

Client Case Studies - Consultancy.

Public Sector Equality Advice.

Supporting one of the Regional Development Agencies over 12 months on their Equality Advisory Panel was an opportunity to focus on how equality and diversity can directly impact on the organisation's priority of high economic growth. A key piece of research produced by the Panel identified international examples of countries and areas that have gained reputations for inclusivity that has helped growth, investment and in-flow of top talent. With the RDA re-structuring, it was the opportunity to completely review the Disability Equality Scheme

(http://www.seeda.co.uk/documentbank/SEEDA_Disability_Equality_Scheme_4_March_2010.pdf) so that it focused on actions and outcomes, providing the framework for the subsequent Single Equality Scheme.

Assessing Equality Impact.

In depth research was the key to identifying the issues that a new service delivery contract might create. We considered prospective customers across all diversity strands plus different work situations and attitudes. Throughout, our concern was to maximise the performance of the new contract by increasing its inclusivity, and to ensure legal compliance. The outcome was a range of straightforward and high-level recommendations for internal and national changes that are already being taken forward.

Equality Scheme.

We worked with a large national public body to create its Disability Equality Scheme under the DDA 2005. This meant reviewing existing policies, creating an action plan, undertaking impact assessments and, importantly, involving disabled people throughout. Staff needed help to make this new way of working effective. We developed an Involvement Framework which provided a simple step-by-step process that covered everything from data collection, how to interact with disabled people plus feedback mechanisms. This very practical resource gave members of staff confidence to undertake a number of innovative approaches including "speed dating". Disabled people attending such events felt their views were heard and recognised that they had a real opportunity to make a difference.

Improving Disability Recruitment.

We certainly faced a challenge when asked by a group of NHS employers to improve their ability to recruit and retain people with disabilities. Understanding their recruitment practices and the working environment were achieved through an audit of policy and procedures and, more importantly, by talking to members of staff.

It was essential that people recognised the need for change and owned the changes to be implemented. We worked with the Human Resources team and, in particular, those responsible for recruitment to raise disability awareness. Then, through a series of action meetings, helped them identify barriers to effective recruitment - they took away a number of simple practical steps for action.

We brought together all the learning and actions into a single report and plan providing a blueprint for the future.

Involving Disabled People Effectively.

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