

# East Lothian Council

**FOI Ref: 2018/522130**

***I am writing under the Freedom of Information (Scotland) Act 2002, to all local authorities to gain an insight into disability employment. I would be grateful if you could provide the following information:***

***1. The number of disabled employees within your organisation, as identified under section 149 of the Equality Act 2010, broken down by year for the following years, 2015, 2016 and 2017?***

2014-2015

160 employees (however 969 employees chose 'prefer not to answer' or are marked as 'unknown').

2015-2016

170 employees (however 907 employees chose 'prefer not to answer' or are marked as 'unknown').

2016-2017

184 employees (however 850 employees chose 'prefer not to answer' or are marked as 'unknown').

***2. The number of disabled employees, identified by job grade for 2015, 2016 and 2017?***

See promoted posts pdf.

***3. The number of disabled people promoted within your organisation for 2015, 2016 and 2017 compared to all other categories of employees?***

This is not information currently held. The job history of disabled employees has been extracted and attached as a separate file. This illustrates that those identifying themselves as having a disability are promoted in line with normal policies.

It is not possible to identify promoted positions within all other categories of employees for the same reason detailed above. To carry out similar analysis as above would be not practical due to the volume of data and the manual effort required.

***4. The number of disabled people employed at director level?***

0

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**5. Number of disabled employees applying for support grants from Access to Work?**

Information not held.

**6. Is an opportunity provided for job applicants to self-declare as disabled?**

Yes – the council application form has the following statement and question:

*The Council welcomes applications from applicants who assess themselves as having a disability and guarantees an interview to those individuals who meet the minimum criteria for the job. To help you, a disability is defined as a physical (e.g. mobility difficulties, hearing or sight impairments) or mental impairment (e.g. learning disabilities), which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.*

*Do you consider yourself to have a disability: YES/NO*

**7. What provision is made for candidates requesting an adjustment to the recruitment process?**

We ask applicants the following question:

*What, if any, type of aids, adaptations, equipment or special arrangements would you require to attend an interview (e.g. Interpreter for the Deaf)?*