

East Lothian Council

FOI Ref: 2018/514191

Disclosure of Protected Characteristics

1. Can you please advise what positive action measures you have put in place, if any, for Modern Apprentices from disability, ethnic minority and LGBT groups?

East Lothian Council (ELC) is a Disability Confident employer. We are also an equal opportunities employer.

2. Please can you provide me with the percentage of Modern Apprentices who have provided information by protected characteristic on Equality Monitoring Forms at the recruitment stage?

Out of 776 applications, 94% of applicants provided information.

3. Could you please advise any steps you are taking to encourage disclosure of protected characteristics at the recruitment stage?

- Assurance of confidentiality of data.
- Guaranteed interview scheme when meeting the essential criteria for any vacancy.

Mental Health Support

1. Can you please advise what mental health support your organisation currently has in place for staff when required e.g. provision of therapies, employee assistance programmes etc?

Employee Assistance Programme – 24/7 access. This includes telephone support, face to face assistance and information resource including Cognitive Behavioural Therapy (CBT) via the website.

Employment Initiatives

1. Can you please advise what employment initiatives your organisation offers, if any, e.g. school employability workshops to young people in gaining employment at your organisation and any feedback/success stories from these workshops?

ELC's East Lothian Works provides a range of opportunities to support pupils to engage with employability initiatives which include the population of the Marketplace tool (an online resource for school staff to engage with businesses), the Regional Developing Scotland's Young Workforce team engage directly with schools around employer engagement including the organisation of an annual Jobs Roadshow, staff members within East Lothian Works are involved with a range of including the delivery of prevocational learning opportunities and support careers events in schools, identify appropriate work experience opportunities, offer mentoring. Each school will also be engaged with individualised opportunities.

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2. Further to the above, can you please provide details of any initiatives in your workplace to support people with disabilities in gaining employment?

ELC's East Lothian Works service offers are made available to all, where required reasonable adjustments will be made e.g. work experience.

With East Lothian Works, we have a team who deliver Activity Agreements which receives referrals from young people with a range of disabilities.