

# Getting more disabled people on the board of government organisations



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# Introduction



**Lord Holmes** has been looking into how more disabled people can become a **public appointee**.



This is his report. It includes a list of things that the government should do.



**Lord Chris Holmes** won 15 medals at the Paralympic Games for swimming between 1988 and 2000.



He has also worked as a solicitor.

He was made a member of the House of Lords in 2013.

# Public appointments



A **public appointment** is a job on a committee or the board of a government organisation.



They look after things like:

- Education



- Health



- Prisons



- Sport



- Broadcasting (TV and radio)



- Arts organisations



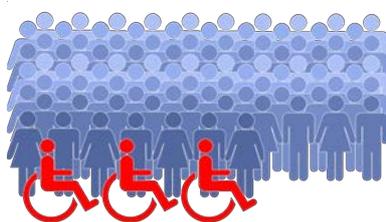
A **public appointee** is someone who has a job which is a public appointment.

There are about 6000 public appointees.

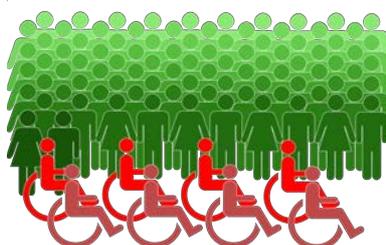
# What is happening now



Very few of the people on the boards of government organisations are disabled.



About 3 out of 100 public appointees say they are disabled.



In Scotland, it is about 8 out of 100.



But there are many more disabled people who could do this work.



About 1 in every 5 of adults who are not retired are disabled.



## No records

For a third of public appointees, we don't know if they are disabled or not.

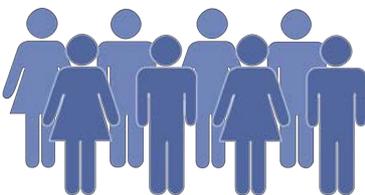


## Who gets the job?

Currently non-disabled people have a slightly better chance of getting the job than disabled people.



Of all the disabled people who applied for a job as a public appointee, about 7 out of 100 got the job.



Of all the non-disabled people who applied for the same job, about 8 out of 100 got the job.

# Collecting information about disability



When you apply to be a public appointee, you are asked to fill in a form which asks if you are disabled.



This form is kept separate from your application.

It is not seen by the people who are choosing the new person.



It is just so we can see how many disabled people are applying for the job.



This isn't a very good way to get the information because:

- Usually it is the only time you are asked



- You don't have to complete the form
- Many people don't answer the question



- The form is not accessible to everyone

## Give examples

Lord Holmes thinks that we should keep asking if you are disabled but we should also:



- Give examples of the different types of disability



- Explain what we mean by 'disability'

# Why people don't tell us they are disabled

Lord Holmes asked disabled people why they don't say they are disabled when they apply for jobs. They said:



- Many people think worse of you if they know you are disabled



- They think you won't get the job if you are disabled



- They don't trust people to keep information private and confidential



- They don't understand that the form isn't seen by the people who are choosing who will do the job



- Some people think that we don't need to know if they are disabled



## Giving information

We know that many disabled people don't tell us they are disabled when they apply for the job.



So we know that the information that we have is not very good.

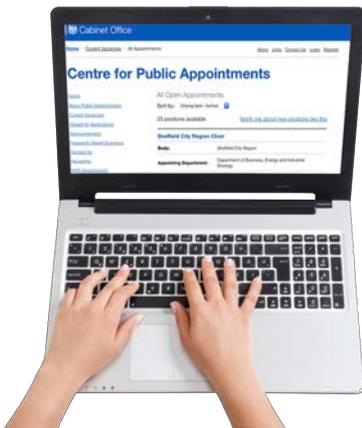


So we have not been telling people this information.



If more people told us that they are disabled, our information would be better and we would be able to give people the information.

# Getting more disabled people to apply



The main way that people get information about the jobs is on the website of the Centre for Public Appointments.



Lord Holmes thinks that we should work harder to let disabled people know that we want them to apply for these jobs.

# Applying for the job

## Ways to apply

Currently you apply for the job by:

- Sending in your application by email, or
- Sometimes you have to fill in a form online



Lord Holmes thinks that people should be able to send in applications in other ways if they want.

## The questions

The questions on the application form are often about:

- What work you have done
- What senior jobs you have had





These questions are hard for many disabled people.



We should ask about:

- What skills you have



- What life experience you have



- What you have done



## Open to disabled people

Not all application packs say that the job is open to disabled people.



## Disability Confident Scheme

The government has the Disability Confident Scheme.



This scheme shows organisations how they can be confident about giving a job to a disabled person.



Disabled people told us that they liked this scheme, but were not sure it is working very well.

## Guaranteed Interview Scheme

The government has a Guaranteed Interview Scheme which helps disabled people who apply for a job to get an interview.



Some disabled people are telling us that this doesn't make much difference.



Others said they really liked this scheme.

# Interviews



You usually have to go to an interview where you are asked questions by a panel of people.



This is not always fair to disabled people.



Other ways of interviewing people might help disabled people to show their skills and the things they have done.



Often the panel has not done enough to make the interview fair for the disabled person.



Interview panels often don't know much about disabled people.



There are hardly ever any disabled people on the interview panel.

# Keeping disabled public appointees

Lord Holmes asked disabled people if they had difficulties in their job as a public appointee.

People told him:



- Often there is not much done to help the disabled person in their role



- Often other staff treat the disabled person differently to everyone else



- Often the disabled person is asked to speak for all disabled people



Lord Holmes wants the Government to look into these problems.

# Expenses



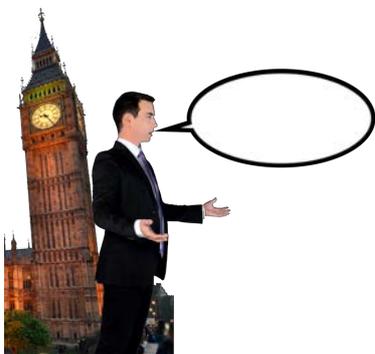
People said that there were no expenses to cover the issues for disabled people.



Some of the public appointments are not paid. It is very difficult for a disabled person to afford to take one of these jobs.



Disabled people who have one of the paid jobs said they had problems with keeping their benefits.



Lord Holmes wants the government to explain how this works better.

# What should happen



Lord Holmes thinks that these things should be done:

## Collecting information about disability



- The government should aim to get a disabled person into at least 1 in every 10 public appointments



- Improve the way we collect information about disability



- Give more information about the numbers of disabled people in public appointments



- Look at better ways to tell people that we are looking for people for these jobs

# Getting more disabled people to apply for these jobs

We should:



- Show off the disabled people who are already a public appointee



- Give disabled people who nearly get a job as a public appointee, some help to apply next time



- Tell more disabled people about the jobs that are available



- Work with companies that know how to find disabled employees



- Work together with all parts of the government to look at getting more disabled people into government jobs

## Applying for the job



- Make the way you apply for jobs more accessible to everyone



- Look at new ways to find new staff



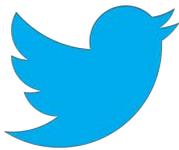
- Give the people on interview panels training about disability



- Get more disabled people on the interview panels

# For more information

If you need more information please contact us by:



Twitter: **@LordCHolmes**



Email:

**publicappointments@cabinetoffice.gov.uk**



Telephone: **020 7276 6166**



Post:

**Cabinet Office  
70 Whitehall  
London  
SW1A 2AS**