



My Ref: FOI/ 5202
Enquiries to: Information Requests
E-Mail: informationrequests@barnsley.gov.uk

Dear Requester,

Re: Request for Information – Freedom of Information Act 2000

I wish to confirm that the council has completed its search for the information which you requested.

The information requested and our findings are as follows: -

Please can you provide UNISON with the following information regarding your council's policies and practices on disability equality (as defined by the Equality Act 2010):

1. Disability employment schemes provide essential support for disabled people to find and maintain employment. Is your council signed up to one or more disability employment schemes, such as Disability Confident?

a. Yes - Please provide details about each scheme that you are signed up to.

We are a [Disability Confident Employer](#) / [Mindful Employer](#)

2. Please provide a copy of your policy and procedures in place that outline the council's approach to the identification and implementation of reasonable adjustments for disabled employees in accordance with the Equality Act 2010.

- [Disability and Impairment Related Leave Policy.docx](#)
- [Supporting Disabled People at Work Policy.docx](#)
- [All about me passport.pdf](#)
- [Employee Wellness Plan.docx](#)
- [Stress Individual Risk Assessment - April 2024 Revised.docx](#)
- [One to one record.docx](#)
- [Neurodiversity Policy.docx](#)

3. Does your council provide training or education for managers and employees relating to disability awareness and about the process for the implementation of reasonable adjustments for the councils' disabled employees in accordance with the Equality Act 2010?

a. Yes - Please provide details or any documents that you provide to managers and employees.

There are a range of elearning courses that are designed to support managers with employees declaring a disability. We also offer in person training for managing attendance which also addresses the support available to our workforce, encouraging processes such as Access to Work, All about me passport (disability passport).

4. Do your procurement policies require private contracts to demonstrate a commitment to promote disability equality and provide regular reports on how they are achieving this?

If yes – do you also ask which disability employment schemes they have signed up to

Our procurement policies require compliance with the Equality Act 2010 and the Public Sector Equality Duty, which includes promoting disability equality. Equality Impact Assessments are undertaken during procurements, and suppliers are expected to adhere to equality and diversity principles within contract terms. While regular reporting on disability equality is not a blanket requirement for all contracts, monitoring and reporting may be included where relevant to the nature of the service.

Please remember to quote the reference number above in any future communications.

If you are unhappy with the way the Directorate has handled your request, you may ask for an internal review. Please clearly mark your correspondence 'Complaint' and address it to:

Barnsley MBC
Information Requests Team
PO Box 634
Barnsley
S70 9GG
email: informationrequests@barnsley.gov.uk

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: -

Customer Services Team
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Email: <http://www.ico.org.uk/foicomplaints>

Kind regards,

Information Requests Team, Barnsley MBC

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