

Response to Request for Information

Reference FOI 001585
Date 18 October 2017

Apprenticeships

Request:

1. On average, between the period of the 30th September 2016 – 1st October 2017,
 - a. What was your headcount of employees?
4,302
 - b. What was your headcount of apprentices?
22
 - c. What was your headcount of apprentices, that had a disability?
None recorded as having a disability
2. In the period between 30th September 2016 – 1st October 2017,
 - a. How many apprenticeship starts were made during this period?
22
 - b. How many apprenticeship starts were made during this period by people that had a disability?
None
 - c. How many people applied for your apprenticeships, that had a disability?
6
 - d. How many people received interviews for your apprenticeships, that had a disability?
2
 - e. How many people were unsuccessful in securing your apprenticeships, that had a disability?
4
3. In the next year, do you have any plans to increase the number of apprentices you employ that have a disability?
No specific target for apprentices with disabilities.

4. Do you currently offer any support initiatives to help enable disabled people to access your apprenticeships?

No specific initiatives for apprentices. However we have a guaranteed interview policy as follows;

5. If yes, what are these initiatives?

The Council operates a Guaranteed Interview Policy for people with disabilities. This policy is a form of positive action allowed under the Equality Act 2010 and one of the Disability "Tick Symbol" commitments made by the Council. It means that, if an applicant for a job declares a disability and meets the essential job criteria, they must be short listed. It does not require every disabled applicant to be interviewed – only those who meet the essential job criteria.

In addition, we have regular consultation with equality forums to ensure that our recruitment processes are accessible to all individuals