



Coventry City Council

UNCLASSIFIED

By Email: [REDACTED]

[REDACTED]

Our reference: FOI/20113294
Date: 7th August 2013

Dear [REDACTED]

Freedom of Information Act 2000

Thank you for requesting information about young disabled people, which the Council received on 11th July 2013. Your request has been considered under the Freedom of Information Act 2000 ("The Act").

You have requested the following information;

- 1. How many people do you employ?**
As at 31 May 2013, the Council's headcount was 13,257.
- 2. How many disabled people do you employ?**
As at 31 May 2013, the Council's disabled headcount was 582.
- 3. How many employees have you made reasonable adjustments for in the past 5 years (i.e. since July 2008)? For the purpose of clarity, 'reasonable adjustments' refers to measures taken to avoid disabled people being put at a disadvantage compared to non-disabled people in the workplace. For example, adjusting working hours or providing the employee with a special piece of equipment to help them do the job.**

The Council does not have a suitable recording tool which would provide a specific figure. Consequently the Council is unable to provide any information relating to the above, as required per Section 1(1) (a) of the Act, which states:

"Any person making a request for information to a public authority is entitled to be informed in writing by the public authority whether it holds information of the description specified in the request".

Customer and Workforce Services

Jane Waterhouse
Performance & Policy Officer
Customer and Workforce Services
Room 80, Council House,
Earl Street,
Coventry CV1 5RR

Direct Tel No. 02476 831745
Fax no. 02476 833266

Please contact: Jane Waterhouse
Email: Jane.waterhouse@coventry.gov.uk

However, the Council's employment procedures highlight the need for reasonable adjustments to be made in order to support employees in carrying out their work. Where a disabled person is placed at a substantial disadvantage by the requirements of their job, by arrangements in the workplace or by a physical feature of the premises where work or other work-related activities takes place, the Line Manager is required to consider whether any reasonable adjustments can be made to overcome that disadvantage.

4. How many of your employees use an Access to Work grant? This is a specialist disability service delivered by Jobcentre Plus, which provides practical advice and support to disabled people in employment or self-employment and their employers to help them overcome work related obstacles resulting from disability. It is provided where an individual requires support or adaptations beyond the reasonable adjustments which an employer is legally obliged to provide under the Equality Act.

The Council does not have a suitable recording tool which would provide a specific figure. Consequently the Council is unable to provide any information relating to the above, as required per Section 1(1) (a) of the Act:

"Any person making a request for information to a public authority is entitled to be informed in writing by the public authority whether it holds information of the description specified in the request".

However, the Council has useful guides in place to advise managers in supporting disabled people in employment and making, review and recording reasonable adjustments. For example, the Council's 'Supporting Disabled People in Employment – Managers Guide' provides clear and extensive advice to managers and is available for managers to download on the Council's intranet. The aim of the guide is to help managers to provide appropriate support to disabled employees or employees with a long-term health condition. The guide contains information and contact points on variety of agencies, including the Access to Work Scheme.

5. How many people have taken up work experience placements, apprenticeships, or internships with your company to in the past 5 years?

There have been 139 apprenticeships in the last 5 years and approximately 300 work experience placements.

Of these, how many were disabled?

80 people with a range of disabilities.

Please note, under the Re-Use of Public Sector Information 2005 Regulations you are free to use this information for your own use or for the purposes of news reporting.

However, any other type of re-use under the Regulations, for example; publication of the information or circulation to the public, will require permission of the copyright owner and

may be subject to terms and conditions. For documents where the copyright does not belong to Coventry City Council you will need to apply separately to the copyright holder.

If you wish to apply to reuse the information you have requested or have any other issues relating to this request please do not hesitate to contact me.

You have a right to make representations about the outcome or handling of your request – in the first instance this must be made in writing within 40 working days of the date of this letter, to the Council's Information Governance Team at:

Council House, Room 21a
Lower Ground Floor
Earl Street, Coventry.
CV1 5RR
infogov@coventry.gov.uk

If you have done this and are still dissatisfied, the Information Commissioner can be contacted at:

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

Yours sincerely

Jane Waterhouse
Performance & Policy Officer
Customer & Workforce Services