



Further to your information request FOI/EIR 25/26-361, please find your question and our response below.

**Request:**

Please can you provide 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? If Yes - Please provide details about each scheme that you are signed up to.
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? If Yes - Please provide details or any documents that you provide to managers and employees.
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.No
2. See the Council's Managing Attendance and Stress at Work Policy our Reasonable Adjustments request form (attached).
3. Yes – it forms part of the Councils' Equality, Diversity and Inclusion training which is available for staff on our LMS platform, SkillGate.
4. Our Contract Procedure Rules, which form part of our Constitution (Part 3:1:1.3), state:  
*Officers need to be aware of the key pieces of legislation in relation to equality and diversity, which include, but are not limited to, the Equalities Act 2010 and seek advice within the relevant bodies within the Council*

This concludes your request FOI/EIR 25/26-361.

If information has been refused, please treat this as a Refusal Notice for the purposes of the Act.

If you disagree with our decision or are otherwise unhappy with how we have dealt with your request in the first instance you may approach [foi@eastcambs.gov.uk](mailto:foi@eastcambs.gov.uk) and request a review. A request for review must be made in no more than 40 working days from the date of this email.

Should you remain dissatisfied with the outcome you have a right under s50 of the Freedom of Information Act to appeal against the decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.