

Disability Employment Gap

Council:

1. Notes, the City of Edinburgh Council has only 2% disabled and 78% of non-disabled employees out of the total employee headcount of 18,667, whilst acknowledging 19% provided no information and 1% preferred not to say;
2. Further notes, City of Edinburgh Council only has 0.4% disabled and 84.8% of nondisabled employees in senior roles out of the total employee headcount of 541, whilst acknowledging 12.9% provided no information and 1.8% preferred not to say;
3. Recognises, the importance of employment extends beyond having an income; it is about fulfilment, development, and good mental health. It allows people to set themselves goals and achieve aspirations;
4. Further recognises, employers play a critical role in ensuring that disabled employees succeed and progress in the workplace;
5. Calls, for a report in two or three cycles to the Finance and Resources Committee on exploring the best way of closing the disability employment gap, and maximising inclusive promotion opportunities;
6. Requests, that said report includes, but is not limited to:
 - a) Review clear factors for improving the disability employment gap going forward;
 - b) Design strategies to overcome barriers to work and come up with tangible actions to tackle the disability employment gap;
 - c) Set goals with regards to helping increase and retain the number of disabled people in the City of Edinburgh Council employment;
 - d) Explore the development of a communication strategy with the aim to improve the declaration rates to enable better analysis of relevant data;
 - e) Determine a list of indicators to evaluate the success of each of the relevant performance measurements as part of the commitment to increase the number of disabled people in the City of Edinburgh Council employment.