

Employer resources to support the recruitment and employment of disabled people and those with health conditions

This information sheet signposts employers to practical guidance and support on recruiting and employing disabled people and people with health conditions. It brings together resources on legal duties, inclusive recruitment, reasonable adjustments, workplace support, government schemes and funding. The aim is to help employers feel more informed and confident about inclusive employment, understand the support available, and how inclusive employment can be achieved in practice.

Understanding employer responsibilities

The Equality Act 2010 protects disabled people from discrimination. Under the Equality Act 2010, employers have a legal duty to make reasonable adjustments where a disabled job applicant or employee would otherwise be placed at a substantial disadvantage.

- [Equality Act 2010: duty on employers to make reasonable adjustments - GOV.UK](#)

This guidance helps employers to understand when they must make reasonable adjustments for disabled employees and job applicants, and what those adjustments may involve. For more practical examples of reasonable adjustments in the workplace, see the [ACAS guidance on reasonable adjustments](#).

- [Support with employee health and disability - GOV.UK](#)

This 'talking toolkit' service is for employers, managers and anyone who manages employee absence. It provides tailored, practical advice on supporting employees with disabilities and long-term health conditions at work.

- [Employing people and improving skills – Business Wales](#)

Business Wales provides guidance on recruitment and other areas of business.

Government schemes and financial support

- [Disability Confident employer scheme - GOV.UK](#)

Disability Confident is a UK Government scheme that helps employers improve how they recruit, retain and develop disabled people. It provides practical guidance tools and self-assessment resources for creating a more inclusive workplace. Employers may find it useful for developing disability inclusive recruitment and employment practices.

- [Access to Work: financial support - GOV.UK](#)

Access to Work is a UK government-funded programme that can provide financial and practical support to employers for workplace adjustments and specialist equipment. Employers should review this resource to understand what support may be available to them.

- [Health Adjustment Passports - GOV.UK](#)

Health Adjustment Passports can be completed by job applicants and employees to help them identify what support and adjustments they may need to move into work. They may share them with employers to communicate their support needs and use them to support Access to Work applications. Understanding Health Adjustment Passports may prepare you for conversations with applicants about how to support them.

Building disability confidence and good practice

- [Employing disabled people and people with health conditions - GOV.UK](#)

This government guidance provides a summary of information, and links to other resources, that help employers understand disability, recruit disabled people and support employees with long-term health conditions. It outlines actions employers can take to promote wellbeing, retention and workplace inclusion. Employers may find it useful for managing disability related support needs and reasonable adjustments.

- [Knowledge Hub resources - Business Disability Forum](#)

The Business Disability Forum's Knowledge Hub is a collection of disability guidance and resources for businesses, covering how to attract and retain disabled employees, factsheets about specific disabilities and health conditions and what adjustments may be needed.

Making job adverts more inclusive

- [Inclusive recruitment: Guide for people professionals - CIPD](#)

This CIPD guidance can help employers understand how to make recruitment processes more inclusive, including job adverts, to widen the recruitment pool to disabled people and people with health conditions.

Using workforce data to improve inclusion

Disability workforce reporting is not a legal duty, but it can help employers understand representation, progression and pay across their organisation. These resources are included for employers that want to use workforce data to strengthen disability inclusion alongside recruitment practice.

- [Disability workforce reporting guidance - CIPD](#)

This CIPD and Business Disability Forum guidance explains approaches to disability workforce reporting and may help employers improve workforce data, accountability and inclusion practice.

- [Voluntary reporting framework - GOV.UK](#)

This government framework supports employers that want to report on disability, mental health and wellbeing. It may be useful for organisations developing a consistent approach to workforce reporting and transparency.