report to: Cabinet, 22nd March 2016

Report of: Scrutiny Committee

Subject: DISABILITY AND EMPLOYMENT REVIEW – FINAL REPORT

1. Recommendation

1.1 For Cabinet to consider the recommendations in the Disability and Employment final report.

2. Background

2.1 The purpose of the review was to support Worcester City Council's Cabinet to better understand the issues involved with disability and employment in Worcester City.

2.2 There were three Members in the review group:

Cllr Joy Squires (Chair)

Cllr Andy Stafford

Cllr Christine Cawthorne

2.3 It was agreed that the review group should not re-visit, but instead build on areas covered by the Employment Scrutiny review undertaken in 2015.

2.4 The review group should also be mindful of the remit of the Scrutiny Committee to investigate matters affecting the City as a place and not just its service and functions.

2.5 The group should be mindful of not duplicating any existing work undertaken by council officers or key partners.

2.6 The review initially involved desk based research carried out by officers covering primary and secondary evidence in the form of reports, data, previous scrutiny reports and case studies.

2.7 There was a call for evidence session on the 24th February 2016 with key stakeholders and interested parties invited to supply specialist evidence. There were several organisations/ individuals who were not able to attend the session. They submitted written evidence to the review group.

3. Referral from Scrutiny - Recommendations

3.1 Scrutiny Committee met on 9th March 2016 and considered the report of the review group (**Appendix 1**). The Committee agreed the recommendations as set out in the report and below.

- I. Actively support and promote awareness of the business opportunity of employing disabled people through the Disability Confident Conference to be arranged by Robin Walker MP**
- II. Support the Business Improvement District in disseminating information to its 600 members on the issue, including case studies from local businesses and employees**
- III. Actively Support and promote awareness with local businesses of the Two Ticks Scheme and support available for businesses to obtain equipment and adjustments if required.**
- IV. Work with organisations and charities to promote and encourage the employment of disabled people through job fairs for new developments and promote the city as a good place for disabled people to work.**
- V. Explore ways to work with partners to identify any gaps in support that can be filled by local charities, other relevant organisations, or local employers to help support more disabled people in to work**

Ward(s): All
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Background Papers: None