

FOI REF:	16290
RESPONSE SENT:	04/12/2025

Request

Dear Freedom of Information Officer, Freedom of Information Request I am writing to make a formal request under the Freedom of Information Act 2000.

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. b. No
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.
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. b. No
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?

Response

1. The council is a Disability Confident employer.
2. Please see the Equality, Diversity and Inclusion page for details and policy - [Equality, Diversity & Inclusion - Winchester City Council](#) ; We also provide guidance to managers on what may constitute a reasonable adjustment in our Capability Procedure.
3. All staff are required to complete mandatory e-learning on Equality, Diversity and Inclusion
4. The council's Contract Procedure Rules explicitly require that all procurement activities and contract management processes comply with obligations to eliminate unlawful discrimination and promote equality of opportunity. We do not specifically ask for reports to evidence how they are achieving this.

