

Social Value/Corporate Social Responsibility Guide 2024

A guide to aid businesses to shape their Social Value offers when tendering for contracts offered by Solihull MBC, and to help direct Corporate Social Responsibility activity. See our Social Value webpage and policy for further information - <https://www.solihull.gov.uk/business/social-value>.

TOM(s) (Themes, Outcomes and Measures):

NT6	No. of full time equivalent disabled employees (FTE) hired on the contract
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What can we do for you?

- Refer residents that are managing their disability through to your offer
- Work across stakeholders including the Voluntary Sector to obtain the best solutions for your offer
- Manage the referral processes involved and being your single point of contact
- Hold recruitment days, jobs fairs and/or sector information sessions to encourage local interest into the positions you are recruiting to.
- Explain Supported Internships (available to young people on an education health and care plan) as a viable option for businesses to sign up to
- Help your business to become 'Disability Confident', a nationally recognised award for businesses to improve their recruitment and retention for staff managing their disabilities.
- Promote the Council's Supported Employment offer, providing part-time job opportunities for residents managing their learning disability, which may be of interest to your business.
- Help your business to mentor residents with learning disabilities, potential for your own workforce development to step up and support vulnerable residents. This could include work experience and volunteering.
- Support individuals towards being prepared for your interviews by delivering mock interviews and employability workshops, arranging taster days to help residents embed with your business, making it easier for residents with a learning disability to sustain their job.
- Advertise your vacancies through the Employment and Skills team for distribution to disadvantaged groups

Case studies/examples:

- Amey recruitment programme
 - Amey developed a recruitment programme to recruit applicants for a number of seasonal Operative posts.
 - With the support of the Council's Employment and Skills Team, they adapted their recruitment process to be inclusive of residents with learning disabilities.
 - As a result, the recruitment programme enabled residents that managed their disability, who otherwise may have faced barriers in the application process, to apply for these roles.
 - A number of local residents with disabilities were offered roles in the seasonal recruitment campaign and gained employment.
- Hotelier recruitment programme
 - Hotelier were supported to recruit into hard to fill posts by encouraging an inclusive approach to recruitment and selection.
 - Hotelier adapted their processes to be more inclusive of applicants with disabilities by:

- Working with a member of the Council's Employment & Skills Employer Engagement Team to review the duties, skills and knowledge requirements of the role
- Simplify the selection process, by accepting CV's or Vocational Profiles as part of the initial application process, instead of the usual application form
- Providing additional supervisory support during the induction period
- Adapting job roles to better fit individual applicants, skills and abilities
- Substituting the traditional face to face interview, with a practical task orientated selection process
- Incorporating work tasters into a "try before you buy" approach to recruit people with limited experience of the sector
- Adapting shift start and finish times, to allow for travel issues and on-going care/support arrangements for the family.